



Cluster of Excellence



PROJECT PLANNING SERVICE PLC.  
**SUSTAINABILITY REPORT 2019**  
ENGLISH VERSION



# Vision

“ PPS determines to be leader in innovation and services of engineering consulting business and fully integrated investment for real estate business, construction, and urban development. ”

# Mission

- 1 We will deliver the high-quality services to create value satisfaction and maximum benefit above the customers' expectations.
- 2 We will develop the working process via innovation together with human resource continuously.
- 3 We will maintain the profit rate for shareholders by giving the customers successes regarding on the ethics and benefits for everyone.
- 4 We determinedly search for the investment channels and business opportunities.
- 5 We are accountable for the community, society, environment, nation, and shareholders.

# Value



# Goals

- 1 To continually gain profits by means of investment and various businesses.
- 2 To be the internationally acknowledged Thai brand.

# Strategy

- 1 Create the advance competitive capabilities also increase revenue generation and profitability rates with the services generated by innovation.
- 2 Create clarity in marketing strategies and enhance the image of products and services (brands) as for creating brand awareness with new customers. Also, for creating awareness of skills, capabilities, and new service offering of the company group.
- 3 Create opportunities for business expansion by seeking partners who enable the company to expand the scope of consulting services in the areas of real estate business, construction, and urban development to be international and technological.
- 4 Create capability to be the funding source provider for investment.

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# Message from Chief of Executive Officer

and Chairman of Corporate  
Social Responsible Committee

Every time I look back to review the sustainability of the Company, I've found that the sustainability issue of PPS is constantly changing each year, not the same at all. Likewise, I always said that change is the basis of sustainability.

PPS has been doing the sustainability for several years and has received various awards. Last year, we just received Thailand Sustainability Investment 2019 for five consecutive years, Highly Commended in Sustainability Awards from Sustainability Excellence Award sector, and Outstanding Investor Relations 2019 Awards from Business Excellence Award sector from SET Award 2019 organized by The Stock Exchange of Thailand. In my opinion, I think the awards we received are the Company's proud success for many years onwards. The efforts for sustainability itself also create the competitiveness of the Company because everything we do is Sustainable Activity in Process. I always believe that we literally do not create Sustainability Reports because we expect to win the awards. We only wrote what we actually are and we have been doing, also wrote about who we want to be or should be, since if we receive awards which are unrelated to what we have done, it is useless.

When reviewing the values of PPS employees and the value that the company delivers, it is found that what the PPS Group delivers to customers and all stakeholders of PPS is the Sustainable Partnership. By beginning with the thought of wanting to see others better and the thought of what we can do for others. We must always remember that we are running a business because we want to improve society. We are still struggling to make a profit to ensure that we will continue to contribute to the improvement of society. We must cultivate the feeling of being a giver and thinking of others first because true merchants look from the perspective of mutual benefits for both parties by making a profit for themselves while willingly creating benefits to others.

From the book IKIKATA, written by Mr. Kazuo Inamori, said that if heaven and hell truly exist, both of which might have everything in common. If in hell and heaven there is a pot of noodles but there is only one pair of meter long chopsticks and it is the only way to eat noodles. It turns out that the hell creatures were fighting each other for using long chopsticks to eat noodles but couldn't put them in the mouth because the chopsticks were too long. Then, the hell creatures became angry and fought until the noodles spilled causing no one could eat and must endure starving. In contrast to the heavens, when everyone sees the noodles and then thinks that they want others to eat happily. Then clamped the noodles over to the opposite side first and said: "You should eat first." Once the other one finishes eating, they will say that "Thank you, I will repay your kindness." So, they nibbled the noodles to feed the other one. Therefore, everyone is full and satisfied. "Because the heart that beats for others is the heart that filled with happiness" and everyone loves each other.

This year, PPS will emphasize unity. The love of the people in the Company and the love between the parties who work together in various departments, as the word Harmony is a Root of Sustainability, and Sustainability Development Itself is a Competitive Advantage. Doing good deeds may not receive immediate rewards or instant praise. Like a tree that grows in tall grasses, it has grown for a long time but has never seen by anyone because of the grassy shade. However, I believe that it will grow to the extent that it will bloom for the public to admire in the end.





Harmony is a Root  
of Sustainability

Sustainability Development  
Itself is  
a Competitive Advantage





ฟงทอน ธาราชัย

Phongthon Tharachai  
(CEO)



**PPS**  
**Project Planning**  
**Service Public**  
**Company Limited**

Listed on mai



**Type of business**  
**Property and Construction**  
**(PROPCON)**



**Registration date**  
**June 25<sup>th</sup>, 2012**



**Registered capital**  
**279,452,921 Baht**



**Number of permanent employees**  
**344 Employees**  
**(issued at February 29<sup>th</sup>, 2020)**

# 32 years of PPS Value Proportion

32 years of PPS Value Proportion

Over the past 32 years, Project Planning Service Public Company Limited or PPS has proven that our professional and engineering expertise has always created benefit to customers, partners, and society since established in 1987 by Mr. Prasong Tharachai and Mr. Somphant Hongchintakul and was registered to mai in 2012.

Recently, we have 345 high passion and powerful employees cover all departments which are Management, Headquarter supports, Engineers, Architects, Technicians, Security Officers, and Administrative Departments and Secretaries. We are consulting engineer who offer a numerous of services in management and construction supervision as follows;

- Structural and Architectural works
- Utilities system (electrical and communication systems, air conditioning and ventilation systems, sanitary and fire protection system)
- Civil works
- Landscape
- Interior decoration

The major change in this year of PPS is we have grown from consulting engineers to deliver value to customers and all stakeholders through building "Sustainable Partnership" according to we have expanded the scope of services through cooperation from partners One Works SPA., the design company from Milan, Italy which is a professional in infrastructure design. Moreover, PPS has expanded the operation to the related business by establishing Project One Property Development co., ltd. Which is the company for participating in a property development project with the landlord or other interested investors in order to the Company will able to determine revenue and continuously grow up in the property development and construction business.



The major change in this year of PPS is we have grown from consulting engineers to deliver value to customers and all stakeholders through building “Sustainable Partnership”

Our pride aside from developing the organization to progress towards sustainable success is participation in improving society and creating more benefits for others in order for the society and stakeholders to grow alongside the Company. Therefore, this year PPS emphasizes the unity and harmony which are the foundation of sustainability, also maximizes the competitiveness of the sustainability process.

The outstanding of PPS is we are the first engineering consulting company with the certification of quality standard ISO 9002 from the Engineering Institute of Thailand under His Majesty the King’s Patronage and EAQA (Environmental Accredited Quality Assessment) Institute in the UK since March 1999. The company has been improving and developing the quality system until being certified with the quality standard ISO 9001 : 2015 from EAQA on May 2018. The quality standard has been applied in every project and has an internal audit by officers from the trained company, also has been followed up by EIT-CBO and EAQA. One important thing that could confirm our sincerity is our participation in Thailand’s Private Section Collective Action Coalition Against Corruption (CAC) for showing the intention and determination in as forms of anti-corruption since 2014 and we were continuously certified by CAC since 2016 to present. We remain to adhere to conduct the business with transparency, fair, having the responsibility for social and stakeholders, including the prevention of corruptions that may occur in the organization.

Our next goal is to create unity of cooperation which aims for sustainable success from within the organization to customers, partners, all stakeholders, as well as the community, environment, and society endlessly.



# THE PACE OF NON-STOP DEVELOPMENT



1987

PROJECT PLANNING SERVICE CO., LTD. (PPS) has been established.  
Grand China Hotel,  
"The deepest structure in Thailand at that time."



1988

Grand Hyatt Erawan Hotel



1989

World Trade Center Bangkok  
(Phase 1)



1990-1995

Established PPS Design Co., Ltd (PPSD),  
operating in engineering design.  
Baiyok II Sky Tower,  
"The highest tower of Thailand at that time."



1997

Central World Tower and Central World Plaza  
First Consulting Company that get ISO 9002 : 1994 certified



1997-2002

Metropolitan Rapid Transit, MRTA Initial System Project  
"The first subway in Thailand"



2013

Established  
"PPS Information Consultant Company Limited (PIC)"



2011

MRTA Blue Line Extension Project



2001-2006

Suvarnabhumi Airport (World Class Airport)  
Received Certified ISO 9001:2008



2001-2010

The New Head Office  
of Bank of Thailand Project  
"The full service for project management"



2014

Signatory Company of Thailand's Private Sector  
Collective Action Coalition Against Corruption's Declaration of Intent.  
The first year of SD Report publishing



2012-2019

New Supreme Court of Thailand Building



2012

Being on the list of the Market for Alternative Investment (mai)  
and changed the company's name to be  
Project Planning Service Public Company Limited.

## 2015-2020



Siam Sindhorn "The New Luxurious Mixed Used Development in Central Bangkok"  
Magnolias Waterfront Residences (ICONSIAM C1)  
The ICONSIAM Superlux Residence (ICONSIAM C2),  
"The tallest building in Thailand"



Organize activities to transfer engineering knowledge and shared goodness to communities for creating a sustainable society.



Established PPS Training Center to create a curriculum for engineering capability development for employees and outsiders.



S A P A T T

## 2016

Established Sapat Project Company Limited (SAPATT), organizing in consultant of energy, smart building, and smart city.



## 2016-2021

Suvarnabhumi Airport (World Class Airport Development Project Phase 2" World Class)  
Creating and developing PPS innovations for managing project information to enhance construction project management activities.



## 2019

Established Project One Property Development Company Limited, organizing in property development business.

## 2019-2023

The Government Complex Commemorating His Majesty the King's 80th Birthday Anniversary, 5<sup>th</sup> December, B.E. 2550 (Zone C) Extension Developing which is constructed according to energy saving building standards and environmentally friendly.



## 2018-2021

SIAMSCAPE (BLOCK H), The development of a building in the heart of Siam Square under the concept "Life & Learn Experiences."

The Mall 2 Ramkhamhaeng, the new style of mixed-used complex of Ramkhamhaeng.

The Emsphere, the 3rd department store in The Em District Group under the concept "The New Excitement of Bangkok."



**PPS OneWorks**



## 2018

Established Profin Group Company Limited as a joint investment company to offer investing alternatives for micro and macro investment opportunities, and change the subsidiary named PPS Design Company Limited to be PPS Oneworks Company Limited and PPS Information Consultant Company Limited to PPS Innovation Company Limited for expanding the business types and supporting current business.

Renew Certified Company from the Private Sector Collective Action Coalition Against Corruption (CAC).

ass Airport"

# Company Highlights 2019

Toward More Sustainable Business

Develop a diverse business structure for continuity of income and higher profit margins

## PPS Oneworks

The Company has joint venture with One Works SPA., the design company from Milan, Italy which is a professional in infrastructure design especially Airport work that matches the current job requirements in Southeast Asia. In 2019, PPSOW has participated in the tender of U-Tapao Airport, Terminal 3 and Aerotropolis developing project. Currently, it is still being processed. Furthermore, since the Company has been involved with this work, resulting in new job opportunities in the same construction category.

Design and airport feasibility study are the types of work that PPS Group has never done before. This type of work requires special expertise, few competitors, and have the opportunity to continuously work in supervision and management of construction which the Company already has expertise.

## Project One Property Development

The Company has established Project One Property Development Company Limited for operating property development business by joining the development of the project with the people who are looking for joint investors. Currently, the company has signed in property development agreement (villas) at Yamu Cape, Phuket. With this strategy, we have expected that the company will has more revenue and profit margin, as well as able to determine a certain better target of income.

## Awards and Recognitions

- 5-star CG SCORING awarded company of five consecutive years in the business for over 32 years.
- Thailand Sustainability Investment 2019 Award from SET Award 2019 organized by The Stock Exchange of Thailand.
- Listed in THSI (Thailand sustainability index) for five consecutive year.
- Highly Commended in Sustainability Awards in Sustainability Excellence section from SET Award 2019 organized by The Stock Exchange of Thailand.

The company continuously develops innovations with our own internal departments by dividing innovations into 2 main types which are

1 Innovation to increase efficiency and reduce working costs: the important development is an applying Building Information Technology (BIM) to design work and creating Simulation such as U-Tapao Airport Terminal 3 design project which use this system in all designed, BIM Object for sales and modeling, and VR and AR selling from the continuation of these models, which this year will be continuously developed by focusing on the production of personnel through collaboration with leading higher education institutions in the country.

2 Innovations to increase efficiency and reduce working costs for the organization management and internal departments:

The development of the MyPPS system, an Employee Self Service system, which is an interface for employees connecting to the back-office system for all types of human resource management.

Toward More Innovative Company

Toward New Company Business Model

For many years that the Company is in the construction business and most of the work is construction supervision. The company structure must be adjusted to be in accordance with the current business conditions. In 2019, the Company held the Extraordinary General Meeting for Shareholders No. 1/2019 to approve the capital increase and the issuance of debentures for business expansion and had approval from shareholders. The expectation is this approval will make the Company has additional funds to be used for doing business with continuous income and higher profitability.

