



Human Rights						
GRI	Required Data	Unit	OR Performance			
			2022	2023	2024	2025
GRI 412-1 (2016)	Human Rights Assessment					
	Own Operations					
	A. % of assessed products and services subjected to business activities throughout value chain of OR and OR group in which human rights risks assessment was applied	% of Products and Services	100 ^[2]	100 ^[3]	100 ^[3]	100 ^[3]
	B. % of assessed products and services subjected to business activities throughout value chain of OR and OR group where human rights risks have been identified (in case of extreme risk exposure level)	% of Products and Services	30	30	30	30
	C. % of assessed products and services subjected to business activities throughout value chain of OR and OR group having risks (of B.) in which mitigation or remediation process were implemented	% of Products and Services (identified with risks)	100	100	100	100
	D. Number of sites (of B.) with mitigation or remediation process implemented (Human Rights Assessment in Own	Number of sites with mitigations	353	262	262	262
	Contractor & tier 1 suppliers					
	A. % of total tier 1 suppliers assessed in ESG (including human rights)	% of contractors or Tier I Suppliers	100	100	100	100
	B. % of total assessed (of A.) where risks have been identified	% of contractors or Tier I Suppliers	0	0	0	0
	C. % of risk (of B.) with mitigation or remediation process implemented	% of contractors or Tier I Suppliers (identified with risks)	100	100	100	100
	Joint Ventures (including stakes above 10%)					
	A. % of total assessed	% of joint ventures	No Data	100	100	100
	B. % of total assessed (of A.) where risks have been identified	% of joint ventures	No Data	35.71	35.71	35.71
	C. % of risk (of B.) with mitigation or remediation process implemented	% of joint ventures (identified with risks)	No Data	100	100	100
	GRI 411-1 (2016)	Rights of Indigenous Peoples				
Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period		number of incidents	0	0	0	0

Remarks :

N/A (Not Applicable): There is no relevant to the operations of OR.

No Data: There is no data in the reporting year.

[1] In 2021, OR assessed human rights risks of business activities throughout the value chain of OR and its subsidiaries based on products and services, consisting of 2 main business groups: oil business and retail business, consisting of 6 types of businesses as follows:

1. PTT Stations
2. Commercial oil business and aviation fuel
3. Lubricants
4. FIT Auto
5. LPG and cooking gas
6. Café Amazon

[2] In 2022, OR integrates additional products and services in its energy business containing EV Station PluZ and Solar Rooftop. Also, OR expands its retail business activities to cover Bakery and Dry Mix included in the Beverages.

[3] In 2023-2025, OR's human rights risk assessment covers businesses throughout the value chain in all 10 business types as follows:

1. PTT Stations
2. Commercial oil business and aviation fuel
3. Lubricants
4. FIT Auto
5. LPG and cooking gas
6. Electric vehicle service stations (EV Stations)
7. Solar rooftop
8. Beverage business (including Bakery, Dry-Mix, and Lifestyle Distribution Center)
9. Food business
10. Convenience store business