



Announcement of PTT International Trading Pte Ltd

No. PTTTSG 71/2025

PTT Way is a set of principles and beliefs that we will follow to reach our aspirations. Principal beliefs are "Live with pride", "Govern by making pacts", "Lead with passion and inspire others to follow", and "Operate only through best practices". PTT Group Way of Conduct describes framework mechanisms and principles in overseeing policies and the operation of companies in PTT Group at an appropriate level of their business through teamwork and effective group governance.

Objectives of PTT Group Way of Conduct

1. To serve as governance tools for PTT subsidiaries to adopt and align them to the same standards across the PTT Group via representatives assigned by PTT as directors, managements, and employees.
2. To function as a practice guideline mutually agreed upon by PTT internal units in order to foster collaboration, synergy, and bonding amongst PTT and PTT subsidiaries.
3. To ensure operations in compliance with laws, rules, and regulations as well as enhance risk management and competitiveness to empower PTT Group to achieve its business objectives in a sustainable way along with increasing transparency in operations between PTT and PTT subsidiaries.

PTT International Trading Pte Ltd, the wholly owned company by PTT, and its subsidiary, PTT MEA Ltd ("PTTT Group") need to comply with PTT Group policies. 11 policies: Strategic Planning Policy, Core Values Policy, Internal Audit Policy, Corporate Reputation and Social Responsibility Policy, Sustainability Management Policy, Quality, Security, Safety, Health and Environment Policy, Organisation Structure Policy, Human Resource Management Policy, Knowledge Management Policy, Procurement Policy, and Digital Policy to be revised and announced in 2025. These shall be effective from 29 July 2025.

A handwritten signature in black ink, appearing to read "Tan T.", is positioned above the printed name and title.

(Mrs. Tanunporn Tangpithakkul)
Managing Director
PTT International Trading Pte Ltd



Strategic Planning Policy

The formulation of systematic and coherent strategic planning, business planning, and investment management of PTT International Trading Pte Ltd (“PTTT”), subsidiaries, affiliates and other companies which PTTT has control over operational and financial policies (“PTTT Group”) is an important component to boost PTT Group’s competitive advantage, responsiveness to fast-paced changes in the business environment, achievement of vision, mission, and goals, and ultimately synergy and sustainable business growth. Therefore, PTT has formulated PTT Group’s strategic planning policy that PTTT Group must comply with as follows.

1. The process of formulating strategic plan, business plan, and investment management must be carried out in coherent across PTTT Group by defining the clear roles and responsible person of the process and determine the time frame that is in line with PTT’s annual strategic planning and business planning cycle.
2. Formulate a strategic plan according to the PTTT Group's strategic objective framework to ensure the determination of business operations direction, company objectives and goals for sustainable growth.
3. Deploy strategic objectives, strategic plans and strategic goals into both short-term and long-term business plans covering Key Performance Driver, Key Business Plans, Budgets, Key Performance Indicators (KPIs), Risk Management, Financial Projections, and Stakeholder Management in accordance with PTT's approach completely.
4. Investment management should be efficient, transparent, and verifiable through the specification and application of clear screening and approval criteria, in accordance with PTT's approach.
5. Systematic monitoring, reporting and evaluating the strategic plan achievement, business plan achievement and investment tracking (Post Investment Review) should be conducted and informed to the relevant committees and PTT’s Subsidiary Management Department at least once quarterly or at an interval specified by PTT.



Core Values Policy

To build workplace core values commitment, the executives and employees share the same beliefs and work with PTT Group SPIRIT core values. The SPIRIT core values will compass PTT Group to have the same direction in conducting and managing business strategy, making decision, and creating unity. These will establish a sustainable growth and outstanding identity that are portrayed to public and enabling PTT Group to become an excellent organization. Therefore, PTTT Group sets Core Values policy to follow on.

PTTT Group announces **SPIRIT** as Core Values and all executives and employees must commit according to PTT Group Core Values, SPIRIT, as following.