# Shareholding Structure



Cluster of Excellence

## Property



**99.99%**

**Project One Property Development Company Limited (P1)**

**Registered Capital:**  
20.00 million baht

Business: Property Development

## Construction



**100%**

**Project Planning Service Public Company Limited (PPS)**

**Registered Capital:**  
279.45 million baht

Business: Construction Management and Supervision, QS, BIM



**50.99%**

**PPS Oneworks Company Limited (PPSOW)**

**Registered Capital:**  
10.00 million baht

Business: Construction Design, Management and Supervision, QS, BIM

## Innovation



**94.9%**

**PPS Innovation Company Limited (PPSI)**

**Registered Capital:**  
10.00 million baht

Business: Software System Service for Construction Management and Supervision and Marketing, Media, Advertising, and PR Service



**90%**

**ENSEMBLE EQUITY PTE.LTD. (EE)**  
Registered Capital: 500,000 SGD  
Registered in Singapore

Business: Investment Holding Company and Engineering Consulting Services & Products



**33.33%**

**Profin Group Company Limited**  
Registered Capital: 20.00 million baht

Business: ICO PORTAL, develops software for Investment

Remark: Issued on February 29<sup>th</sup>, 2020



Deliver over  
**500** Quality  
Projects  
to both government and private clients





## Infrastructure Development Projects for Transportation in Thailand

- MRTA Project, the first underground transportation
- MRTA Blue Line Project
- Suvarnabhumi Airport Project Phase 1
- Suvarnabhumi Airport Project Phase 2
- Sirat Expressway Project – Bangkok Outer Ring Road

## Office Building

- Baiyok II Sky Tower
- Head Office of Bank of Ayudhya (Krungsri)
- Information Center of Krungthai Bank
- Information Center of Bangkok Bank
- Head Office of Amway Thailand
- Thairath Building
- Thansettakij Building
- Sathorn City Tower
- Sun Tower
- Muangthai Leasing Headquarter Phase 1
- Firetrade Engineering PLC. Headquarter Building
- WHA Bangna
- The Government Complex Commemorating His Majesty The King's 80th Birthday Anniversary, 5<sup>th</sup> December, B.E. 2550 (Zone C) Extension Developing

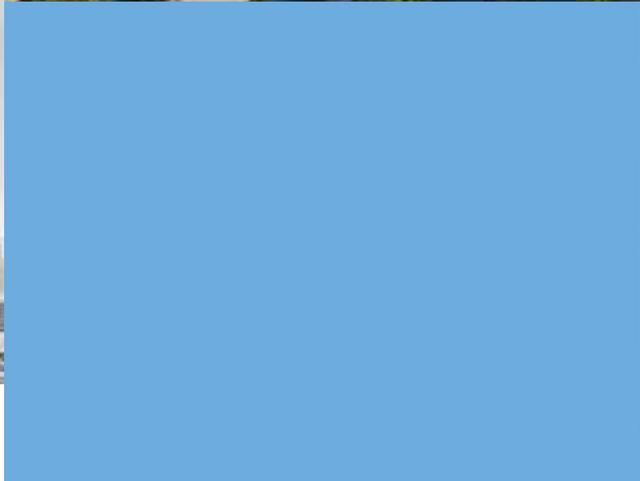
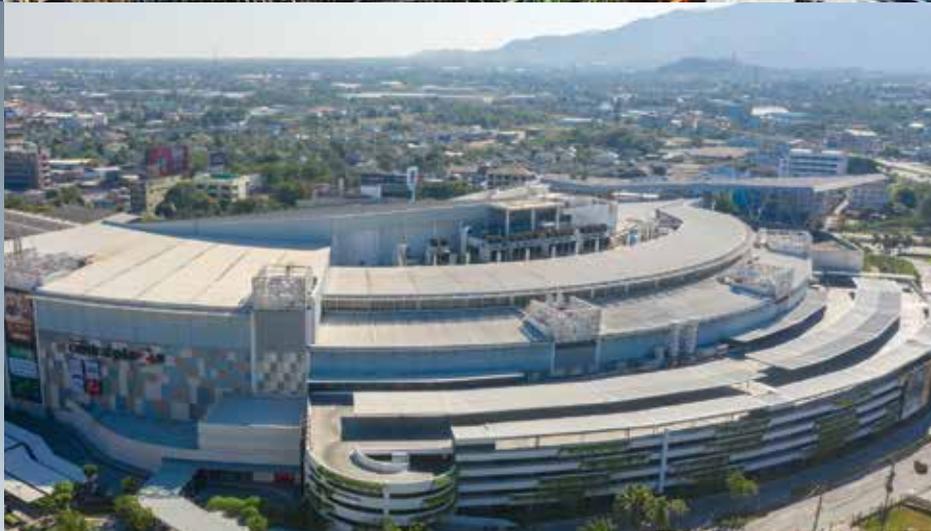
## Residential

- Rhythm Sukhumvit 36–38
- Rhythm Sukhumvit 42
- Aspire Wutthakat
- L&H Sukhumvit
- Metro Park Condominium
- URBANA Sathorn
- I-CONDO Kaset
- The Le Raffine Condominium
- The Park Chidlom
- Magnolias Waterfront Residences (ICONSIAM C1)
- The ICONSIAM Superlux Residence (ICONSIAM C2)
- Muniq Sukhumvit 23
- Twin Flame
- Soil Cement Column (Property Perfect Kingkaew)

## Hotel

- Grand Hyatt Erawan
- Grand China Hotel
- Centara Grand at Central World, Bangkok
- The Renaissance Phuket
- Phuket Arcadia Naithon Beach
- West Sands Phuket
- Banyan Tree Resort & Spa Koh Samui
- Holiday Inn Express Soi Soonvijai Bangkok
- Bangkok Midtown Hotel
- Holiday Inn Express Samui Bophut & Holiday Inn Resort Samui Bophut
- Canopy by Hilton







## Retail and Modern trade

- GAYSORN COMPLEX
- Central World
- The Platinum Fashion Mall
- Central Plaza Westgate
- Central Chaengwattana
- Central Marina
- The Street Ratchada
- MEGA BANGNA
- Sermthai Complex, Mahasarakham
- TESCO Lotus various branches
- Makro various branches
- HomePro various branches
- The Mall 2 Ramkhamhaeng
- Emsphere
- Sky Plaza and Renovation of Central Plaza LADPRAO
- Installation Hoist for Chaengwattana Hall and FaÇade Renovation
- Thaniya Plaza and Thaniya BTS Wing Renovation
- Central Plaza Chonburi Renovation
- Robinson Phuket
- Mega Home Bangna-Trad
- Construction of Exhibition Hall Sisa Chorakhe Yai, Bang Saothong, Samut Prakan (16 Rai)
- Construction of Exhibition Hall Sisa Chorakhe Noi, Bang Saothong, Samut Prakan (23 Rai)

## Hospital

- Bangpo Hospital
- Nakhornthon Hospital
- King Chulalongkorn Memorail Hospital

## Mixed Use Project

- Siam Sindhorn
- Block H Chulalongkorn
- Soontareeya Residence

## Industrial Project

- The Metropolitan Waterworks Authority Water Pipeline Laying
- Neo Factory
- Sodium Silicate Plant, Om Noi, Nakhon Pathom
- Renovation of the factory, Bangchan Industrial Estate of Life's Moving Company Limited

## Others

- Supreme Court of Thailand
- Department of Public Works and Town & Country Planning
- Internet Data Center (INET-IDC 3)
- Wat Traimit Withayaram Worawihan
- Phra Buddha Metta Wat Thipsukhontharam, Kanchanaburi

# What We Achieved in 2019



## Economic and Good Governance

Net Profit  
**466.75** million baht

Reviewing the company policy to be appropriate and up-to-date on the current situation.

Announcing to apply the quality standard ISO 9001 : 2015 and train the employees to understand and practice.

Net Profit  
**3.62** million baht

Operating following the policy of Anti-Corruption after renew the certification of Thailand's Private Section Collective Action Coalition Against Corruption (CAC) in 2018

Research and Development Investment  
(proportion of research and development investment per service revenue)  
**0.23%** or **1.04** million baht

Paid Tax  
**2.08** million baht

The request  
Whistle blower Policy  
is **0**



## Environment

Environmental Cost  
(proportion of environmental cost per service revenue)  
**0.1%**

Electricity and Energy usage  
in organization  
**40,384** units

Innovation for saving paper (ream)  
**85** reams

Water usage in organization  
**554** units

Paper usage in organization  
**732** reams

GHG Emission  
(calculating by acceptable method)  
**22,655** KgCO<sub>2</sub>e



## Society

Employee satisfaction  
evaluation results  
**5%**

Employee resignation  
**20.93%**

Customer satisfaction  
evaluation results  
**82%**

Average of employee training hours  
**11.49** hrs./person/year, total **4,381** hours

Statistics on illness, injury,  
death related to the safety of employees **0** person

Society sharing  
(proportion of society sharing  
per service revenue)  
**1.32%** or **5.92** million baht

Sustainable project **19** projects

# Our Pride Awards 2019



## Highly Commended in Sustainability Awards

in Sustainability Excellence section  
for listed company in mai.

and

## Thailand Sustainability Investment 2019 Award

(5 consecutive years) from SET Award 2019  
organized by The Stock Exchange of Thailand.



## Outstanding Investor Relations Awards 2019

in Business Excellence section  
from SET Award 2019  
organized by  
The Stock Exchange of Thailand.



## Outstanding Continuing Professional Development Engineering Server Award 2019

(4 consecutive years)  
from the Council of Engineers



## Sustainability Disclosure Recognition

from Sustainability Disclosure Award 2019  
by Thaipat Institute.



## PPS Sustainability Approach

PPS believes that sincerity is an important part of sustainable business development because of sincerity to conduct business alongside social and environmental development will create acceptance and confidence for all stakeholders. Acquiring trust and support from people are necessary tools for building the ability to win customers' hearts, also create a good image of the Company, create jobs and profits, as well as create stability for the business in the long term.

We have separated the results of operations into the following 10 main topics based on the framework of sustainable development. The details are as follows.

1. Corporate Governance
2. Business operation with fairness
3. Anti-Corruption
4. Respect for Human Rights
5. Fair Practice to Labor
6. Responsibility to customers and consumers
7. Community and Social Development
8. Environmental Operation
9. Innovation and Distribution of Innovation
10. Sustainability Report Preparation

### Corporate Governance and Social Responsibility

PPS pays attention to our business operations able to supportively coexist with the community, society, and environment under the business model with morality, transparency, honest, and straightforward. Thus, the Board of directors of Project Planning Service PLC considered appointing Corporate Governance and Social Responsibility Committees for supporting the performance of Board of directors. By considering the internal and external changing factors that affect to company's sustainability within economic, society, and environment including adjust policy of CSR Roadmap and monitoring the operation to reach the goals.

PPS believes that sincerity is an important part of sustainable business development



#### Duties and Responsibilities of Corporate Governance (CG)

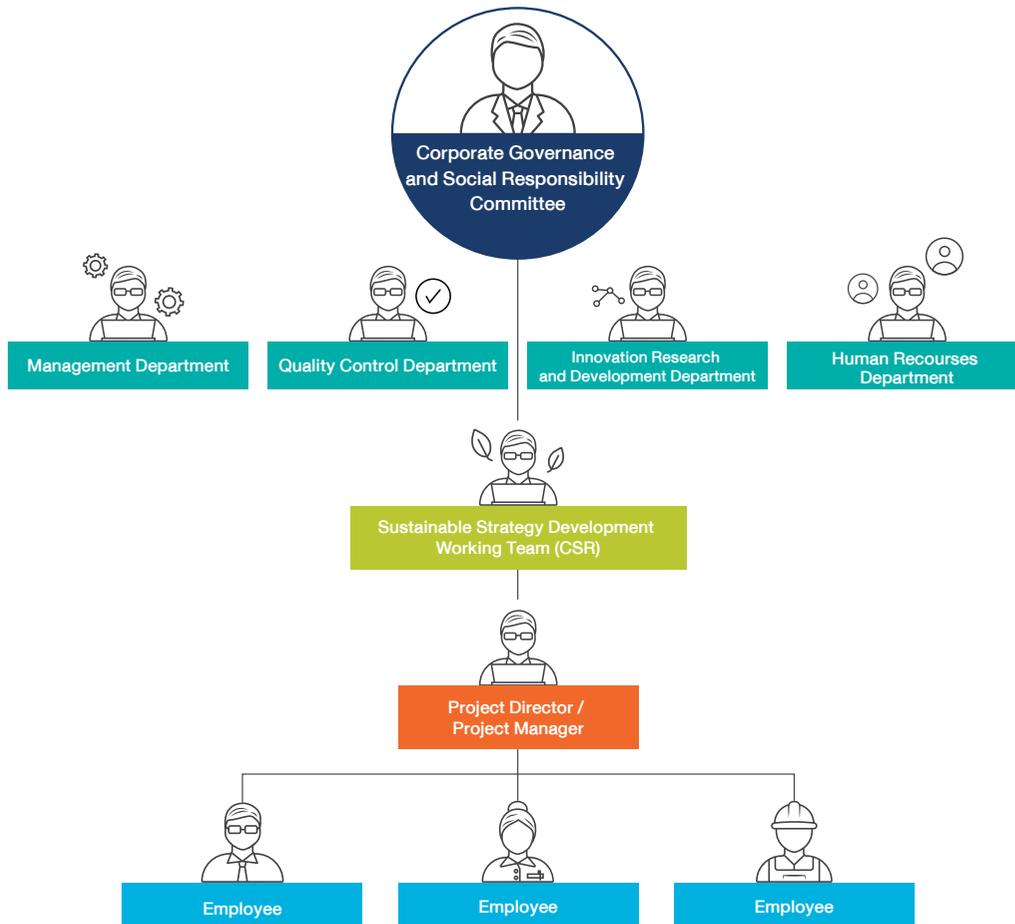
1. The committees are responsible for formulating strategies and guidelines for good corporate governance of the company including considering the anti-corruption policies to be suitable for the business model, company environment, and organizational culture then proposing to the Board of Directors for approval.
2. Monitor and guide the principles of good corporate governance to the Board of directors in order to achieve good governance in accordance with the principles appointed by SET and also the internationally accepted principles.
3. Consider, review and revise the requirements regarding business Ethics and the company's Code of Conduct including Anti-Corruption Policy to be appropriate and up to date. Establish operational guidelines consistent with good governance principles then proposing to the Board of Directors for approval.
4. Public relation the policies and the guidelines and supports the participation in good corporate governance.
5. Receive complaints or clues about non-compliance with laws, regulations, code of conducts, and ethical requirements of the company or acts of corruption that involving by the company's employees. Additional, investigate the notified facts and proceeding to propose the matter to the Audit Committees and the Board of directors to consider the punishment or solving such problems.
6. Periodically report the results of the operation to the Board of directors.
7. Perform other works assigned by the Board of directors.

