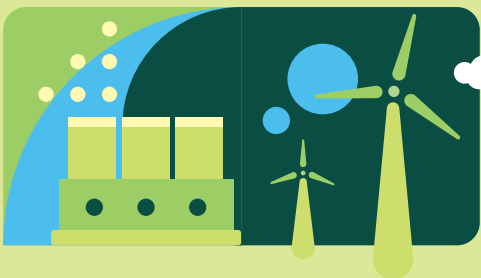


SUSTAINABILITY HIGHLIGHTS

THAI OIL PUBLIC COMPANY LIMITED



Environmental Dimension

Enhance environmental management to ensure effectiveness and alignment with global trends

Natural Capital

Total Greenhouse gas emissions reduced by **28,003** tons of carbon dioxide equivalent through energy efficiency improvement projects.

Zero industrial waste disposal to landfills.

Reduced dependence on external freshwater resource by replaced with desalination **37%**

No freshwater withdrawal for consumption from water-stressed areas.

Manufactured Capital

Accumulated carbon credits certified by Thailand Greenhouse Gas Management Organization (Public Organization) or TGO between 2019 - 2023 total **1,311,046** tons of carbon dioxide equivalent.

Intellectual Capital

6 New High Value Products.

Financial Capital

40 share of revenue from environmental-friendly products.



Governance and Economic Dimension

Ensure the robustness and maintain trustworthiness of good corporate governance as strong foundation for sustainable business growth

Financial Capital

No cases or fines for non-compliance with laws and regulations, or cases of corruption and bribery.



Social Dimension

Empower social engagement to collaboratively uplift the quality of life, while being responsible to all stakeholders towards a sustainable future

Intellectual Capital

218 new knowledge gained from knowledge sharing sessions among employees from Knowledge Management (KM) Project.

Empowering **2** community enterprises through the reforestation project by supporting knowledge of forest conservation, coupled with hiring the communities for planting and maintaining the forests. In addition, this initiative not only restores the environment but also stimulates local economy.

Natural Capital

Participation in a government-led reforestation project to reduce carbon dioxide. The project has been operated in an area of **8,656** rai, which is expected to absorb approximately **92,800** tons of carbon dioxide equivalent by 2060.

Manufactured Capital

1 process safety event (Tier-1).

Human Capital

Zero lost-time injury of employees.

Financial Capital

720 million THB in benefits gained by the Company from leveraging employees' knowledge for business development.

Social and Relationship Capital

95% community engagement score.

No human rights complaints.

92% employee engagement score.

94% employee satisfaction score.

Financial Capital

No financial losses due to cyberattacks impacting business operations.

Benefits gained from knowledge and innovation for working process improvement **961** million THB.

Social and Relationship Capital

Zero case of non-compliance with the Company's code of conduct, violation of laws and regulations, and actions that may induce corruption.

98% supplier satisfaction score.

94% customer engagement score.