SPIRIT Core Values	KEY BEHAVIORS
<p>S (Synergy)</p> <p>Synchronize through partnership</p>	<ul style="list-style-type: none"> • Secure Strong Partnership Create a merged teamwork within PTT and PTT group to achieve common goals. • Secure Strong Partnership Establish and expand good relationships with partners both internal and external of PTT group. • Share Data & Knowledge Share, exchange perspectives, knowledge, resources, and experiences mutually within the PTT group.
<p>P (Performance Excellence)</p> <p>Agile for excellence</p>	<ul style="list-style-type: none"> • Perform Agility Be flexible to enhance adaptability in tasks and swiftly adjust to changes. • Persist in Result Orientation Work diligently with determination to achieve results beyond expectations. • Proactive Value Optimization for Stakeholders Create and deliver the utmost value to all stakeholders.
<p>I (Innovation)</p> <p>Invent future growth through innovation</p>	<ul style="list-style-type: none"> • Incorporate Growth Mindset Open-minded, positive-thinking, actively seek innovative opportunities, and courageously engage in creative thinking. • Invent the Future Utilize new digital technologies to enhance work efficiency. • Insist on Continuous Development Continuously pursue learning and self-improvement.
<p>R (Responsibility for Society)</p> <p>Reach sustainability with green economy and social care</p>	<ul style="list-style-type: none"> • Robustify Sustainability Perform based on awareness, considering the impact on stakeholders to ensure sustainable development. • Reach Green Economy Focus on working and developing the business with a consideration for the environment. • Re-embedded Corporate Social Responsibility – CSR Volunteer with the goal for the collective well-being of the community, society, and nation.



SPIRIT Core Values	KEY BEHAVIORS
<p>I (Integrity & Ethics)</p> <p>Embed integrity & ethics to enhance good corporate citizenship</p>	<ul style="list-style-type: none"> • Intend to be Transparency Dedicated to working with accuracy and transparency. • Insist to Act with Good Corporate Citizenship Behave as good employee within the organization. • Illustrate Action with Integrity & Ethics Conduct yourself with honesty and integrity, guided by strong moral principles.
<p>T (Trust & Respect)</p> <p>Tune-up trust through empowerment and respect</p>	<ul style="list-style-type: none"> • Take Priority to Trustworthy Build trust and confidence in working together. • Tune-up Empowerment Provide opportunities and empower individuals to make appropriate decisions, while trusting in the capabilities of others. • Treat Others with Acceptance of Diversity, Equity & Inclusion – DEI Be open-minded and show respect for the diversity of others.