## Duties and Responsibilities of Social Responsibility (SR)

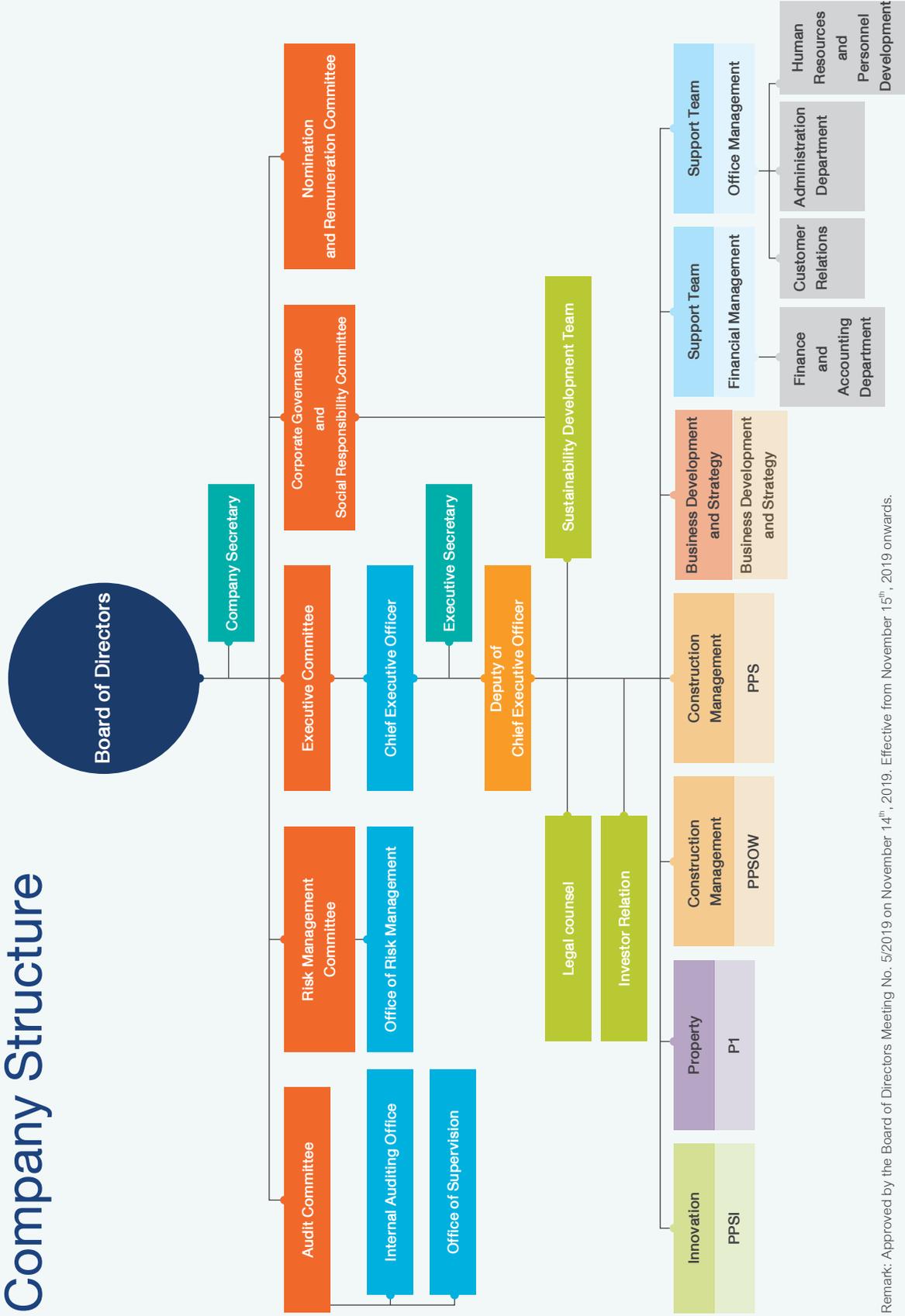
1. Approve the policy guidelines and strategies for developing society and environment.
2. Support the company's social and environmental activities and propose to the Board of directors.
3. Plan the annual work plan and budget for social responsibility operations (SR) and propose to the Board of directors.
4. Consider and follow the progression of social responsibility operations (SR) and evaluate the succeeded results and project quality.
5. Public relation the policies and the guidelines and supports the participation in the company's social responsibility operations (SR).
6. Continuously report the results of the operation to the Board of directors.
7. Perform other works assigned by the Board of directors.

## Convey the sustainability policies through the company's sustainability management structure.

PPS emphasizes to convey the sustainability policy to employees in every departments, we therefore establish Sustainable Strategy Development Working Team in order to communicate with employees for the understanding of the policy, applying, proposing activity for business development, and supporting society and the environment. Resulting in cooperation in building a sustainable foundation of the organization together.



# Company Structure



Remark: Approved by the Board of Directors Meeting No. 5/2019 on November 14<sup>th</sup>, 2019. Effective from November 15<sup>th</sup>, 2019 onwards.



# Anti-Corruption Policy

The corruption is considered unacceptable in society, whether it is the smallest social unit like a family or the organization to the national level. PPS pays attention and focuses on creating the revised No. 1/2018 written Anti-Corruption Policy in order for everyone in the organization, whether executive level, company's directors or even employees for strictly implemented and maintained a good company's culture.

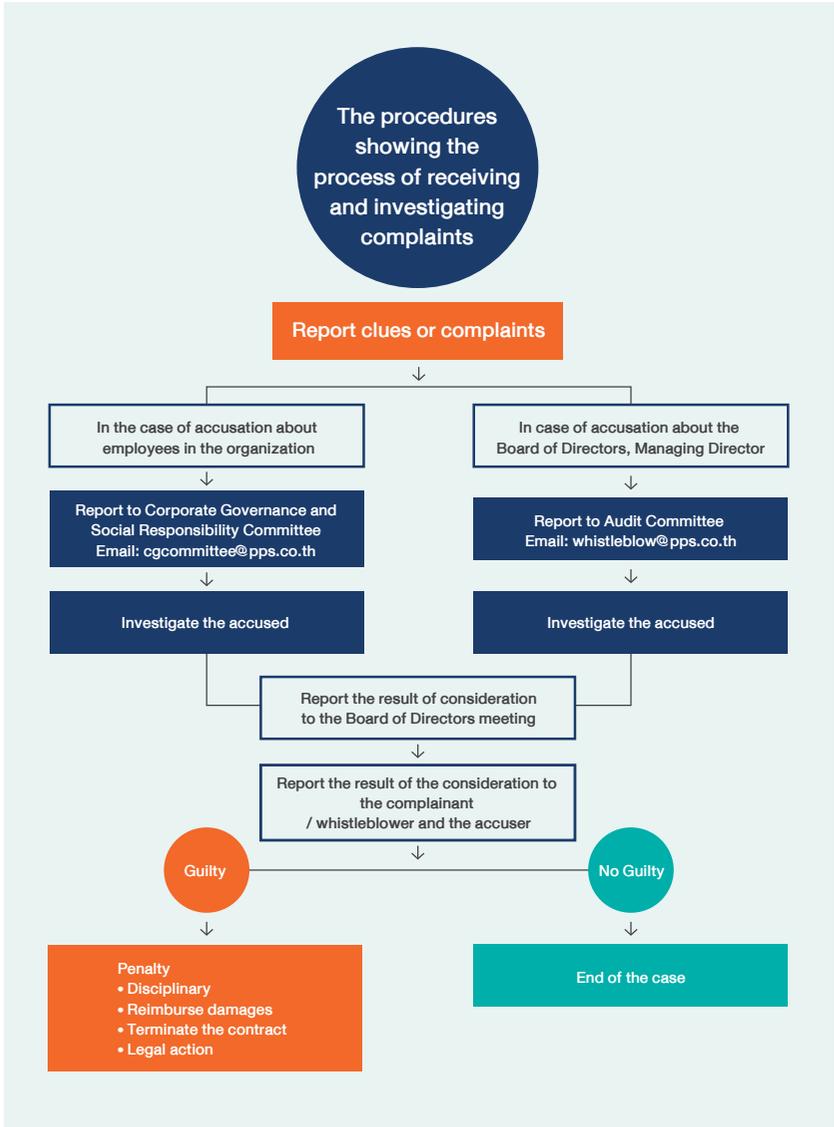
By conveying the policy through work is "Transparent operation, Pay attention to good governance, Defense corruption" which all of these elements will enable PPS to conduct business and develop the organization to sustainability.

## Non-corruption, passed from generation to generation

Reliability and confidence in integrity are at the heart of PPS's commitment to creating a good image and instilling in the minds of employees so that PPS is truly a non-corruption organization. We therefore communicate to employees to realize and understand the anti-corruption policy correctly since the beginning of work through training in the professional ethics and morality course for employees to understand their duties. Also, it is a transfer of company's culture and consciousness of being a good engineer in the PPS form for future generations. In addition, there is a process of investigate corruption through the company's complaint channels in order for employees or persons who witnessed corruption to report clues or information safely.

Transparent operation,  
Pay attention to  
Good Governance,  
Defense-Corruption





In order to announce the intention of anti-corruption, PPS participated in Thailand's Private Section Collective Action Coalition Against Corruption (CAC) in 2014 and was certified as the Certified Company by the committee of Thailand's Private Section Collective Action Coalition Against Corruption (CAC) since 2016. Then, we have completed the renewal of membership certification in 2019.



# Stakeholder Engagement

Stakeholder



**Employees**  
**Level: Stakeholder Level 1**

- Permanent employee
- Outsource

| Method  | Expectations   | Response to expectations   | Result  |
|---|--|--|---|
| <ul style="list-style-type: none"> <li>• Exchanging opinions and suggestions between executives and employees</li> <li>• Employee Satisfaction Survey once a year</li> <li>• Listening to opinions and complaints through various communication channels both direct and indirect such as letter, <a href="http://www.pps.co.th">http://www.pps.co.th</a>, Whistleblower System.</li> </ul> | <ul style="list-style-type: none"> <li>• Compensation and welfare</li> <li>• Progress and security in career</li> <li>• Learning and Self-Development</li> <li>• Working Security</li> <li>• Equal and fair practice</li> <li>• Participation in the comments</li> </ul> | <ul style="list-style-type: none"> <li>• Review and manage compensation and welfare to be satisfied and able to compete at the same industry level.</li> <li>• Create salary structure and career path for employees</li> <li>• Create personnel development plans to develop potential and maintain good personnel with the organization.</li> <li>• Create safety and occupational health systems in operation</li> <li>• Treat every employee equally and fairly</li> <li>• Organize activities to create engagement and encouragement for employees</li> </ul> | <ul style="list-style-type: none"> <li>• The survey of employee satisfaction and organizational commitment is 75.35% (survey once a year)</li> <li>• Employee resigned rate is 20.93%</li> <li>• Average of employee training is 11.49 hrs./ person/ year, total 4,381 hrs.</li> <li>• Update ISO to 9001:2015, already announced in the organization.</li> <li>• From the implementation of the safety policy, found that there were no serious accidents, work stoppages or sickness due to work</li> </ul> |

## Stakeholder


**Customers  
Level: Stakeholder Level 1**

(participate in the project)

- Government Sector
- Private Sector

| Method   | Expectations   | Response to expectations  | Result  |
|--|--|---|---|
| <ul style="list-style-type: none"> <li>• Collaborate Meeting at least once a month</li> <li>• Visiting customers at least once a year per company</li> <li>• Customer Satisfaction Survey once a year</li> <li>• Participate in service development with customer in business group</li> <li>• Listening to opinions and complaints through various communication channels both direct and indirect such as letter, <a href="http://www.pps.co.th">http://www.pps.co.th</a>, Whistleblower System</li> </ul> | <ul style="list-style-type: none"> <li>• High quality work</li> <li>• Appropriate price</li> <li>• Deliver work on-time</li> <li>• Construction Security</li> <li>• Transparent working process</li> <li>• Compliance with laws and professional ethics</li> </ul> | <ul style="list-style-type: none"> <li>• Professional operations according to international standards</li> <li>• Maximizing customer satisfaction service</li> <li>• Develop working processes to be most effective</li> <li>• Strictly and fairly complying with conditions and agreements.</li> <li>• Operate under Anti-Corruption Policy</li> </ul> | <ul style="list-style-type: none"> <li>• The survey of customer satisfaction is 82%</li> <li>• Customers trust and believe in company's operation</li> <li>• New customers increase from telling by existing customers</li> <li>• Received very few complaints from customers and can managed to be satisfied for both parties</li> </ul> |

## Stakeholder



## Partners Level: Stakeholder Level 1

(participate in the project)

- Partner
- Supplier

| Method  | Expectations   | Response to expectations  | Result   |
|---|--|---|--|
| <ul style="list-style-type: none"> <li>• Collaborate Meeting at least once a month</li> <li>• Visiting and socializing to exchange opinions and suggestions at least once a year per company</li> <li>• Listening to opinions and complaints through various communication channels both direct and indirect such as letter, <a href="http://www.pps.co.th">http://www.pps.co.th</a>, Whistleblower System</li> </ul> | <ul style="list-style-type: none"> <li>• Creating additional value and long-term cooperation</li> <li>• Fair and transparent operations</li> </ul> | <ul style="list-style-type: none"> <li>• Build confidence for partners through efficient and standardized operations</li> <li>• Develop and expand the business base to grow continuously and have the potential to advance business in the same industry</li> <li>• Strictly and fairly complying with conditions and agreements.</li> <li>• Treat partners equally, transparently, and fairly by not calling, receiving, or accepting any other property or benefits</li> <li>• Operate under Anti-Corruption Policy</li> </ul> | <ul style="list-style-type: none"> <li>• Partners trust and believe in company's operation</li> <li>• No complaints from partners</li> <li>• No payment, calling, receiving, or accepting property or other benefits in dishonest trade</li> </ul> |

