



Occupational Health and Safety Commitment

PTG Energy Public Company Limited and its subsidiaries (the Group) are committed to establishing a foundation for health and safety management systems in all organizational operations. This commitment is guided by the Quality, Security, Occupational Health and Safety, and Environmental Policy (QSSHE), which serves as the fundamental criteria. The aim is to prevent, control, and minimize the potential impacts that may arise in the course of operations, improve service delivery, enhance productivity, and benefit all stakeholders associated with the Group's business operations.

Quantitative Goals

The goal of operations in the areas of occupational health and safety of the Group is to focus on compliance with regulations and laws regarding occupational health and safety. This forms the foundation for the organization's operations and implements the Occupational Health and Safety Management System standard (ISO 45001:2018), which is an international standard applied within the organization. The aim is to elevate the development of the management system standard for occupational health and safety, with the goal of operations as follows:

Indicator	Goals	
	2025	2027
Number of employees/contractors who died while on duty (person(s))	0	0
Total Recordable Injuries Rate (TRIR) per one million work hours of employees	0.63	0.315
Lost Time Injury Frequency Rate (LTIFR) per one million hours of work for employees and contractors	Employee 0.552 Contractor 0	Employee 0.276 Contractor 0
Occupational Illness Frequency Rate (OIFR) per one million hours of work for employees	0	0
Major Truck Accident Rate (MTAR)	0	0
Number of occurrences of safety incidents in the production process (Tier 1 and Tier 2)	0	0

* Note

- Lost Time Injury Frequency Rate (LTIFR) = (Number of lost-time injury cases due to workplace accidents during the reporting period × 1,000,000 hours) / Total hours worked during the reporting period.

- Occupational Illness Frequency Rate (OIFR) = (Number of occupational illness cases during the reporting period × 1,000,000 hours) / Total hours worked during the reporting period.

In this regard, the Group has a vision and mission to align with the management of occupational health and safety, as follows:



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Vision of Occupational Health and Safety

“To be a leading organization in the country in the energy business sector that is free from accidents, by operating with a focus on occupational health and safety, while concurrently creating sustainable value for the stakeholders of the Group.”

Mission of Occupational health and Safety

- Promote awareness and understanding of risks and hazards in the workplace among employees and business partners to foster a culture of safety and sustainability within the organization.
- Develop leadership in safety, occupational health, and environmental practices at the managerial and supervisory levels to serve as role models.
- Implement a comprehensive management system for safety, occupational health, and environmental conditions that results in an accident-free organization. Prepare efficiently for emergencies and crises.
- Elevate the standards of safety, occupational health, and environmental management in the workplace by incorporating technology and innovation, aiming for global organizational excellence.

Management System for Occupational Health and Safety

1. Governance

- Occupational Health and Safety Governance Structure

The policy on security, safety, occupational health, and working environment management is an integral part of the Corporate Governance Policy that every unit and business within the Group must adopt as a fundamental practice. A management structure for safety, occupational health, and working environment has been established in accordance with the Occupational Safety, Health and Environment Act 2011. The Safety and Environment Department serves as the responsible safety unit, led by the Director of Safety and Environment, who reports directly to top management, demonstrating the Company’s commitment to managing safety, occupational health, and the working environment.

Emphasis is placed on the active participation of employees at all levels through safety promotion activities, with the Safety, Occupational Health, and Working Environment Committee at the business unit level acting as a key driver. The Company supports training for safety officers at all levels and ensures their registration with the Department of Labour Protection and Welfare in each responsible area. This includes management-level, supervisory-level, advanced technical, and professional-level safety officers, in accordance with legal requirements. These roles are responsible for overseeing safety in their respective areas in line with their duties and responsibilities.

All these measures are implemented to ensure that the Group can effectively supervise and maintain workplace safety, prevent work-related injuries and illnesses, avoid environmental impacts, and achieve the Company’s objectives.