ค่านิยมองค์กร SPIRIT

ค่านิยม SPIRIT	คำอธิบาย KEY BEHAVIORS
<p>S (Synergy)</p> <p>Synchronize through partnership</p> <p>ผสานพลัง สร้างพันธมิตร</p>	<ul style="list-style-type: none"> • Synchronize Towards One Goal สร้าง ผสานความร่วมมือ ทำงานเป็นทีม เพื่อบรรลุเป้าหมายร่วมกันทั้งภายใน ปรตท. และภายในกลุ่ม ปรตท. • Secure Strong Partnership สร้างและขยายความสัมพันธ์ที่ดีกับพันธมิตรทั้งในและนอกกลุ่ม ปรตท. • Share Data & Knowledge แบ่งปัน แลกเปลี่ยนมุมมอง องค์ความรู้ ทรัพยากร และประสบการณ์ซึ่งกันและกันภายในกลุ่ม ปรตท.
<p>P (Performance Excellence)</p> <p>Agile for excellence</p> <p>สร้างความเป็นเลิศ</p>	<ul style="list-style-type: none"> • Perform Agility ยืดหยุ่นเพื่อเพิ่มความคล่องตัวในการทำงาน พร้อมปรับตัวต่อการเปลี่ยนแปลงอย่างรวดเร็ว • Persist in Result Orientation มุ่งมั่นตั้งใจทำงานเพื่อให้ได้ ผลลัพธ์ที่เหนือความคาดหมาย • Proactive Value Optimization for Stakeholders สร้างและส่งมอบคุณค่าที่ดีที่สุดให้แก่ผู้มีส่วนได้ส่วนเสีย
<p>I (Innovation)</p> <p>Invent future growth through innovation</p> <p>สร้างการเติบโต ด้วยนวัตกรรม</p>	<ul style="list-style-type: none"> • Incorporate Growth Mindset เปิดใจ คิดเชิงบวก แสวงหาโอกาสแนวคิดใหม่ ๆ และกล้าคิดอย่างสร้างสรรค์ • Invent the Future ประยุกต์ใช้เทคโนโลยีดิจิทัลใหม่ ๆ เพื่อเพิ่มประสิทธิภาพในการทำงาน • Insist on Continuous Development เรียนรู้และพัฒนาตนเองอย่างต่อเนื่อง
<p>R (Responsibility for Society)</p> <p>Reach sustainability with green economy and social care</p> <p>สร้างสรรค์สังคม และ สิ่งแวดล้อม</p>	<ul style="list-style-type: none"> • Robustify Sustainability ทำงานบนความตระหนักรู้ โดยคำนึงถึงผลกระทบต่อผู้มีส่วนได้ส่วนเสียเพื่อให้เกิดการพัฒนาอย่างยั่งยืน • Reach Green Economy มุ่งเน้นการทำงานและพัฒนาธุรกิจที่คำนึงถึงสิ่งแวดล้อม • Re-embedded Corporate Social Responsibility – CSR มีจิตอาสาในการทำเพื่อส่วนรวม ชุมชน สังคม และประเทศชาติ
<p>I (Integrity & Ethics)</p> <p>Embed integrity & ethics to enhance good corporate citizenship</p> <p>สร้างพลังความดี</p>	<ul style="list-style-type: none"> • Intend to be Transparency มุ่งมั่นทำงานอย่างถูกต้อง โปร่งใส • Insist to Act with Good Corporate Citizenship ปฏิบัติตนเป็นพนักงานที่ดีขององค์กร • Illustrate Action with Integrity & Ethics ประพฤติตนด้วยความซื่อสัตย์สุจริต ตั้งอยู่ในจริยธรรมอันดีงาม
<p>T (Trust & Respect)</p> <p>Tune-up trust through empowerment and respect</p> <p>สร้างความเชื่อมั่นและไว้วางใจ</p>	<ul style="list-style-type: none"> • Take Priority to Trustworthy สร้างความเชื่อมั่นและความไว้วางใจในการทำงานร่วมกัน • Tune-up Empowerment เปิดโอกาส และให้อิสระในการตัดสินใจอย่างเหมาะสม พร้อมเชื่อใจในศักยภาพความสามารถของผู้อื่น • Treat Others with Acceptance of Diversity, Equity & Inclusion – DEI เปิดใจและเคารพในความหลากหลายของผู้อื่น



Internal Audit Policy

To ensure that PTT International Trading Pte Ltd (“PTTT”), subsidiaries, affiliates and other companies which PTTT has control over operational and financial policies (“PTTT Group”) internal audit activity is effective, efficient, independent, objective and consistent with the organization’s vision and business environment by evaluating and improving the effectiveness of governance, risk management and control processes that enhances PTTT Group’s success by providing objective assurance and advice which leads to helps organization accomplish its objective.

1. PTTT Group internal audit activity must comply with the Global Internal Audit Standards, promulgated by the Institute of Internal Auditors (IIA) and relevant regulations.
2. PTTT Group’s top management and/or the chief audit executive must support document, electronic data and data accessibility of relevant information system, also coordinate an internal audit activity conducted by PTT’s Office of Corporate Audit and/or PTTT’s Internal Audit Function.
3. PTTT Group is 100% owned by PTT, PTTT Group’s top management and/or the chief audit executive of the corporation must
 1. submit the following reports to PTT’s Office of Corporate Audit.
 - The company’s risk-based annual and long term (three to five years) internal audit plans.
 - The company’s internal audit engagement reports
 - The company’s quality assurance review (QAR) report, including both internal and external assessments together with its improvement plan.
 2. support a quality assurance review (QAR) of its internal audit activity performed by PTT’s Office of Corporate Audit.



Corporate Reputation and Social Responsibility Policy

In order to build confidence in and derive long-term support for its products and services as well as to enhance the brand image and reputation of PTT Group as an ethically, socially, and environmentally responsible organization that protects the benefits of all groups of stakeholders, cares for the life quality of the communities and environments where it operates business in line with international practices. PTT has established PTT Group's Corporate Reputation and Social Responsibility Policy that PTT International Trading Pte Ltd (PTTT) and subsidiaries (PTTT Group) must comply with in its CSR project and communication activities regarding such initiatives with the public as follows.

