



PTG ENERGY GROUP

Supporting Document

on

Compensation and Benefits Policy

Records of Revision

03	01/01/2025	Additional Information on Employee Benefits
02	01/01/2024	2023 Annual Review
01	01/01/2023	2022 Annual Review
00	1/11/2021	First implementation
#Revision	Effective Date	Description



Compensation and Benefits Policy

PTG Energy Group (**the "Group"**) has placed importance on employees' compensation and benefits, taking account of adequacy and fairness to ensure proper livelihood of themselves and their families. The Group has regularly reviewed compensation and benefit packages, and also has an Employee Welfare Committee that is responsible for supervising, monitoring, advising on the benefits provided by the employer to the employees. In addition, with meetings organised on a quarterly basis, the Committee renders suggestions and guides the provision of benefits that are appreciable. In this regard, the compensation and benefit package of the Group consists of the followings:

1. Salary

The Group compensates its employees based on the majority of their position's competencies, costs of living, national minimum wages while also ensuring that the salary provided is compatible with the pay scale of other companies of the same type, as well as current and future business competition. Moreover, there shall be annual performance appraisals to review and make an employee pay adjustment, which are to motivate and retain skilled employees with the organisation. This is because a competitive salary definitely leads to sustainability due to it being a guarantee of job security for all employees.

2. Short-term Benefits and Incentives

The Group provides welfare and benefits to employees at all levels, including an annual bonus, sales performance incentives, employee discounts on products and services within the Group, group life and health insurance plans, annual health check-ups, and the option for employees to purchase life insurance for family members at a subsidized rate. Employees are also entitled to special loan programs through financial institutions that have agreements with the company, offering lower interest rates than those available to the general public. Additionally, the company provides employee uniforms, personal protective equipment (PPE), and various financial assistance programs, such as funeral assistance, support for employees affected by natural disasters, and compensation for employees who suffer harm while protecting company assets.

The Group is committed to ensuring that all welfare programs promote equity, diversity, and inclusion, respecting differences in race, gender identity, culture, and physical abilities. To foster employee well-being, the company organizes team-building activities throughout the year, focusing on enhancing employees' physical and mental well-being while strengthening their engagement and sense of belonging within the organization

3. Long-term Incentives

The Group offers provident funds to strengthen retirement security. Moreover, employees can buy stocks of the Group at the price they were first issued to the general public (Initial Public Offering: IPO) without binding conditions. This is to foster employee participation and a sense of ownership, as an approach to build strong relationships with the organisation and involve them as part of the company in order to sustainably thrive together in a long run.