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- Management

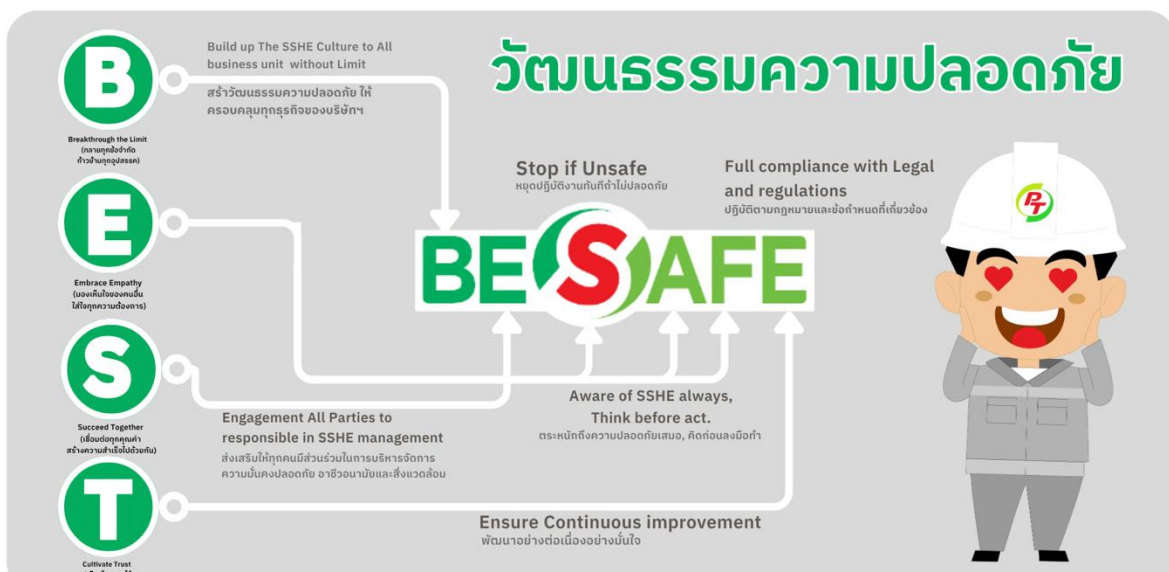
The management of safety, occupational health, and working environment within the Group is conducted in accordance with the requirements of the Occupational Health and Safety Management System (ISO 45001:2018) and the Environmental Management System (ISO 14001:2015). In addition, the Company has established the PTG Safety, Security, Health, and Environmental Management System (PTG SSHEMS) to ensure that all business units adopt security, safety, occupational health, and environmental standards as a fundamental part of their operations. The objective is to ensure that the management of security, safety, occupational health, and environmental standards is implemented in a unified manner across the organization, at a minimum. The PTG SSHEMS aims to achieve:

- Zero Accidents (preventing work-related accidents)
- Zero Environmental Claims (preventing significant environmental complaints)
- Zero Security Incidents (preventing security-related incidents)
- Zero Process Safety Events (preventing process-related accidents)

Organizational Values (BEST)

1. Breakthrough the Limit: Overcome every limitation, surpass every obstacle.
2. Embrace Empathy: Understand the feelings of others, care about every need.
3. Succeed Together: Connect every value, achieve success together.
4. Cultivate Trust: Nurture mutual trust.

PTG Safety, Security, Health, and Environment (SSHE) Culture





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B: Build up the SSHE Culture to all business units without limit (Cultivate a safety, security, health, and environment culture to encompass all company operations).

E: Engage all parties to be responsible in SSHE management (Promote participation and

responsibility from everyone in safety, security, health, and environment management at work).