1. PTTT Group shall join forces in maximizing the perceived value of the brand.
2. PTTT Group shall facilitate stakeholder engagement initiatives through collaboration in knowledge and innovation to create shared value for society, with mutually agreed guidelines for mitigating the impact of its operations on stakeholders and alleviating their concern over such impact in accordance with the relevant law, rules, regulations, human rights and international practices. It is also obliged to ensure that such initiatives and guidelines will enhance the image and reputation of, and thus, add value to the organization.
3. PTTT Group shall integrate issue management with crisis communication management efficiently in order to be able to prevent and correct any potential damage to its image and reputation in a responsive manner.
4. PTTT Group shall apply the concept of creating shared value for the common good. That is, PTTT Group, whilst maximizing its revenues, is also encouraged to offer benefits to local communities or the underprivileged in return by including them in the supply chain (i.e. establishing inclusive business), setting up a social enterprise, or improving their quality of life through any other means.
5. The companies under PTTT Group shall comply with PTT Group's communication and brand management principles and strive to maintain the corporate identity of PTT Group when using any symbols and/or trademarks connected to PTT Group for public relations, sales promotion, communication activities, and the like.



Sustainability Management Policy

PTT International Trading Pte Ltd. (“PTTT”) is determined to be a business leader operating in line with the principles of sustainable development, the Sufficiency Economy Philosophy, and the principle and guidance on social responsibility by creating collaboration, trustworthiness, and value for stakeholders. Operation excellence, transparency, innovation and technology are essential to achieve the sustainable growth in three dimensions: Environmental, Social, and Governance whilst contributing to the realization of the Sustainable Development Goals. The key attributes of the policy are as follows:

Environmental	Adapt the business toward the low carbon society along with operating in an environmentally friendly way. Control and minimize the impact on the ecosystem and biodiversity as well as mitigating and being more resilient to climate change by applying the circular economy principle.
Social	Conduct the business responsibly. Respect the human rights principles. Protect labour rights, safety, health, and elevate working environment whilst continuously develop knowledge, skills, and competency of employees. Apply organisation core competency to create shared values and improve the quality of life of the community and society for sustainable growth.
Governance	Comply with the good corporate governance principle, ethics, laws, obligations, and regulations in all countries of operations and adhere to the international practices and guidelines. Disclose information and performance transparently. Manage risk, adapt to change, and seek opportunities to ensure sustainable business growth and reduce the impact from operations throughout the value chain whilst balancing the interests of a diverse group of stakeholders.

All management and employees of PTTT Group are responsible for contributing, driving, integrating, and executing the policy as well as deploy to PTTT affiliates and all stakeholders, and to pursue collaborative action through dialogue and partnerships with global organizations to strengthen sustainable development capabilities.



Quality, Security, Safety, Health and Environment Policy

Quality, Security, Safety, Occupational Health, Environment (QSHE) are vital elements for PTTT Group's integrated energy and related businesses. We are committed to prioritizing action plans, planning, setting targets, controlling processes, maintenance, and continuously improving products, services, and processes to achieve operational excellence. Moreover, we foster a QSHE culture and knowledge management to become a learning organization in alignment with PTTT Group's core values. Raise our employees and contractors' awareness of QSHE risk management of creating opportunities for improvement and minimizing negative impacts from operation, create opportunities for sustainable growth alongside Thai society, and contribute to the nation's development. As a global leader, we are dedicated to operating responsibly towards our stakeholders, society, and the environment are as follows.

1. Comply with all applicable QSHE corporate regulations, international standards and relevant commitments, as a minimum requirement.
2. Apply an integrated management system and utilizing information technology to develop operational systems, thereby enhancing process efficiency and delivering valuable products and services to customers.
3. Manage risks to prevent incidents causing losses to life, property, process and logistics, to promote a safe and healthy working environment for employees, contractors, and other stakeholders, to protect the organization from disasters, security threats, pandemic outbreak, and other perils include determining an emergency crisis, and business continuity management that respect human rights in accordance to the Universal Declaration of Human Rights.
4. Protect, prevent and minimize environmental impacts by applying sustainable and sufficient consumption concept according to the Circular Economy principle. Maintain biodiversity and ecosystems through the use of pollution prevention. Mitigate and adapt to climate change and improve energy and water use efficiency to achieve Net Zero GHG Emissions.
5. Promote research, innovation, and technology development. Deliver products and services taking into consideration the quality, safety, and environment responsibility throughout their lifecycle.
6. Engage and transparently communicate QSHE programs and performances to employees, contractors, and other stakeholders. Allow employees and contractors to give feedbacks and expectations for further review and continual operational improvement.