## Stakeholder


**Designers/Contractors  
Level: Stakeholder Level 1**

(participate in the project)

| Method  | Expectations  | Response to expectations  | Result   |
|---|---|---|--|
| <ul style="list-style-type: none"> <li>Collaborate Meeting at least once a month</li> <li>Listening to opinions and complaints through various communication channels both direct and indirect such as letter, <a href="http://www.pps.co.th">http://www.pps.co.th</a>, Whistleblower System</li> </ul> | <ul style="list-style-type: none"> <li>Professionally giving advice</li> <li>Good and efficient cooperation</li> <li>Fair and transparent operations</li> <li>Working Security</li> </ul> | <ul style="list-style-type: none"> <li>Professional operations according to international standards</li> <li>Strictly and fairly complying with conditions and agreements.</li> <li>Treat designers and contractors equally, transparently, and fairly</li> <li>Operate under Anti-Corruption Policy</li> <li>Create safety and occupational health systems in operation</li> </ul> | <ul style="list-style-type: none"> <li>From the meeting and continuously following the work, making the operation strict on the plan</li> <li>Designers / Contractors trust and believe in the professional consulting engineering</li> <li>No complaints</li> <li>No serious accidents, work stoppages or sickness due to work</li> </ul> |

## Stakeholder



## Communities Level: Stakeholder Level 2 (allowing opportunities to participate in the project)

| Method   | Expectations  | Response to expectations  | Result   |
|--|---|---|--|
| <ul style="list-style-type: none"> <li>Continuously survey communities' effects and needs on filed one time per quarter</li> <li>Arrange activities for supporting and encouraging the cooperation between organization and communities</li> <li>Opinion surveys to receive complaints and suggestions once a year</li> <li>Accurate and fast communication through various channels</li> <li>Being a partner to give advice and help develop the community</li> </ul> | <ul style="list-style-type: none"> <li>Security and environmental effects management</li> <li>Immediately and efficiently complaints management</li> <li>Participation in community development for sustainable growth</li> <li>Receiving help, supporting and promoting various aspects</li> </ul> | <ul style="list-style-type: none"> <li>Survey the communities' effects and needs</li> <li>Build good relationships between people in the community and company</li> <li>Professional operations according to international standards</li> <li>Systematic environmental and safety management</li> <li>Organize activities to disseminate knowledge and understanding to people in the community</li> <li>Operate sustainability projects covering economic, social and environmental aspects in order to develop communities for sustainable growth</li> <li>Support and promote the communities through projects, events and fundraisers.</li> </ul> | <ul style="list-style-type: none"> <li>Recognized by people in the community for the business of the organization</li> <li>People in the community have more knowledge and understanding about engineering and mechanics</li> <li>The success of the corporate sustainability project that has been cooperated by all sectors</li> <li>Individuals who are underprivileged or lacking have the opportunity to study and develop themselves.</li> <li>No complaints or serious consequences were found that results in business interruption</li> </ul> |

Stakeholder



**Society Level: Stakeholder Level 3**  
 (not directly involved in the project but has an influence on business operations)

| Method   | Expectations  | Response to expectations  | Result   |
|--|---|---|--|
| <ul style="list-style-type: none"> <li>• Arrange activities for supporting and encouraging the cooperation between organization and communities</li> <li>• Listening to opinions and complaints through various communication channels both direct and indirect such as letter, <a href="http://www.pps.co.th">http://www.pps.co.th</a>, Whistleblower System</li> </ul> | <ul style="list-style-type: none"> <li>• Energy and Environment Management</li> <li>• Obtaining useful information and being able to apply in various situations</li> <li>• Receiving help, supporting and promoting various aspects</li> </ul> | <ul style="list-style-type: none"> <li>• Professional operations according to international standards</li> <li>• Systematic energy and environmental management for maximum benefits</li> <li>• Organize activities to disseminate knowledge to society such as Innocon Bangkok, White Engineer, Changmun's Blog, Uncle P Animation</li> <li>• Support and promote society through activities and projects</li> </ul> | <ul style="list-style-type: none"> <li>• Society has been accepted and supported continuously</li> <li>• From systematic energy and environmental management resulting in a better image of the organization</li> <li>• People in the community have more knowledge and understanding about engineering and mechanics</li> <li>• PPS Training Center is certified by the Council of Engineers. There are various employee training courses and can produce continuous learning units (PDU) up to 1,123.8 units.</li> <li>• PPS received the Outstanding Continuing Professional Development Engineering Server Award, 2019 (third year) from the Council of Engineers</li> </ul> |

## Stakeholder

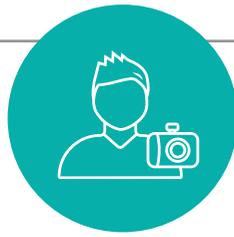


## Shareholders/Investors Level: Stakeholder Level 3

(not directly involved in the project but has an influence on business operations)

| Method  | Expectations  | Response to expectations   | Result   |
|---|---|--|--|
| <ul style="list-style-type: none"> <li>• Giving the correct and fast information to shareholder and investor</li> <li>• Investor Relation Communication</li> <li>• Analyst Meeting twice a year</li> <li>• Participate in the Road Show with investors twice a year</li> <li>• Communicate performance through Annual Reports and SD reports</li> <li>• Listening to opinions and complaints through various communication channels both direct and indirect such as letter, <a href="http://www.pps.co.th">http://www.pps.co.th</a>, Whistleblower System</li> </ul> | <ul style="list-style-type: none"> <li>• Good performance and continuous growth</li> <li>• Business Security</li> <li>• Transparency</li> <li>• Fast, accurate and complete disclosure of information on decision time</li> </ul> | <ul style="list-style-type: none"> <li>• Prepare the business model for sustainability</li> <li>• Develop and expand the business base to grow continuously and have the potential to advance business in the same industry</li> <li>• Provide various communication channels</li> <li>• Disclosure the accurate information on decision time</li> </ul> | <ul style="list-style-type: none"> <li>• Performance continuously grows</li> <li>• Dividend payment to shareholders continuously every year</li> <li>• Received various awards from reliable external organizations such as The Stock Exchange of Thailand, The Council of Engineers, Thaipat Institute</li> </ul> |

Stakeholder



Mass Media

| Method   | Expectations  | Response to expectations  | Result   |
|--|---|---|--|
| <ul style="list-style-type: none"> <li>• Performance Press Conference one time per quarter</li> <li>• Executives and Investor Relations Interview</li> <li>• Opportunity Day twice a year</li> <li>• Company's various communication channels such as letter, <a href="http://www.pps.co.th">http://www.pps.co.th</a>, Whistleblower System</li> </ul> | <ul style="list-style-type: none"> <li>• Obtaining fast, accurate, complete, and verifiable information</li> <li>• Participation in disclosure of business information</li> </ul> | <ul style="list-style-type: none"> <li>• Disclosure accurate, complete, and verifiable information</li> <li>• Create the easy-access and reliable channel for presenting company information</li> <li>• Listening to opinions through various communication channels</li> </ul> | <ul style="list-style-type: none"> <li>• Mass media acknowledged and presented information and good image of the organization</li> </ul> |



# Sustainability Issues

PPS places great emphasis on creating value for the Company while creating value for all levels of stakeholders as well. Therefore, we value the participation of stakeholders both inside and outside the organization by gathering opinions and expectations from internal factors, which is the goal and business plan, and external factors, which is the expectations of stakeholders as derived from the analysis of the opinion surveys and global change trends including the approval from the Corporate Governance and Social Responsibility Committee and prioritize the impacts on stakeholders and the company in economic, social, and environmental aspects by managing sustainable development issues according to GRI Sustainability Reporting Standards.



## Economy

- Business Returns
- Risk Management
- Supply Chain Management
- Quality operation system
- Innovation and Dissemination
- Good Governance
- Transparently Business Operation
- Information Disclosure
- Partner Development



## Environment

- Energy Conservation
- Environment Conservation



## Social & Community

- Personnel Improvement
- Working Security
- Labor Practice and Human Rights
- Stakeholders Participation

**Materiality Matrix**





## Risk Management

Being aware of the risks and opportunities that may affect business in various fields is the importance which we have to do in order to be able to run our business stably and efficiently. PPS has applied risk management as a tool to handle the uncertainty of original business operations and carefully create new business opportunities to maintain the profitability, competitiveness, reputation, and survival of the organization.

PPS has analyzed business risks by using sustainability issues to manage risk at various levels for managing the core risks of the organization in a comprehensive way, including Strategy risk and Operation risk which combines risk of personnel development management, financial risk, work quality risk, and security and environmental risk. In addition, Emerging risk has been considered which may affect future business operations in order to determine risk mitigation measures and effective monitoring.

The Board of Directors has established the Risk Management Committee to monitor, supervise, determine the policy direction, support and promote risk management for maximum efficiency. Also, determining risk management as the important mission of all departments and must continuously report to Audit Committee and the Board of Directors.



**PPS has applied risk management as a tool to handle uncertainty.**

### **Risk management in the organization**

For the Company to establish accurate and comprehensive risk management measures, PPS has instilled the importance of risk management to employees in all levels and has also provided training to disseminate knowledge about risk management for the company's personnel in order to find standards for preventing and managing risks correctly. In addition, we also support employees who are interested in participating in training courses with institutions as well for example "How to Develop a Risk Management Plan" organized by Thai Institute of Directors.

## Important Sustainability Risk Issues (ESG Risk) of PPS

### Economic



| Risk Issue  | Risk management guidelines  |
|---|---|
| Risk from External Factors  |   |
| <p><b>1. Business Operation</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>Economic slowdown or investing in the construction and real estate industry declined</li> <li>Clients reduce the cost of hiring project consultants</li> </ul> <p><b>Effect</b></p> <ul style="list-style-type: none"> <li>Inconsistency of income</li> <li>Net profit decreased</li> </ul>              | <ul style="list-style-type: none"> <li>Create competitive advantage especially the use of technology and innovation to create business differences</li> <li>Expand the scope of work and look for new businesses that generate income</li> <li>Maintain relationship with the old customers and gain new customers</li> <li>Recruiting persons to monitor new projects</li> </ul>   |
| <p><b>2. Risk from Digital Transformation</b></p> <p><b>*Emerging Risk</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>The advancement of technology makes the system can work to replace people.</li> <li>Bringing new technology used in construction</li> </ul> <p><b>Effect</b></p> <ul style="list-style-type: none"> <li>The chance of job opportunities is reduced</li> </ul> | <ul style="list-style-type: none"> <li>Follow the news about technology development in the construction industry</li> <li>Develop personnel to be able to use the necessary technology</li> <li>Send employees to train innovation usage or new technology</li> </ul>   |
| <p><b>3. Risk from Partner Management</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>The quality of products and services do not meet expectation</li> </ul> <p><b>Effect</b></p> <ul style="list-style-type: none"> <li>Quality of work are not standardized</li> <li>Delayed or interrupted work</li> </ul>   | <ul style="list-style-type: none"> <li>Specify measures for the selection and qualifications of new partners</li> <li>Preparation of partner list, data collection, performance evaluation, and ranking of important business partners of the Company</li> <li>Create channels or activities to engage with partners as well as share knowledge and work experience to improve the quality of work of partners</li> </ul> |

## Economic



| Risk Issue  | Risk management guidelines  |
|---|---|
| <b>Risk from Internal Factors</b>   |   |
| <p><b>Risk from Business Competition (Easy to approach business)</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>• Big company, high cost</li> <li>• Increasing market competition</li> </ul> <p><b>Effect</b></p> <ul style="list-style-type: none"> <li>• Inconsistency of income</li> <li>• Net profit decreased</li> </ul> | <ul style="list-style-type: none"> <li>• Create competitive advantage especially the use of technology and innovation to create business differences</li> <li>• Find a new partner to enhance ability in inexperience business</li> <li>• Expand the scope of work and look for new businesses that generate income</li> <li>• Maintain relationship with the old customers and gain new customers</li> <li>• Recruiting persons to monitor new projects</li> </ul> |

## Social



| Risk Issue   | Risk management guidelines   |
|--|--|
| <b>Risk from External Factors</b>  |  |
| <p><b>Labor market conditions and rising wages</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>• Labor demand conditions</li> <li>• Competition in the labor market for personnel recruitment</li> <li>• The changing of the world population is entering the Aging Society</li> </ul> <p><b>Effect</b></p> <ul style="list-style-type: none"> <li>• Labor shortage</li> <li>• Lose business opportunities</li> </ul> | <ol style="list-style-type: none"> <li>1. Create incentives for joining the company as follows           <ul style="list-style-type: none"> <li>• Provide benefits and rewards that are greater than the competitors</li> <li>• Provide clear and interested Career Path</li> </ul> </li> <li>2. Build alliances with universities to get a diverse group of interns and persuade them to work with the company</li> <li>3. Publicize recruitment through various media</li> </ol> |



| Risk Issue  | Risk management guidelines  |
|---|---|
| <b>Risk from Internal Factors</b>   |   |
| <p><b>1. Human resource management to support the company's future growth</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>• The number of projects of the company has increased</li> <li>• Existing employees do not qualify for some government projects</li> <li>• Key personnel is quite senior</li> <li>• New personnel cannot replace talent</li> </ul> <p><b>Effect</b></p> <ul style="list-style-type: none"> <li>• Unable to receive a job because of insufficient competent personnel</li> <li>• Lack of income from receiving new project</li> </ul> | <ul style="list-style-type: none"> <li>• Create a suitable Career Path for employees</li> <li>• Promote professional advancement</li> <li>• Develop the potential of existing employees by providing appropriate training courses for employees in each group</li> <li>• Build good relationships within the organization by allowing employees to express their opinions and develop them further to maintain key personnel</li> </ul> |
| <p><b>2. Risks from operations that affect the safety of employees, partners, and communities.</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>• Operational in risky construction area</li> </ul> <p><b>Effect</b></p> <ul style="list-style-type: none"> <li>• Injured staff</li> <li>• Working delay</li> <li>• Community and society lack confidence in company</li> </ul>   | <ul style="list-style-type: none"> <li>• Every project is conducted according to ISO 9001: 2015 and SHE Policy</li> <li>• Have appropriate preventive measures</li> <li>• Manage safety training for employees including organizing activities to provide knowledge, understanding and safety awareness for the community</li> </ul>  |

