



PTT Oil and Retail Business Public Company Limited

Announcement No. 45 / 2025

Subject: Sustainability Management Policy

PTT Oil and Retail Business Public Company Limited and the Companies in OR Group

PTT Oil and Retail Business Public Company Limited (OR) and its group companies are committed to conducting business in line with sustainable development principles. This includes operating with social, community, and environmental responsibility, ensuring transparency in business operations, and fostering stakeholders trust to create shared value and sustainable growth. The sustainability management policy of OR and its group companies is outlined as follows:

1. Strive to create opportunities and minimize negative impacts throughout the value chain by operating with good governance. This includes caring for society, communities, and the environment, and balancing the expectations of all stakeholders to achieve sustainable growth together.
2. Conduct business in an environmentally friendly manner by controlling, preventing, and reducing the impact of operations on climate change, ecosystems, and biodiversity. Promote the use of clean energy, reduce resource consumption, minimize waste generation, and support circular economy principles.
3. Operate with accountability to all stakeholders, respecting and promoting human rights principles, ensuring non-discrimination, combating abuse, promoting equality, and enhancing the quality of life of employees. This also involves improving the well-being of communities for sustainable growth.
4. Conduct business with integrity, adhering to Good Governance Principles, Anti-corruption practices, compliance with relevant laws, commitments, and regulations of the countries in which operations are conducted, while respecting international best practices.
5. Focus on operational excellence, improving efficiency, and applying digital technologies in business operations to enhance competitiveness and drive innovation.

/ 6. Promote sustainable...

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6. Promote sustainable management practices among suppliers and distributors, focusing on sustainability principles to elevate sustainable development and reduce negative impacts from business activities.
7. Disclose policies, management approaches, and performance transparently, while setting an example in fostering behaviors that contribute to a culture of sustainable business practices.

The Board of Directors, management, and all employees are responsible for supporting, driving, integrating, and complying with this policy across the organization. They are also expected to promote sustainability throughout the value chain and actively engage with all stakeholders to strengthen sustainable development capabilities.

Announced on 10 April 2025

A blue ink signature in a cursive script, reading "Somchai Lertsutiwong".

(Mr. Somchai Lertsutiwong)

Chairman

A blue ink signature in a cursive script, reading "M.L. Peekthong Thongyai".

(M.L. Peekthong Thongyai)

Chief Executive Officer