This policy applies to all businesses and operations across PTTT Group's supply chain. Executives at all levels must be role models and are accountable for the policy alignment. All employees and contractors are required to be informed, understood, and trained to be able to comply with this policy throughout their business processes including planning, designing, executing, decommissioning of the assets, as well as over the course of mergers & acquisitions.



Organizational Structure Policy

In order to unify and create synergy among PTT group, as well as to support the deployment of various strategies and policies effectively through organisation structure design, job grouping and job evaluation. PTT therefore has determined PTTT Group's organization structure as follows.

1. **Organisation structuring** must be aligned with PTT Group's policy, direction, strategy, and mutual benefits of PTT Group. In Addition, it must adhere to the following principles:
 - Organisation structure should be comparable with international industry practice standards and benchmarks.
 - Organisation structure design should consider using PTT Group's Shared Services in order to maximise the utilisation of resources, processes and technologies to continuously increase total efficiency of PTT Group as a whole.
 - Notify the PTT top management of the relevant Company's line of command when there is a change in the organisation structure.

2. **Job Evaluation**
 - Job evaluation system must be applied and aligned with international industry practice standard
 - Positions with job level 16 and above must be considered and verified by Human resources group alignment and coordination management committee prior to company internal approval.

3. **Job Position Titling System** can be implemented within company by referring PTT Group Job Title as a guideline.

The approval of organisation structure and job evaluation of the company must be in accordance with the mutual agreement of the PTT Group.



Human Resource Management Policy

To enable PTT International Trading Pte Ltd (“PTTT”), subsidiaries, affiliates and other companies which PTTT has control over operational and financial policies (“PTTT Group”) business to achieve and exceed its set goals and objectives with sustainability. PTTT Group, therefore, establishes PTTT Group human resource management policy as follows;

1. PTTT Group management and employees were assigned to work in positions under PTT group policy will adhere to Secondment agreement and Assignment agreement. PTT has defined principles to prepare management and employees to work in positions of PTTT Group subsidiaries as follows;

- Types of assignment; 1) Secondment, 2) Assignment and 3) Transfer shall be designed in accordance with assignment objective.
- PTT Group has the policy to propose candidate to work in Key Strategic position in subsidiaries that will adhere to Secondment agreement and Assignment Agreement. All PTT seconded positions require job level verification by PTT.
- PTT Group Working related KPIs will be deployed to management and employees working in Key strategic position and homebased position in order to ensure subsidiaries performance and PTT Group alignment.

2. People development policy will adhere to support employees in developing knowledge, skills and competency continuously in order to encourage employees to perform the duties that align with PTT Group direction as follows;

- The development of subordinate is deemed as duty of supervisor.
- In case the development program is common amongst subsidiaries (the course that the subsidiary can employ PTT Shared Service), the subsidiary should consider using PTT training service (PLLI) as the primary option.

3. PTTT Group HR essential information sharing to achieve PTT Group HR cohesive success; Groups subsidiaries will be considered to the invitation to the following tasks;

- Join and participate in the particular PTT Group HR collaborative team
- Share relevant HR knowledge and information for the benefits of PTTT Group



Knowledge Management Policy

To ensure that PTT International Trading Pte Ltd (“PTTT”), subsidiaries, affiliates and other companies which PTTT has control over operational and financial policies (“PTTT Group”) will develop a culture that values the importance of sharing and imparting bodies of knowledge and experiences, establish systematic guidelines for Knowledge Management (KM) that are consistent with its vision and missions as well as strategies, and be able to draw on its bodies of knowledge in providing benefits, creating value, and/or coming up with innovations for PTTT Group, thereby enabling the organization to achieve excellence.