## Environment



| Risk Issue  | Risk management guidelines  |
|---|---|
| <b>Risk from External Factors</b>   |   |
| <p><b>Risk from climate change and natural disasters</b></p> <p><b>*Emerging Risk</b></p>  <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>• Climate changes and Global warming such as flood, earthquake, fire, windstorm</li> </ul> <p><b>Effect</b></p> <ul style="list-style-type: none"> <li>• Delayed or interrupted work</li> <li>• Lose business opportunities</li> </ul> | <ul style="list-style-type: none"> <li>• Keep information up-to-date</li> <li>• Prepare an emergency plan to reduce the risk</li> <li>• Focus on energy saving and environmental and social conservation as a corporate culture and as a policy of the company</li> </ul>                           |
| <b>Risk from Internal Factors</b>   |   |
| <p><b>Risk from environmental control</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>• Air pollution</li> <li>• Sound pollution</li> <li>• Water pollution</li> </ul> <p><b>Effect</b></p> <ul style="list-style-type: none"> <li>• Environmental measurements of the project are not standardized</li> <li>• Community and society lack confidence in the company</li> </ul>   | <ul style="list-style-type: none"> <li>• There are measures to control pollution emissions, not exceeding the standard value.</li> <li>• Manage safety training for employees including organizing activities to provide knowledge, understanding and safety awareness for the community</li> </ul> |

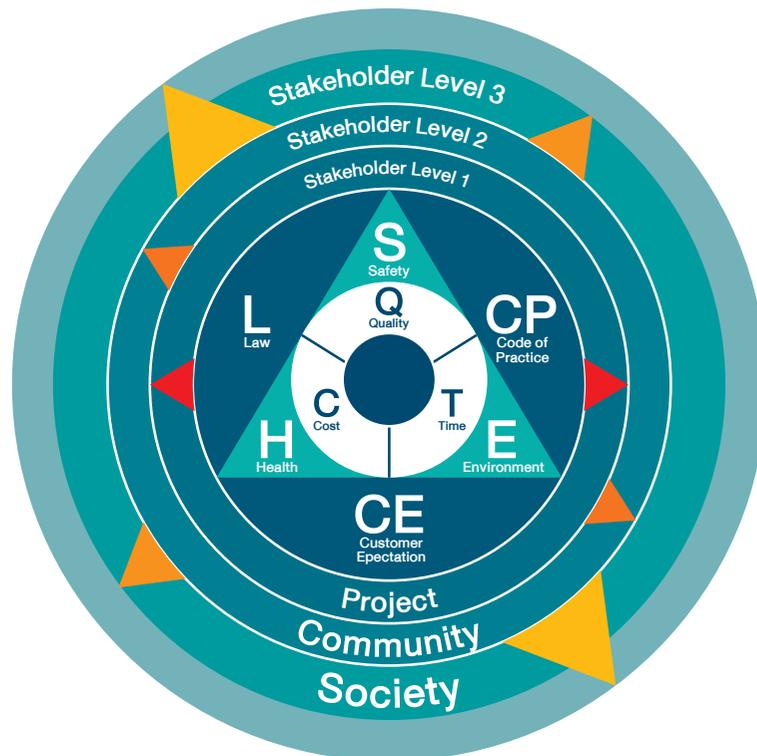


# Sustainability Strategy

From a vision to become a leader in the consulting business and conducting business internationally whether the operational methods and scope of operations, PPS has once again reviewed the strategy for sustainable development by preserving the corporate culture which adheres of the basis of transparency, straightforward, and professional that has been maintained from generation to generation for over 32 years.

## Sustainable Development Framework PPS Universe

PPS still adheres to the original framework of being a role model, a prototype society, and a prototype company for society to see that being a good person can have a place in society. We compare the PPS Universe as an endless expansion of goodness like the expansion of the universe.



▲ 1997 Participation 
 ▲ 2007 Creating Opportunities 
 ▲ 2017 Knowledge dissemination 
 ▲ 2027 ASEAN

## Sustainable Development Strategy PPS Ignite

We believe that before the first ray of the sun occurred, the universe is full of darkness. After that, when a light has occurred, the world, therefore, knows brightness. This is the origin of the word PPS Ignite.

PPS Ignite is the spark of light which is the beginning of PPS Universe and the mechanism for PPS Universe to expand endlessly through three related core strategies as “**Create Personnel, Create Accomplishments, and Create Innovations.**”



“**Create Personnel** by developing people to have knowledge together with the consciousness of good engineer. Then, sending these engineers to **Create Accomplishments** by delivering high quality works to customers. From the working which creates a mechanism to innovate and **Create Innovations**, developing the work to be more efficient. These PPS engineers will transfer knowledge and spared goodness to communities and spark the ideas of each community for creating a sustainable society conform with the strategy for sustainability of PPS.”



When a light has occurred,  
the world knows  
brightness.  
This is the origin of  
PPS Ignite.



## From Trustworthy Project Manager To Sustainable Partnership

According to the experience of sustainability working for several years, PPS has changed mindset by thinking about what we can do, reviewing, and looking at what we are from Value Driven to Market Driven.

We expand the scope of ideas from the old that we only thought of being a trustworthy engineer to become **sustainable partnership** which is a long-standing business partner. Trying to find the answer that How we can make help other people improve? is the reason that we can still exist in the business because we can still make a profit and pass on it to create value for society and the environment we are always involved with.

### Move forward with “Sustainable Partnership”

Value delivering of PPS has been expanded to be “**Sustainable Partnership**” which focuses on building a sustainable relationship through internal values that PPS adheres which are





# Sustainability Development Roadmap of PPS

PPS has considered sustainable business development issues and selected the Sustainable Development Goals (SDGs) which are the international goals created by the United Nation (UN) linked to the strategies for sustainable business operation of the company. Resulting the sustainable development roadmap of PPS in order to maximize the benefit for the company, create an action plan that responds to the echoes of all levels of stakeholders, and creates a PPS universe in which we will be friends, partners, and the motivation for people in the universe to grow up sustainably.

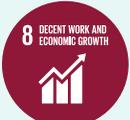


**We will be friends,  
partners, and the  
motivation for people  
in the universe to grow  
up sustainably**



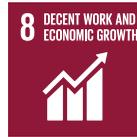


# SUSTAINABLE DEVELOPMENT GOALS





**OUR HOME**  
**Economic**  
 PPS BRANDING



|  | 5-year goals   | 2019 Action   |
|--|--|---|
| <p><b>To Achieve Good Governance</b></p> <ul style="list-style-type: none"> <li>Operate business with transparent and good governance</li> <li>Select partners who operate business with transparent and meet the company standard</li> </ul>                        | <ul style="list-style-type: none"> <li>Communication about the vision, mission, strategy and have clear operational goals</li> <li>Receive complaining report of un-transparent operation through Whistleblower policy as 100%</li> <li>Select partners who meet 100% of the company standard</li> </ul> | <ul style="list-style-type: none"> <li>Provide PPS News for notifying news and welfare to employees</li> <li>Organize and participate in activities to provide operating results for investors, analysts, and media</li> <li>No complaints of un-transparent or could manage the complaints 100%</li> <li>Prepare Vender List and adjust the criteria for selecting partners</li> </ul> |
| <p><b>To Achieve Good Quality and To Achieve Good Customer Service</b></p> <ul style="list-style-type: none"> <li>Using ISO 9001 in quality and safety supervision</li> <li>Develop the efficiency in creating works according to customer's expectations</li> </ul> | <ul style="list-style-type: none"> <li>Applied the newest version of ISO</li> <li>Measure performance from customer satisfaction by maintaining a satisfaction level of more than 70%</li> <li>Returning customers over 70%</li> </ul>   | <ul style="list-style-type: none"> <li>Control and monitor the quality of the project to meet the standards and require the preparation of ISO in every project of the company</li> <li>The customer satisfaction level is 82%</li> </ul>   |

|   | 5-year goals   | 2019 Action   |
|---|--|---|
| <p><b>🏠 To Achieve Good Planning</b></p> <ul style="list-style-type: none"> <li>• Have communications for marketing management and public communication in both inside and outside of the organization</li> </ul>                                     | <ul style="list-style-type: none"> <li>• Create an opportunity to find additional income from the main business</li> <li>• Improve the image of a service provider that provides a comprehensive service in the construction industry</li> </ul>   | <ul style="list-style-type: none"> <li>• Cooperate with partners and create opportunities for additional income and opportunities for new work of subsidiary companies</li> <li>• Expand the target group and increase value to the organization</li> </ul>   |
| <p><b>🏠 To Achieve Good Innovation</b></p> <ul style="list-style-type: none"> <li>• Develop innovations for increasing efficiency in operation</li> <li>• Use the innovations in project management for convenience and increasing quality</li> </ul> | <ul style="list-style-type: none"> <li>• Collect all information of company operation in the center database</li> <li>• Employees can use company's innovations 100%</li> <li>• Generate income from innovations created by the company</li> </ul> | <ul style="list-style-type: none"> <li>• Internal Audit for monitoring the collection of all project information in PPS Drive and ProjectLive (stores approximately 90% of all projects)</li> <li>• Organize IT Camp Project for training about company's innovations and training to use Document Control and PPS BIM Project to employees</li> <li>• Develop the MyPPS system to support a variety of activities of the company with plans to make a package for sale to external companies in the future</li> <li>• Get new customers through the innovations the company developed</li> </ul> |



## OUR ENVIRONMENT

Our world (Environment)

REDUCE GHG EMISSIONS

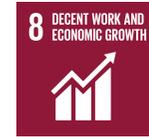


|   | 5-year goals   | 2019 Action  |
|---|--|--|
| <p>🌱 <b>Resources and Environment Management</b></p> <p>🌱 <b>Reduce GHG Emissions</b></p> <ul style="list-style-type: none"> <li>• Increase green area</li> <li>• Reduce GHG usage</li> <li>• Reduce electricity usage</li> <li>• Reduce papers usage and wasteful resources usage</li> </ul> | <ul style="list-style-type: none"> <li>• Control pollution emission to be under the standard</li> <li>• Organize the environmental activities or campaigns both inside and outside of the organization</li> <li>• Reduce 20% of CO<sub>2</sub> emission</li> <li>• Control quantity of paper usage and apply technology to support</li> <li>• Have efficient management of energy and environment that cause new business</li> </ul> | <ul style="list-style-type: none"> <li>• Recording the pollution emission control through EIA REPORT which recently the company could control pollution emission to be under the standard</li> <li>• Organize environmental activities or campaigns both inside and outside the organization</li> <li>• Measure Carbon Footprint from the operating activities of the company</li> <li>• Operate for reducing electricity usage and measure the result</li> <li>• Reduce paper using under 800 reams/year</li> </ul> |



## OUR COMMUNITY

Social  
PEOPLE



|   | 5-year goals   | 2019 Action  |
|---|--|--|
| <p> <b>HR Benefit</b></p> <ul style="list-style-type: none"> <li>Give good welfares and PR the benefits to all employees</li> </ul>      | <ul style="list-style-type: none"> <li>Maintain employees' satisfaction to be more than 70%</li> </ul> | <ul style="list-style-type: none"> <li>Employees' satisfaction is 75%</li> <li>Improve welfares to be better and meet the needs</li> <li>Adjust Career Path to be clearer and determine the promotion regulations with clear Career Track including adjusting suitable compensation conform with Career Level</li> </ul> |
| <p> <b>Human Rights</b></p> <ul style="list-style-type: none"> <li>Treat employees equally</li> <li>Anti-illegal employment</li> </ul> | <ul style="list-style-type: none"> <li>No unequal and illegal employment</li> </ul>                    | <ul style="list-style-type: none"> <li>No unequal and illegal employment</li> </ul>  |
| <p> <b>Health Care</b></p> <ul style="list-style-type: none"> <li>Create safety of project management and supervision</li> </ul>       | <ul style="list-style-type: none"> <li>Control accidents in project to be 0</li> </ul>                 | <ul style="list-style-type: none"> <li>No injuries of employees to the point of absence</li> <li>Organize safety and fire training for staff, including the surrounding communities</li> </ul>   |

|  | 5-year goals  | 2019 Action  |
|--|---|--|
|  <b>Competency</b> <ul style="list-style-type: none"> <li>Develop employees to support the company's future growth</li> </ul> | <ul style="list-style-type: none"> <li>Management of employees to grow in the line of work as expected</li> <li>Create a new generation of employees that can be inherited from executives</li> </ul> | <ul style="list-style-type: none"> <li>Review employee training plans to meet business requirements by organizing 22 training courses</li> <li>Collect comments and needs from employees in suggesting new principles for training department in 2020 (such as Safety Training for High Area Work, Presentation for PM, and Electric Power System)</li> <li>Promote employees to have professional examination, by having 1 employee who was promoted to be Professional Engineer which is Mr. Paisarn Larbsomboonchai, Project Manager</li> </ul> |

|  | 5-year goals  | 2019 Action  |
|--|---|--|
| <p> <b>Knowledge Sharing</b></p> <ul style="list-style-type: none"> <li>Organize engineering education activities for external parties or communities that are stakeholders of the organization or other organizations and educational institutions that are interested in White Engineer, Uncle P Tips, and PPS Training Center</li> </ul> | <ul style="list-style-type: none"> <li>Build a network and build awareness through company activities</li> <li>There are activities that contribute to creating society and promoting the community to grow sustainably on its own</li> <li>Receive the returns that are valuable to society, environment, and the company from activities created</li> </ul> | <ul style="list-style-type: none"> <li>Organized the White Engineer activities by giving a lecture to give engineering knowledge to the company and various universities such as Nawarat Pattanakarn Co., Ltd., Kasetsart University, Ratchaburi Technical College, Kanchanaburi Technical College, Ngow Hok Agency Co., Ltd., Sing Estate PLC., Rajamangala University of Technology Eastern and etc.</li> <li>Engineering knowledge is disseminated via Facebook fanpage White Engineer on a weekly basis</li> <li>There is a seminar "Innocon Bangkok" to exchange innovations - construction technology from around the world</li> </ul> |
| <p> <b>Social Activity</b></p>  |   | <ul style="list-style-type: none"> <li>There are 4 CSR Activities               <ol style="list-style-type: none"> <li>Sharing Happiness, Caring Health (Lime Tree Planting)</li> <li>Follow your Heart, Follow your Dream</li> <li>Swing the Brush with the Heart</li> <li>Garbage Exchange Goods</li> </ol> </li> </ul>  |