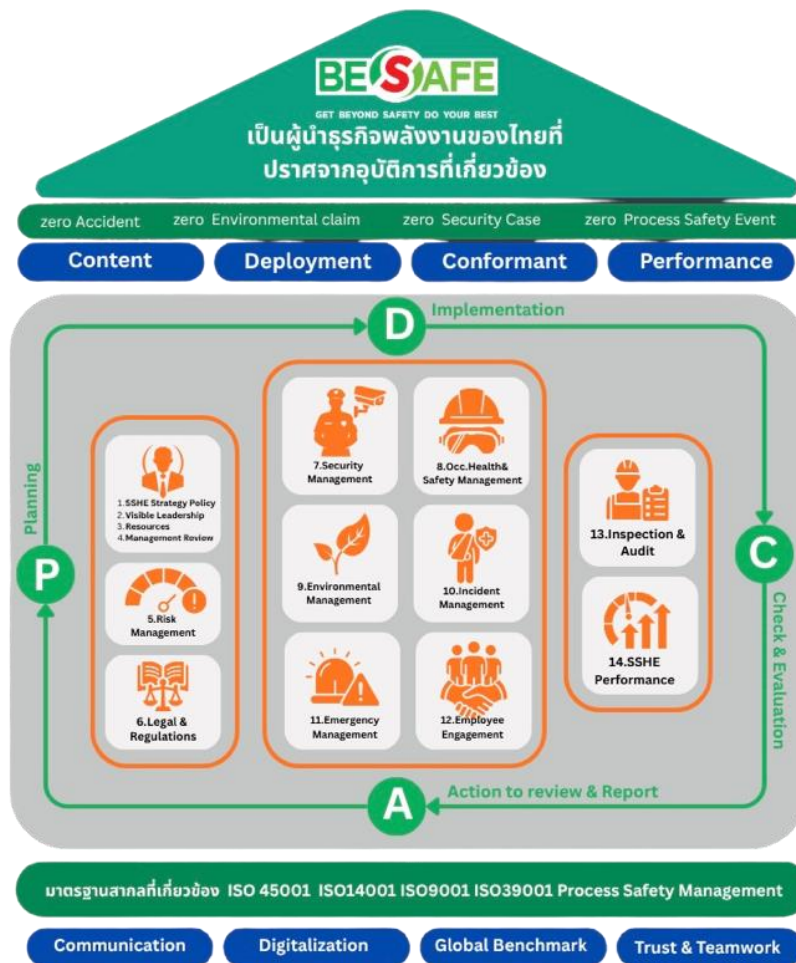
S: Stop if unsafe (Halt operations immediately if unsafe conditions are identified).

A: Always be aware of SSHE; think before acting (Maintain awareness of safety, security, health, and environment aspects; think before taking action).

F: Full compliance with legal and regulations (Adhere strictly to laws and relevant regulations without exceptions).

E: Ensure continuous improvement (Ensure confidence in continually improving the systems for safety, health, and environmental management).

PTG Safety, Security, Health, and Environmental Management System (PTG SSHEMS)





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- Safety Committee

The Group has established a committee for occupational health, safety, and environmental affairs in each area to oversee occupational health and safety. This demonstrates the involvement of operational and managerial level employees, with the following responsibilities:

(1) Develop policies on occupational health and safety of the business establishment and propose them to the employer.

(2) Develop prevention guidelines and reduce the occurrence of accidents, incidents, illnesses, or discomfort arising from the work of employees or unsafe working conditions, and present them to the employer.

(3) Report and propose measures or guidelines to improve and rectify working conditions and the working environment in compliance with laws related to occupational safety to the employer.

(4) Promote and support safety activities in the workplace of the business establishment.

(5) Consider manuals on occupational health and safety of the business establishment to provide opinions to the employer.

(6) Inspect safety practices at work and report the results of such inspections, including statistics on incidents that occurred in the business establishment, at each safety committee meeting.

(7) Consider projects or training plans related to workplace safety, including projects or training plans on the roles and responsibilities of employees, supervisors, managers, employers, and staff at all levels to provide opinions to the employer.

(8) Establish a system for all employees at all levels to report unsafe working conditions to the employer.

(9) Monitor the progress of proposals made to the employer.

(10) Report the results of annual work performance, including identifying problems, obstacles, and recommendations for the safety committee's duties when completing one year of service to present to the employer.

(11) Evaluate the results of safety operations in the workplace of the business establishment.

(12) Perform other safety-related tasks as assigned by the employer.