Knowledge Management plays a vital role in achieving organizational goals through a culture of knowledge and experience sharing and transfer. PTT has set out Knowledge Management Policy that PTTT Group must comply with as follows:

1. Set challenging Knowledge Management goals to boost the organization’s competitive advantage and collectively support PTTT Group.
2. Specify important knowledge topics that will lead to the knowledge development for the present and future business operations of PTTT Group.
3. Support, promote, and press ahead with the organization’s Knowledge Management and development of competitive advantage in order to provide benefits, create value, and/or come up with innovations for PTTT Group.
4. Encourage the application of technological and digital advancement to its Knowledge Management processes as appropriate, such as in the development of a platform for storing, searching, and exchanging bodies of knowledge for applying and increasing efficiency.



Procurement Policy

To ensure that PTTT Group's procurement operations are efficient and coherent, as well as build stakeholders' confidence through a fair and transparent and verifiable procurement system, therefore, PTTT Group's Procurement Policy has established as follows:

1. PTTT Group shall conduct its procurement operations efficiently and effectively in terms of quality, price, and service provision.
2. PTTT Group shall uphold business ethics and code of conduct, refrain from the exploitation or discrimination of vendors, provide information to the parties involved in an accurate, complete, and transparent manner, and attach importance to vendors' opinions and suggestions.
3. PTTT Group shall carry out its procurement operations in a fair and transparent and verifiable manner in strict observance of the relevant laws, rules, regulations, and risk management and corporate governance principles.
4. PTTT Group shall take account of the environmental, social, and governance (ESG) impact of its procurement operations, which contributes to sustainable supply chain management.
5. PTTT Group shall collectively undertake their procurement operations for the utmost benefits of PTTT Group.
6. PTTT Group shall emphasize the importance of vendor management and relationship building, for instance by providing opportunities for collective development on a continual basis.
7. PTTT Group shall collectively integrate KM processes and press ahead with the application of technology in order to achieve competitive advantage in procurement operations and organizational excellence.



Digital Policy

This policy outlines the direction for the use of digital technology, ensuring systematic implementation, monitoring, analysis, and evaluation to drive and transform PTT International Trading Pte Ltd (“PTTT”), subsidiaries, affiliates and other companies which PTTT has control over operational and financial policies (“PTTT Group”) business operations. The goal is to enhance efficiency and create added value for continuous business growth, aligning with laws, regulations, international standards, and organizational strategies. It aims to meet the needs of stakeholders and support sustainability in accordance with good governance principles.

All units within PTTT Group's supply chain can use this policy as a guideline. PTTT Group executives at all levels must set a good example and ensure that operations align with the organization's intentions.

To this end, PTTT Group has set out a policy with the objectives to drive digital operations to achieve maximum efficiency as follows.

1. **Governance and Management of Digital Technology:** Implementing IT governance principles to support business goals, mitigate risks, and create value for the organization and stakeholders.
2. **Compliance with Digital Laws:** Ensuring adherence to digital laws, regulations, and standards, including cybersecurity, as a baseline.
3. **Digital Synergy:** Promoting digital management within PTT Group, driving business operations through digital transformation, and integrating artificial intelligence (AI) to enhance business capabilities.
4. **Enterprise Architecture Governance:** Overseeing the planning and design of the organization's information systems architecture, ensuring alignment with policies, business strategies, and processes, and allocating digital technology resources appropriately.
5. **Data Governance:** Managing and overseeing data throughout its lifecycle, focusing on systematic data quality management, reducing redundancy, and ensuring information security and personal data protection.
6. **Information and Cybersecurity:** Maintaining information and cybersecurity based on confidentiality, integrity, and availability, managing risks to prevent



impacts and losses, and having measures and plans to handle cyber threats and emergencies.

7. **Digital Technology Selection:** Choosing digital technologies to deliver products and services as agreed, ensuring stakeholder satisfaction and value, and aligning with the annual budget efficiently.
8. **Environmentally Friendly IT Management:** Managing IT systems in an environmentally friendly manner, aligning with PTT's sustainability management policy, and selecting products and services that are environmentally friendly throughout their lifecycle and energy-efficient.
9. **Digital Competency Development:** Enhancing digital competencies of employees in mindset, knowledge, skills, and behavior to support business operations, foster innovation, and address business environment changes and cyber threats.

The organization supports and promotes PTT Group's business operations to adapt to technological changes and future business environment changes for continuous development. This digital policy will be reviewed and updated at least once a year or when significant changes occur.