Cluster of Excellence





# Sustainability Performance

## Stage 1 Organization

- Have a business ethics
- Have Good Governance
- Anti Corruption
- Support campaign of Saving energy, water, electricity, and papers
- Solar Cell installation on the headquarter rooftop
- Employees Caring
  - Promote potential development training for employees
  - Great welfares

## Stage 2 Projects

- Control quality of work with ISO 9001:2015
- Safety policy (ISO, SHE Policy)
- Develop innovations; MyPPS, Project Live, Sitewalk, BIM for increasing working efficiency
- Have the measures in controlling pollution emissions and waste
- Have the criteria in selecting partners
- Customers caring
- Collaborate Meeting with customers, contractors, designers at least once a week
- Give advice and share working experiences to develop working ability of partners



## Stage 3 Community

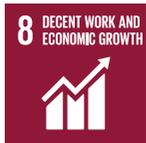
- Provide complaint channels for the community
- Have community opinions survey
- Provide knowledge, understanding of engineering and safety awareness for the community

## Stage 4 Society

- Provide activities for sharing engineering knowledge through project
  - PPS Training Center and “White Engineer”
  - White Engineer Project
  - Animation “Knowledge by Uncle P”
  - Changmuns Blog
- Collaborate with universities for project visit and social research for students
- Support the employment of the disabled to work in Living Recovery Center
- Organize community developing activities
  - PPS Run for Love & maiA Virtual Run
  - Sharing Happiness, Caring Health (Lime Tree Planting) Project
  - Follow your Heart, Follow your Dream Project
  - Swing the Brush with the Heart Project
  - Garbage Exchange Goods Project



## CARE OUR HOME



# Sustainability Business Performance



## Good Governance

To Achieve Good Governance

### Morals and Business Ethics

PPS prioritizes the cultivation organizational culture that combines competence and morality. We have always been adhering to conducting our business ethically and morally as we have committed to conduct our business with fairly, honestly, transparently, verifiably, and professional responsibly. We are also devoted to create sustainable added value for shareholders. The company has established the regulation about business ethics as well as the ethics manual in order to set a standard and guidelines for the board of directors, chief executives and employees. The manual includes crucial issues such as the Code of Business Conduct, the Code of Conduct for Company Directors, the Code of Conduct for Executives, the Code of Conduct for Employees, the Code of Conduct for Business Operation for the Benefits of Economic System, Society, and Environment, Professional Ethics, and Suggestions to Problems.

According to PPS's commitment to run the business fairly, honestly, transparently, verifiably, and professional responsibly resulted that no complaint was given from the not-following the ethics regulation in 2019, and none of company's operation that against to business operation related law or provision was found.

We will conduct our business ethically and morally as we have committed to conduct our business with fairness, honesty, transparency, disclosure, and professional responsibility.



### The Evaluation from Corporate Governance Survey

Supporting and taking care of shareholders has always been our aspiration. As the result from our good governance, our company, as a Thai listed company, has achieved the Corporate Governance score of five stars or “Excellent” recognition level (Excellent CG scoring) from 2015-2019. The assessment is conducted by surveying Thai listed companies and assessing them accordingly to the corporate good governance practices of The Stock Exchange of Thailand. The assessment criteria are classified into five categories including the Rights of Shareholders, Equitable Treatment of Shareholders, Role of Stakeholders, Disclosure and Transparency, and Board Responsibilities.

### The Evaluation by the Stock Exchange of Thailand

PPS has achieved the Outstanding Investors Relations 2019 in the category of Business Excellence Award at the SET Awards 2019, that is given to listed companies that have excellent performance in implementing an IR program, Highly Commended in Sustainability Awards in the category of Sustainability Excellence Award, and Thailand Sustainability Investment Award for five consecutive years. The awards are given to listed companies that are outstanding in promoting the sustainability of the organization, environmentally and socially responsible, and with good governance. They also have outstanding performance in sustainable development and honor them as the exemplary models for other companies.

### The Evaluation by the Thai Institute of Directors (IOD)

PPS has received a score of 96 out of 100 from the Corporate Government Report, which is in the range of Corporate Governance Scoring Excellent.

### The Evaluation of the Annual General Shareholders’ Meeting Management by Thai Investors Association, Thai Listed Companies Association, and the Office of the Securities and Exchange Commission

PPS has earned a full 100 score in the assessment of 2019 Annual General Meeting of Shareholders.



## Assessment by Thaipat Institute

PPS received the Sustainability Disclosure Recognition Award from the Sustainability Disclosure Award Event 2019 organized by the Securities and Exchange Commission (SEC) and Thaipat Institute in order to encourage listed companies and business organizations, who are members in the sustainability disclosure community (SDC), to acknowledge and aware of the importance of company's performance disclosure including the performance regarding Environmental, Social and Governance or ESG aspect apart from financial information through Sustainability Report or other formats which indicate the sustainability of the company. Such reports are beneficial to the stakeholders of the companies, are significant for the sustainable development of the company in the long run and answer to Goal 12.6 of the Sustainable Development Goals (SDGs) which calls for the governments of nations around the world to push forward the sustainable practice and encourage the companies, especially multinational companies and large scale companies, to annex the sustainable practices and sustainable information into their annual reports.



**Efficient Deliverable**  
To Achieve Good Quality



### Quality control and management through ISO 9001:2015

Quality management through ISO standard is a globally accepted standard system. PPS's personnel are trained to achieve the systemic working standard and are continuously updated with the latest version of ISO standard in order to be compatible with international standard. In 2018, PPS has updated the ISO standard to the latest version; ISO Series 9001 version 2015, to be in consistent with the international standard. The updated ISO standard emphasizes more on the context of organization, the relations between organizations and the understanding of the quality system, including risk management of both the external PPS's projects and within the organization by holding to the quality management principle according to IOS standard using 3 sentences; write what you thought, do what you wrote, note what you have done. The said sentences indicate that, first, the plan should be written out according to ISO template and shall be communicated to the personnel, then second, after obtaining the quality manual, it shall be clarified of the methods of achieving such written goals, lastly, the practices must be inspected and recorded what have been done in form of documentation to allow the others working on the same tasks to research and verify the correctness of the information; the information must be recorded by means which is able to be re-inspected in a later stage. At present, we increasingly steer towards an innovative and sustainable approach regarding the record of information. In the past we always inspect some documentations in a hard copy format or a checklist on paper, but nowadays, the information is recorded in a form of digital files which the quality system is significantly necessary for documentation control. Moreover, ISO Cost Coding was added to gather the information regarding tools and equipment used that everybody in the company can access to such data for analytic purposes.

In 2019, PPS conducted an internal quality inspection of all the projects, which can be categorized by the size of the projects into large scale projects or projects with the construction period of more than 12 months, medium scale projects or projects with the construction period of 4 – 12 months, and small scale projects or projects with short construction period. The inspection aimed to ensure the compliance with quality standard and to practice an appropriate inspection for all projects. The information of the projects was recorded through PPS Document Control system to collect information concerning tools and equipment used for the construction along with problems which arose during the construction and solutions to such problems which will be beneficial to the future projects.

### Responding to The Customers' Needs To Achieve Good Customer Service

PPS values customers' anticipation. We pose questions to achieve the customers' real needs by thinking from the customer's perspective and market demand, finding solutions, and presenting better solutions that answer the needs of the customers. We apply the recommendations and evaluations of the customers as one of the criteria of the project's evaluation in contemplation of improving, adjusting and developing the services and procedures of the company. The customers' anticipation is also used to improve innovations to facilitate the work and deliverability (Project Live), develop quality management plan systemically (PPS Drive), and present progress report of the projects in a form of a video presentation for clear and better understanding of the customer which enables the customer to track the progress of the project for a timely and prompt adjustment to accommodate the customer's needs.

### Customer Satisfaction Survey

PPS conducted Customer Satisfaction Survey to gather the recommendation suggested by the customers for services and working procedures development. According to the result of the 2019 survey, PPS received customer satisfaction score of 82% and the award of **PPS Customer Satisfaction Award went to TESCO LOTUS FUTURE STORE RAMA I** project which received customers' praise and highest customer satisfaction score. The customers specifically express their appreciation towards **Mr. Kraisri Pakeelarb**, civil technician due to "his efficient performance of the task he is responsible for and efficient deliverability in accordance with the project's anticipation which is appropriate for receiving support and promotion from the company."



### Expansion of Market to Increase Organization's Value (To Achieve Good Planning)

Due to the uncertainty of the construction management business which is the core business of PPS, PPS has adapted, explored new opportunities and channels to make more income from other related business, increased its capability in competing with both new businesses and ongoing businesses, in order to deliver the value of "Sustainable Partnership" who are capable, keeping promises, and worthy of the customers' trust to ensure sustainable relationship with the customers.



**Adaptation is to  
develop ourselves and  
the organization to  
enlarge knowledge and  
potential**



## **Developing Organization Brand to be Recognized by the Customers**

Looking back in the past decades, high buildings were not commonly visible, and the project owners might have limited knowledge regarding the procedures and technology for construction. Therefore, during that time, engineering consulting business was significant since it helped managing the project successfully, efficiently, and in accordance with the customers' needs and anticipation. However, the advance of technology has changed and improved the construction circles. High buildings with unique and complicated designs are now common because knowledge regarding construction are more accessible through technology, project owners are knowledgeable, more experienced, and able to answer to higher expectation of the customers. So, how can we adapt and improve to be recognized and able to respond to the higher needs of the customers? The one who is best to share such experience is the Senior Project Director of PPS, who plays an important role in both business development and training program development for increasing the personnel's capability for 30 years, Mr. Nopparat Narin, Deputy Managing Director of Business Development Department and Senior Project Director of PPS.

## **Adapting to The World's Change**

Adaptation means improving oneself and the organization to be more knowledgeable and more efficient by developing Core Competencies to be in accordance with Core Business of the organization, for example, now that the customers are more knowledgeable regarding the construction of high buildings, we also have to adapt to the current situation and the future. Apart from knowledge and expertise of the construction, knowledge about Information Technology or IT shall also be obtained in order to keep up with the world and to answer to the growing needs of the customers. It is clear that the customers are interested in technology more and more from the technology used in construction, application used for managing or inspecting the project, software used in planning the project, Document Control system, to VR/AI system. Therefore, if we

are familiar with technologies, it will help develop Core Competencies in performing business.

The main turning point regarding technology started 4 – 5 years ago when new technologies were taking part in construction, for example, the use of **BIM (Building Information Modeling)** in the procedure from designing to managing the project. Both customers and competitors were opened for new technology, so we had to keep up with the technology and the world as well.

According to the current condition of the competition of the market is within the scope of Red Ocean which competes mainly through pricing, especially housing projects, therefore, the adaptation should be to show that our services can help increasing the value of the project rather than to be the cost of the project. PPS gives priority to showing the customers the capability of the company in order to assure that PPS is able to increase the more value to the customers comparing to the resource spent, which can turn the competition around so that we can earn the customers' trust and are able to answer to the customers' needs effectively.

### Create Personnel, Create Professional Engineer to Create Organization Value

“Since our organization is a consultant business, the key is human resources, which are all personnel. Tools or equipment we used, whether it's software or other technologies, are just for supporting or improving our personnel's efficiency. Therefore, Core Competencies of the personnel regarding project management is the key which shows the customers the value of PPS through the excellence, competent of the personnel that can be related to Professional Engineer

Professional Engineer means an engineer or others within the profession with the expertise who can perform dutifully under the specific ethics and morale. I separate knowledge from experience. Experience is obtained through time, while knowledge is not. So, the things you must always acquire is knowledge, whether from learning or experience. For new engineers who want to be Professional Engineer, apart from gaining more expertise through experiences, you must have clear knowledge in your field and open up to various knowledge outside of your field to increase self-value. Moreover, it also helps increase organization value which will show that PPS has Professional Engineers who have deep understanding and various knowledge.



**Mr. Nopparat Narin**  
Deputy Managing Director of  
Business Development Department  
and Senior Project Director of PPS

Besides improving Core Competencies to achieve expertise in the field, another thing that one must be aware of is Customer Approach which is the understanding and the assessment of the customer's needs. The most important thing is honesty towards the customers, along with good attitudes and Soft Skills development, especially Leadership Skill, being opinionate and Communication Skill in order to explain efficiently in both Thai and English.

Therefore, PPS's approach concerning increasing competition capacity, apart from the improvement or addition of services, is to be alert and adaptive to the changes of the market.”