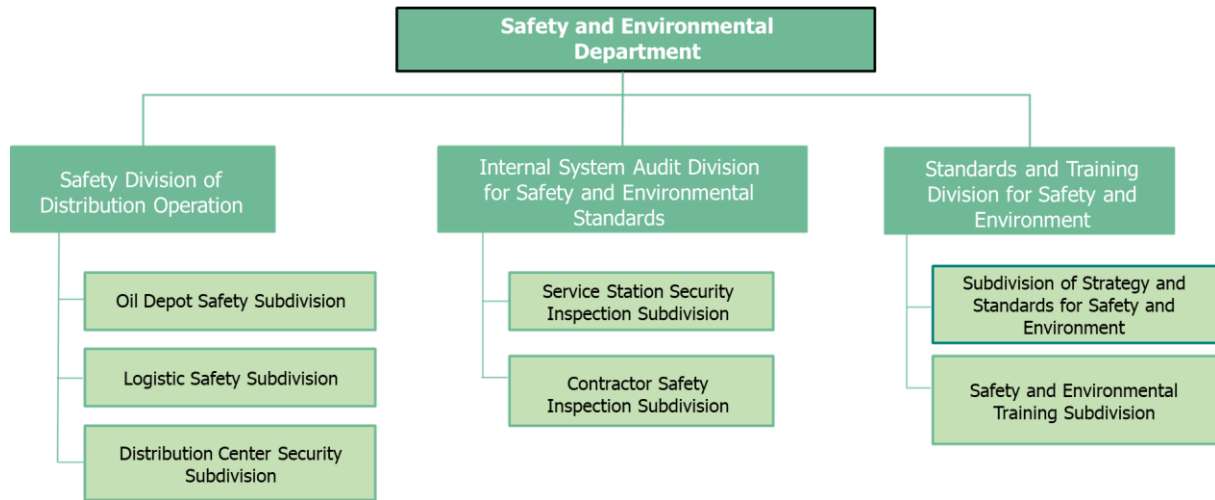
- Safety Working Team

The operation of occupational health and safety within the Group is driven by the Safety and Environmental Department, in collaboration with other departments, through management under the



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principles of 'One Team, One System, and One Goal'. The structure of the safety and environmental department is as follows:



2. Occupational Health and Safety Policy

The Group has established the PTG SSHE Steering Committee to oversee policies related to quality, safety, occupational health, and the environment. The highest executives of each business unit within the Group serve as committee members. Their responsibilities include defining policies for quality, safety, occupational health, and the environment to guide the operations of the Group.

The current policy, announced on May 13, 2022, emphasizes the importance of Quality, Safety, Health, and Environment (QSHE) management as crucial components of the Group's business operations. The Group is dedicated to supervising and controlling processes, maintaining and continuously improving productivity, and enhancing the quality of products and services. The focus is on effective risk management and seizing opportunities to strive for excellence, aligning with sustainable development goals.

The Group aims to foster a culture of QSHE and manage knowledge in accordance with the values of the Group. This results in increased awareness among employees, encouraging participation in adhering to standards for quality management, safety, occupational health, and environmental practices as follows:

1. Diligently adhere to laws regarding quality, safety, occupational health, and the environment, as well as the Group's requirements, customer specifications, and relevant international standards as a top priority.

2. Strive for integrated management of quality, safety, occupational health, and the environment throughout the Group, ensuring compliance with requirements to meet the needs and expectations of stakeholders.



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3. Implement risk management to prevent losses from incidents affecting life, property, production processes, and the entire supply chain. Promote occupational health and environmental well-being for all employees and stakeholders, safeguarding the Group against infectious diseases, disasters, security threats, and other factors, in accordance with international human rights principles. Provide guidelines for emergency management and crisis situations to ensure continuous business operations.

4. Protect, prevent, and minimize environmental impacts by using resources responsibly and sustainably, adhering to the principles of circular economy, maintaining biodiversity, and adapting to climate change. Aim for a low-carbon society.

5. Continuously improve processes, enhance efficient communication both internally and externally, actively listen to and consider the needs and expectations of stakeholders for effective operational reviews and performance improvement.

This policy is applicable to all units within the supply chain of the Group. Leaders at all levels should serve as exemplary role models and take responsibility to align operations with the Group's objectives. All employees must be aware, understand, and adhere to these principles throughout every stage of operations, including design, construction, asset ownership, integration, and mergers & acquisitions throughout the supply chain of the Group.

3. Safety Standards

The Group commit to operate in the field of occupational health and safety in accordance with laws, regulations, and relevant contractual obligations to develop an internal management system according to international standards. The focus is on the application of occupational health and safety standards, whether it be outstanding occupational health and safety facilities, the Occupational Health and Safety Management System (ISO 45001:2018), the Environmental Management System (ISO 14001:2015), and the Security, Occupational Health, and Environmental Management System of the Group (PTG SSHEMS).