## Collaboration with Other Partners to Create Opportunities in New Business

### PPS Oneworks: PPS Oneworks Company Limited

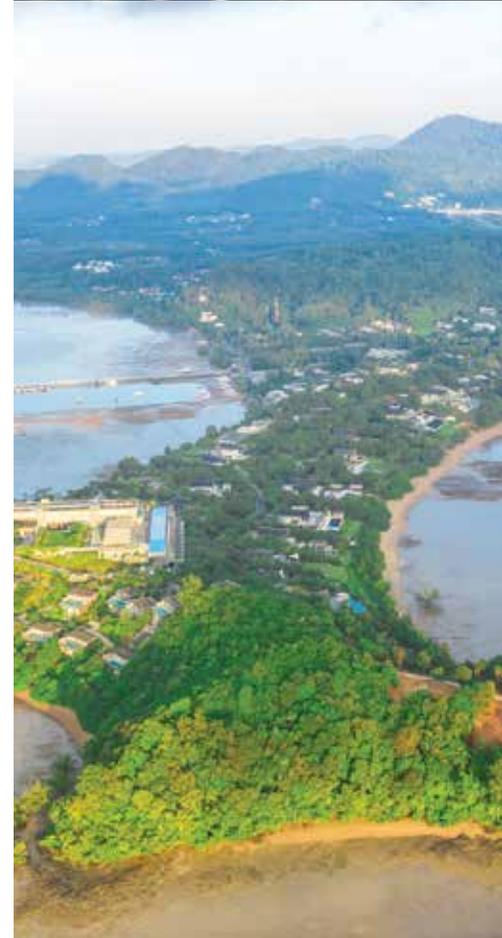
PPS Oneworks Company Limited is a joint venture company between PPS and Oneworks, a leading designing company from Italy. Oneworks is experienced in airports, trains, seaports, and urban design, which is in accordance with the Infrastructure Development Plan of Thailand, so the opportunities for the said works will be increased. Moreover, the company also provides technology support using BIM (Building Information Modelling) for creating building model beneficial to designing, construction supervision, budget management, and project presentation for achieving clear and mutual understanding between project owner, designer, and construction contractor. These services increase the technology capacity of the company. In 2020, PPS Oneworks, with other partners in construction, is planning to expand the scope of work to transit oriented group or the development of the area surrounding public transportation into smart city.

### PPS Innovation: PPS Innovation Company Limited

PPS Innovation is a partner of PPS who develops innovations for increasing efficiency in the operation of PPS with the ability to create marketing materials and video presentation to promote and present the projects. In 2020, due to the expertise in technology within construction field, PPSI will include a technology service by serve as a distributor of software for construction supervision and management, scheduling, inspection and BIM. PPSI will also provide the services of organizing training for construction technology and provide BIM Object service for construction tools and equipment to create the space for storing information and comparing of the construction tools and equipment to accommodate the buyers and sellers as market space in the future.

### Project One: Project One Property Development Company Limited

In 2019, to support business strategy of the company of expanding business to new business that can distribute the risks and create sustainable profit in the long run, PPS has expanded the business purposes to property development and established Project One using knowledge, capability, expertise, and experiences from working as engineering consultant for many projects in considering interesting projects with partners having expertise in property development to make worthwhile profit for future investment, which will be an interesting business in 2020.





## Advancing in Innovations To Achieve Good Innovation

### Developing Cutting Edge Service Through PPS Innovation: PPS INNOVATION

Owing to the nature of being engineering consultant which requires skills and expertise in achieving the task at hands, many companies have entered into the business. This has caused the severe competition condition in the market. PPS acknowledged the importance of innovations and technology which play a major role in daily life; therefore, PPS has initiated the strategy of increasing the competition capacity through the company's innovations. PPS has been continuously developing innovations using valuable resources with the aim to apply innovations to all company's projects in order to establish the foundation for the sustainability of the company. Furthermore, information technology can also be used to create business opportunity in the construction industry in the future.

PPS supports the participation of the personnel in developing working capacity by encouraging the personnel to come up with the idea of an innovation that will help improve the operation of the company through the Future Leader Competition. The winner of the competition will receive a scholarship for innovation learning. The first mobile application of PPS, ProjectLive, was initiated through this competition. ProjectLive application was developed in 2013 with the notion that we used to separately store the documents with no documentation center, therefore, the company wished to create an application that can track the progress of the projects in order to manage and supervise the projects and report any progress of the projects through an iOS system.

**Mr. Chanchai Riwkulprasert** Senior Programmer, who took part in the initiation of the innovations of the company told us that "In the past we used to report any progress or any problem of the project to the project director which took a long time and had to go through several procedures. It also caused disruption in the inspection and the work was delayed. That is why we developed the application called Site Defect as a module specifically deals with defect. Later on, we continued to develop the application until we



achieved ProjectLive. We improve the old module and add new module for the application to function effectively, for example, NCR (Additional Document), SIR (Safety) and Document (Memo, Letter), which can pull out the information and incorporate into a report on a mobile phone. This reduces the procedures and time of work and documentation. In 2018, PPS has developed PPS Drive which is a center for collecting and gathering information and documents of the company. It can specify which level can access specific information, so even though the information is in the central server, only the one with the accessible level can access the information, not everybody can access the information”

In the beginning of 2019, PPS launched MyPPS, an application that promotes the involvement of employees. The application was developed as the company saw a problem when our employees were working on the sites in other provinces. The company had to bear the expense when installing fingerprint time clocks that records the clock-in and clock-out time. As PPS’s projects are all over the countries, we had to install the device on every site. In order to reduce the cost of the devices, installation, and maintenance, we developed an innovation to be used in our organization called MyPPS. The application allows our employees to check-in and check-out via their mobile phones by allowing access to their locations when checking in and out of work. Later, we added the leave management system feature. With this feature, supervisors can approve a leave request via myPPS, which help reducing the use of papers and also keeping record for the human resources department. Recently, we have just added the Activity feature that promotes employees’ involvement and relationship with the company through activities. Such activities include collecting running distance, quizzes, and participating in companies’ activity. Employees will get coins in return for their participation and they can be exchanged with prizes from the company.

**Mr. Jenwit Romyen** the manager of technology and innovation department, added that “MyPPS is a center and a medium between the company and its employees. It motivates and attracts employees to be more involved with the company. They will be encouraged to work for the company for a long time. It is another approach to reduce employee turnover rate. The management board sees the participation of company activities as a form of goodness. Thus, they will be rewarded with coins, which they can collect and redeem for a variety of prizes. We have been using MyPPS for over a year and have received great feedback so far. Currently, there are about 80%-90% of all employees using the application. In the future, we plan to make a major improvement of our application to enable other organizations to use it as an HR Live that is used for any human resource management task.”

## Future Innovations of PPS

Apart from the two aforementioned applications, PPS is in a process of developing two new applications. The first one is Project Management which is similar to the ERP system (Enterprise Resource Planning), or a system that help with the planning and internal management of the organization that is improved to be more suitable for PPS. The main purpose of this program is to control the cost of each project since the construction planning process, the beginning of construction, until handing over the completed project. It also automatically transfers the costs to accounting department so that they can accurately keep record of the project cost and complete the financial report faster. The second program is assigned to PPSI, our subsidiary company, to develop. It is called BIM for All, which is a website that acts as a product catalogue. It is an area for those with products relating to construction industry and Building Information Modeling (BIM Object) to post their products on. In case that there is no BMI available, a BIM object designing will be provided. Potential customers can go on the website to compare information on each material, they can download the Object to use for home decorating or interior designing as well.



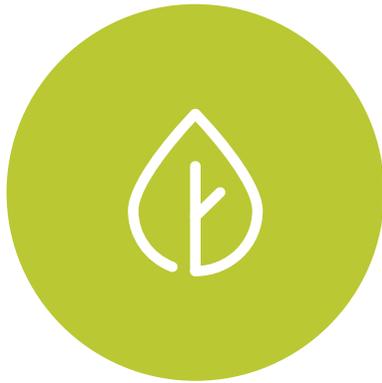
**Mr. Chanchai Riwkulprasert**  
Senior Programmer

“Adopting technology and innovation as competitive tools for business is crucial and it is used in many corporate levels. Many government agencies are supporting the development of innovations. Additionally, many organizations are trying to develop and modernize their technology. Data capacity enhancement, and prioritizing the safety of data and its access strengthen the developers and service providers. Several technologies are able to reflect the number and value of economic growth, establish stability, improve society, education, and quality of life. They are also tools used to solve problems. During PPS’s business operation, we determine to create innovations from within our organization for them to be the mechanisms that drive our operation, reduce redundant work, and address operational problems. Moreover, it encourages employees to be a part of the innovation’s development and invention process from within the company accordingly to the sustainable business development strategy. Technology and innovation development cannot be done without the cooperation from every section of the company, from the management to operational levels. Innovations developed from the actual working process do not only enhance work efficiency, but also build a better relationship with clients as well as an involvement of every stakeholder.”



**Mr. Jenwit Romyen**  
Manager of Technology and  
Innovation Department

“We can see that nowadays IT innovation plays an important role in every type of business, and technology can reach everyone regardless of age and gender. I believe that technology and IT are beneficial as they help reducing workload, controlling cost, and making the work verifiable. Once we have an IT system that is able to review our work, it will bring right decisions which lead our company to the right direction. Hence, company’s innovation development is like a gearwheel that enhances business competitive advantage in the market. As we develop applications that support the works of our employees, they bring the company and the employees together. It creates value to the company that is in accordance with PPS’s sustainable practices. In terms of the core elements: create personnel, create performance, and create innovations, we are responsible for the creation of innovations for our personnel, for them to use and create further works.”



## CARE OUR ENVIRONMENT



### Environmentally Friendly Business

Operating an environmentally friendly business is one of PPS's commitments. Our policy is to promote natural resources conservation by running an environmental responsible business. We do not invade nor destroy the ecosystem. Moreover, we educate and raise awareness on environmental protection through company's activities such as the concept of reducing the use of alternative or renewable energy, using environmentally friendly construction materials and green innovations. We will help driving Thailand to be a green nation by conducting a good business and protecting nature and environment.

“PPS prioritizes raising awareness of our employees on an importance of energy saving.”

We have a policy in place for efficient resource management. We cultivate the awareness of resource reduction and proper utilization of resources to everyone in the organization. We have measured water, electricity, and paper usage every month with an annual goal showing how the usage of such resources in our office is continuously reduced. Furthermore, we have replaced all the lights at our headquarters and other offices with the energy-saving LED lights as they are worth investing and help ease global warming. Most of the electricity are from fossil fuel which causes the greenhouse gas during the production process. Using LED lights, thus, would help decreasing a lot of energy consumption, which means that we can also reduce releasing the greenhouse gas. Additionally, we have also learned about alternative energy. At the end of 2018, we had installed solar cell on the roof of our headquarters building as an attempt to reduce pollution from both inside and outside the building. As Solar energy does not produce pollution, and it does not cost any expense, the company can reduce the cost of electricity. The electricity production is connected to the original on-grid system of the office building. The measuring, recoding, and demonstrating systems from the solar cell can be accessed via a mobile application.

### Before having policy

Comparing the usage of water, electricity, and papers in 2015-2016

| List               | 2015   | 2016   |
|--------------------|--------|--------|
| Water (unit)       | 524    | 497    |
| Electricity (unit) | 59,040 | 58,400 |
| Paper (ream)       | 965    | 1,085  |

### After having policy

Goal of the usage of water, electricity, and papers of PPS Headquarter in 2017-2019

| List                  | Water          | Electricity       | Paper          |
|-----------------------|----------------|-------------------|----------------|
| Usage goals           | 500 units/year | 50,000 units/year | 800 units/year |
| Total on Jan-Dec 2017 | 473 units/year | 58,960 units/year | 768 units/year |
| Total on Jan-Dec 2018 | 480 units/year | 53,880 units/year | 812 units/year |
| Total on Jan-Dec 2019 | 554 units/year | 40,384 units/year | 732 units/year |

\*Remark: The usage of water increased because the water pumper was broken, however, already fixed.

The usage of papers decreased because the Company has applied innovation for the request and the approval the overtime payment and leave request, electronic salary slip, and progress report instead of using papers.



### Solar Cell



Generate electricity

**15,100** units

Save electricity bill

**67,950** Baht/year



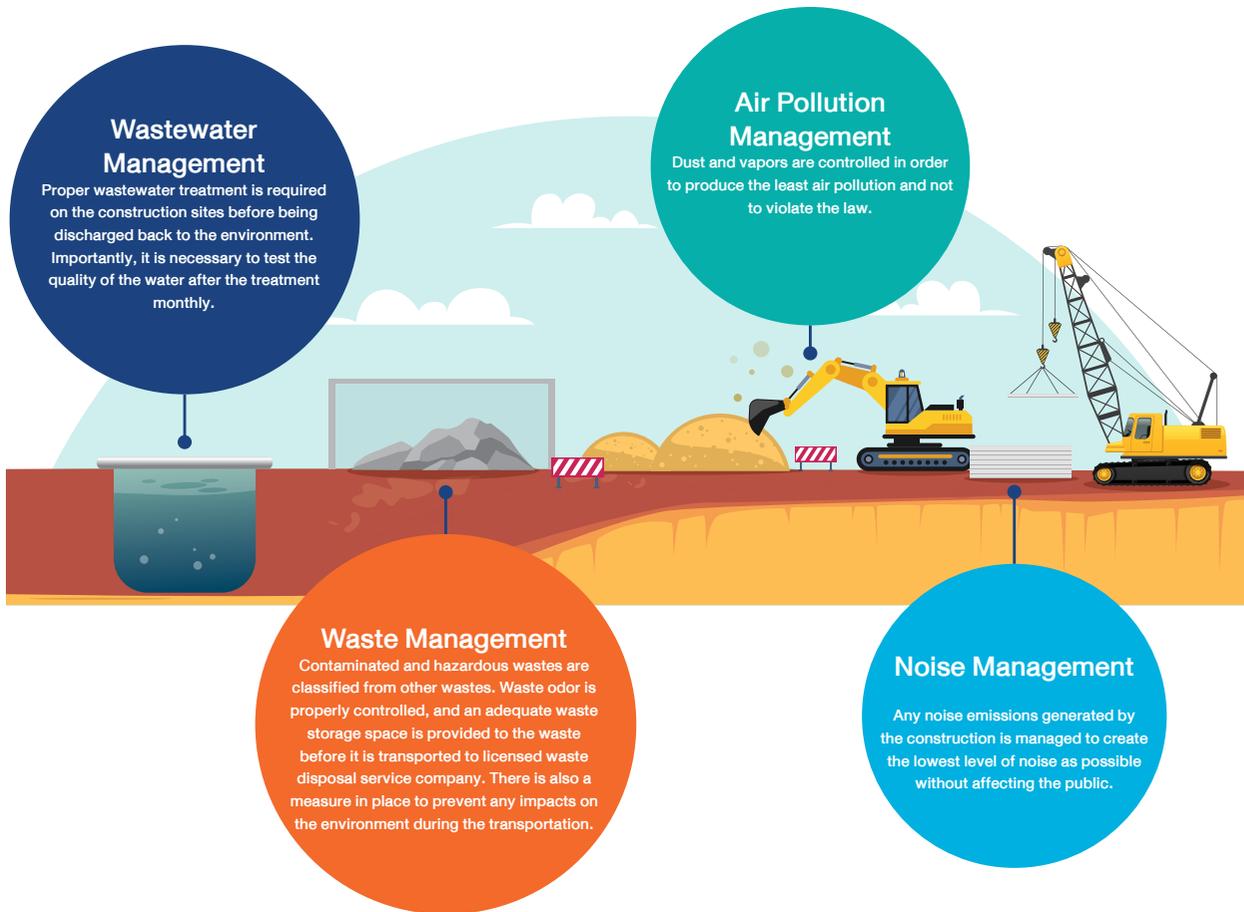
Reduce GHG emissions

**8,471** kg.CO<sub>2</sub>e/units

or  
**28.1** %

## Environmental Control Measures on Construction Sites

PPS plans the construction sites environment management by establishing company's standardized measures to be used on all construction sites in the country to create the least impacts to the environment.