4. Occupational Health and Safety Risk Assessment System

The Group has established operational procedures regarding hazard identification, risk assessment, and risk evaluation to be aware of all hazards arising from work activities and from the work environment. This involves prioritizing risks based on comprehensive risk assessments, considering the adequacy of occupational health measures and existing safety measures, and establishing risk control measures to cover all significant risks. The aim is to minimize losses, including property damage, employee injuries, and impacts on neighboring communities. This includes hazard identification and risk assessment covering the following issues:



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1. Work Methods: Social factors, workload, working hours, threats, harassment, leadership, and organizational culture.
2. Regular and Irregular Activities and Situations: Including dangers from structures, materials, equipment, work processes, and personal factors such as age, pre-existing conditions, gender, and attitudes.
3. Past Incident Occurrences: Including past emergency incidents.
4. Significant Emergency Situations: Highlighting key emergency situations.
5. Employees, Contractors, On-site Personnel, and Nearby Residents: Those impacted by the Group's activities.
6. Design, Installation of Machinery and Equipment, and Work Management: Issues arising from design, machinery, and equipment installation, and work management.
7. Situations Arising from Organizational Activities Impacting External Environment: As well as external activities affecting the organization.
8. Changes in Knowledge and Work Processes: Addressing changes in knowledge and work processes.
9. Assessment of Other Risks: Related to occupational health and safety management systems.

5. Occupational Health and Safety Program

- Occupational Health and Safety Programs for Employees

The Group conducts annual projects and activities in occupational health and safety for employees within the organization. These include:

- Environmental workplace assessment conducted once a year (Industrial Hygiene Monitoring)
- Health check-ups for employees based on risk factors (Health Risk Checkup)
- Annual emergency response plan drills (Fire and Evacuation Drill)
- Safety inspections in each area (Safety Walk through Survey)
- Incident reporting and investigation (Incident Report and Investigation)
- Safety clinics
- Campaign projects to reduce accident statistics to zero (Zero Accident Campaign)
- Meetings of the occupational health and safety committee.



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- Occupational Health and Safety Programs for Contractors

The Group has established joint guidelines with the contractors entering to perform work within the Group's premises. There must be management of occupational health and safety, in accordance with the Safety, Occupational Health, and Environmental Act of 2011 and relevant ministerial regulations, including compliance with safety, occupational health, and environmental guidelines for the Group operations. The contractors entering to perform work within the area must undergo safety training, possess work permits, and undergo safety checks before, during, and after performing their duties. The safety officer is responsible for the area and has supervisory safety personnel to oversee and control the work area at all times.

- Occupational Health and Safety Awareness Training Programs

Training in occupational health and safety is considered crucial for the smooth operation of the Group, ensuring that employees have the necessary knowledge and skills as mandated by the law. The goal is to enable them to perform their duties safely. The Group has planned training programs to enhance the knowledge and abilities of employees, including:

1. Basic Safety, Occupational Health, and Environmental Work Course
2. Safety, Occupational Health, and Environmental Work Course for Contractors
3. Safety Officer Management Level Course
4. Safety Officer Supervisor Level Course
5. Basic Firefighting Course
6. Advanced Firefighting Course
7. Petroleum Station Operator Course
8. Liquefied Petroleum Gas Filling Station Operator Course
9. Basic Safety Course for Oil Storage and Pipeline Transportation System Operators
10. Oil Tank Transportation Operator Course
11. Retailer and Liquefied Petroleum Gas Storage Facility Operator Course
12. Safety Course for Working with Electricity
13. Safety Course for Working with Chemicals
14. Safety Course for Working with Radiation Generating Devices
15. Safe Driving Course
16. Basic First Aid and Rescue Course



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Attachment

Indicator	Scopes of Performance Measurement Report
Number of employees/contractors who died while on duty (person(s))	01. PTG Energy PCL (PTG) 02. Petroleum Thai Corporation Co., Ltd. (PTC) 03. PTG Logistics Co., Ltd. (PTGLG)
Total Recordable Injuries Rate (TRIR) per one million work hours of employees	04. PTG Green Energy Co., Ltd. (PTGGE) 05. Punthai Coffee Co., Ltd. (PUN) 06. GFA Corporation (Thailand) Co., Ltd. (GFA) 07. Go Luck Co., Ltd. (GL)
Lost Time Injury Frequency Rate (LTIFR) per one million hours of work for employees and contractors	08. Go Subway Co., Ltd. (GS) 09. Max Solution Service Co., Ltd. (MSS) 10. MAX Card Co., Ltd. (MAX)
Occupational Illness Frequency Rate (OIFR) per one million hours of work for employees	11. Max Me Corp Co., Ltd. (MMC) 12. PTG Oil Depot 13. PTG Distribution Center
Major Truck Accident Rate (MTAR)	
Number of occurrences of safety incidents in the production process (Tier 1 and Tier 2)	Oil Depots and PTG Logistics Co., Ltd. (PTGLG)