Apart from setting the standardized environmental control measures, PPS also launches corporate social responsibility initiatives that promote environmental awareness for construction workers and people in nearby communities.

### Garbage Exchange Goods



Garbage Exchange Goods is a project that encourages everyone on the site to exchange their garbage for reward points, points that can be redeemed for a variety of prizes. The project aims at reducing the amount of waste on site and encouraging people to earn extra income by classifying their garbage. Soontareeya Residence is the prototype project that has received great cooperation from the contractor, nearby communities, as well as the garbage collectors from the city.



## Sharing Happiness, Caring Health (Lime Tree Planting)

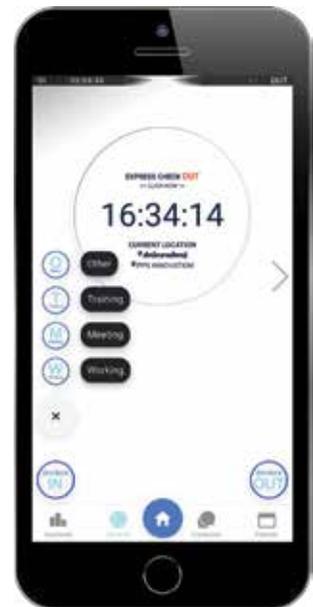


PPS supports schools in poor communities that are nearby the construction projects of the company by donating school supplies and learning materials. Moreover, PPS also collaborates with teachers and students from Watthumphanya School in Nakornnayok to increase green space by growing lime trees. Lime trees bear limes that can be used for cooking and can also be sold to earn more money for the school and nearby communities. It is one of PPS's projects that promotes a strong, independent and sustainable community.

### Developing Green Innovations for Efficient Use of Resources

PPS has developed the innovations called ProjectLive and PPS Document Control to store information about each construction materials and the amount of the materials used on each site. Such information shows how the resources are used in each project, and allows the company to manage and reduce the unnecessary use of materials. The information can also be used to support the suggestion of alternative materials to clients to reduce the use of natural resources, energy, and cost as well. The information collected since the beginning of the construction can also be used to request for the Leadership in Energy and Environmental Design certification (LEED) once the project is completed.

Other than the benefit of storing information, PPS also indirectly benefits from the innovations by reducing the use of papers. By using ProjectLive application to view construction defects, using MyPPS application to submit the request of the leave of absence, using video presentation to report any development of the project, many papers are spared. It is clearly shown that PPS's green innovations do not only make it more convenience to work, but also allow the company to be more environmental responsible.



The innovation reduces the use of papers for

**85**  
reams



For our clients to  
receive sustainable  
returns in the future



### The Pride of Our Green Initiatives

We have built world-standard buildings that are recognized as both Green Building and Green Area. The recognitions reflect our operation that is environmentally and socially attentive and responsible. Our pride projects include the buildings that are certified with the Leadership in Energy and Environmental Design certification (LEED) namely the [Iconsiam Superlux Residence project](#) that concerns about the quality of life of the residents and the nearby society. We proceeded following by LEED to reduce global resources by using some recycled materials, and controlling air quality and materials that have toxins during the construction. Moreover, [Sindhorn Village](#) project was certified by LEED with the idea of designing the most durable building for up to 100 years, as well as withstanding frequent natural disasters such as a flood, an earthquake, and a storm and we also concerned about future safety. This project also aims to accommodate elders.

### After-Construction Customers Service: Tesco Lotus Energy Saving

“Tesco Lotus Energy Saving” is another project which PPS has an opportunity to coordinate and collect energy saving data for Tesco Lotus such as LED project – using LED lights instead of the old ones, ozone generator installation (Non Chemical Treat Condenser side) or using Air-Cool Chiller instead of Water Cool Chiller. PPS collected data before and after using energy saving products. As a result, apart from reducing energy consumption, it is indicated that our customers can reduce their cost from energy saving.

### Deliver Sustainable Energy to Our Clients by Being an Energy Consultant

Apart from seeing through that the construction goes as planned and delivering completed project accordingly to the schedule, PPS’s responsibilities as a consultant also include consulting and selecting only the best for our clients. We choose energy efficient materials and equipment for our clients so that they are worth the investment and for our clients to receive sustainable returns in the future. [Mr. Vinai Pannadee](#), the project manager, has an experience working on the Energy Saving project with Tesco Lotus. He would like to share his knowledge as an Energy Consultant.

“An energy consultant’s responsibility starts at pre-construction stage; we survey the site to see which parts we can apply energy saving measure. Then, we take the data to write up a TOR (Term of Reference) or terms that will be presented to project’s owners for them to decide which parts should be applied or are worth investing. Moreover, an energy consultant is also responsible for conducting energy auditing both before and after installing each device. This is to collect and compare data to establish whether the ability to reduce energy consumption of the energy conservation products, such as air conditioner, water pump motor, chiller, and light bulb, meet the set goal.

Before starting the project, there are three criteria to consider when selecting energy saving measures: 1. The energy consumption is reduced by 30%, 2. No changes to the application, for example the level of coldness or light level are the same or better, and 3. The Consumer Return on Investment (CROI) needs to be more than 25% or the payback period is less than four years (for the government sectors, payback period is set at seven years). Hence, statistics and the amount of investment need to be taken into account when suggesting and assisting clients on selecting any materials and equipment. It is the reason why we have to work with the companies of the chosen products, such as the producer of the chillers, the air-conditioning system, or the companies of the LED light bulbs, to compare the fund and the goal to reduce electricity costs. Though we are expert and experienced, technology is developed and changes every day. Thus, we have to constantly study and conduct a research to be able to select the best energy conservation products for our clients, which allows them to break even as scheduled. Their investment will be worth in the future as well as making sustainable returns.”



**Mr. Vinai Pannadee**  
Project Manager

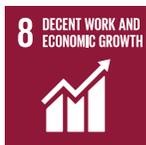
“If you ask me what I gained from working on this task, I will have to say that I have gained a lot. For the construction work or overseeing the construction, we will see one picture. But when working on energy saving, we will see a whole new picture. We will get to see each device in detail. We will see the whole picture since pre-construction to the post-construction stage which is a management work until the project in completed. The task allows us to deepen our knowledge and focus on small details. We are able to correctly advise our clients on how we test the quality of each energy conservation product and if they are worth the investment.

Last but not least, we are all aware that the matter of energy is very important. Additionally, it is very unlikely that another power plant will be built in Thailand while the demand of electricity continues to grow. Accordingly, there is one thing that we can do to help with the problem.

We can save energy, reduce energy consumption down to the meet the level of supply. It will directly create a positive impact on natural resources and the environment both within and outside the organization.”



## CARE OUR HUMAN



# Care and Share Society



## Develop Skilled Personnel to Drive the Business

A business cannot be progressive and sustainable without high quality personnel. Human resources are considered PPS's products. The first step that leads the business forward is to appropriately and adequately select knowledgeable and skillful people to work for our company. We encourage the efficient development of our employees to make the best use of their true potential. Importantly, it is crucial to retain those skilled employees with the company by creating happiness, harmony, and unity in the workplace to build a strong foundation for our growing and sustainable company.

### Always Promote and Develop Employees' Knowledge



Considering a person to work for the company is based on fair selection. It means we take the differences in education, cultures, political views and physical disabilities into account without discrimination. In addition, we encourage the development of our employees, and also provide proper welfare for every employee.



When a new member has stepped into PPS family, every one of them is officially our human resources whom considered valuable and appropriate varying in age, sex and maturity. We gradually make an ice breaking for our employees to learn organization culture. We cultivate our employees to understand their responsibilities and work professionally and ethically. We also have personnel development plans, that are in accordance to our business plan, in place. In addition, we have established a career path planning to simultaneously develop organization and people to effectively grow together.

PPS has established a training center to develop professional engineering, called PPS Training Center, by providing various personnel development programs. The programs are various, including In-house Training operated by in-house and outsource speakers, Public Training, On the Job Training, E-Learning and Coaching. We aim that all employees must be trained to improve work efficiency at least 9 hours/person/year. The programs are divided into 5 levels due to the career path planning as the followings;

- Level 1 “Basic Training (0-1 year of employment duration)”: Focus on new employees to create the comprehension in role, duty, responsibility of supervisor and career ethic and morality. Moreover, create understanding of standard operating procedures by ISO 9001: 2015, such as the ISO system in project management and supervision and PPS Drive curriculum.
- Level 2 “Intermediate Training (1-3 years of employment duration)”: Focus on intermediate employee to perform better in field works including inspection and construction supervision, construction survey, construction cost control and construction planning by Microsoft Project. Additionally, standard quality inspections such as general civil engineering promotion guidelines, the guidelines for mid-price calculation, construction, IQA, ISO quality system 9001:2015 and Onsite Training.
- Level 3 “Advance Training (4-6 years of employment period)”: Focus on senior employee or project manager to be prepared for further managing level skills including IT for Planning, ISO for PM, construction contract managing (FIDIC) and high-rise building structure engineering for supervisor.
- Level 4 “Continuous Training (6 years and more of employment duration)”: Focus on soft skill training to increase working skill which will bring success and progress to work. This includes video presentation making techniques and Corporate Social Responsibility or CSR, essential innovation skills, powerful communication, leadership skill, Personality development and social responsibility for sustainable development.
- Level 5 “Special Training”: Focus on specific detail to increase the outstanding skill and specialization, such as high-level work safety course .

| Year | No. of Principle/Year | Employee Training Hour/Person/Year | Employee Training Hour /Year |
|------|-----------------------|------------------------------------|------------------------------|
| 2016 | 22                    | 11.80                              | 3,054                        |
| 2017 | 19                    | 9.13                               | 3,303                        |
| 2018 | 27                    | 10.68                              | 3,676                        |
| 2019 | 22                    | 11.49                              | 4,381                        |

### PPS Development Program (PDP)

PPS Development Program is a special course which is designed for employees who have a potential and outstanding performance. Hence, we have designed the courses and career path to promote their development and get them ready to be an executive in the future. The company will choose a specific course that is suitable for each employee. As they finish the training, they are expected to be able to coach, give advice, assist, help solving problems, as well as transfer such knowledge to their colleagues. They are also expected to organize a special project in the future that is beneficial to the company and PPS's employees. An annual evaluation is conducted on employees in the program. If they can maintain their outstanding performance, they will get a special welfare and rewards for their success.

### Motivation for Professional Promotion

PPS promotes professional development. In order to ensure that our employees will not stop developing themselves for their career advancement, PPS have our own training center for employees to collect PDU points which are used for examination for the next professional license level. It helps our employees pass the exam easily. Moreover, we motivate our employees by giving a prize for those who pass the exam. In 2019, one of our employees, Mr. Paisan Larbsomboonchai, has been promoted to Professional engineer license, and he was rewarded with 30,000 Baht. Employees being promoted to a higher professional level does not only make themselves proud and place them further in their career path, it also allows the company to acquire more various construction projects in both government and private sectors. Additionally, we can assure for our customers that they are being served by competent personnel.

## IT CAMP 2

PPS promotes technology training by holding a practical training camp or IT camp for our employees. In 2019, the company held the second IT camp to promote the understanding and knowledge in information technologies which PPS has developed. The activities include the workshops on how to install/use the Sitewalk & ProjectLive application for internal audit within project, how to differentiate the document and upload via Document Control or PPS Drive, and basic video editing for making a progression report of project in video or Monthly video report. This activity enables an opportunity for employees to share their thoughts, suggestions, and needs that will be considered to initiate the development of innovations, or to improve the existing innovations. As employees adopt and adapt well to our innovations, PPS will be able to catch up with innovations in the word that is always changing.



## Providing Good Care

### Caring for Health and Safety

Health and safety of our employees are always considered important at PPS. The company has clearly laid out a guideline to occupational health and safety for our employees. First, we provide life and health insurances for all of our employees on top of other social insurance and welfare required by law. We have established safety measures and a safety plan for safety, health and environmental management in the office and on sites as well. Furthermore, we provide high quality safety equipment for our employees, and regularly organize training sessions on safety, health and environmental measures since before the projects start. The aforementioned proceedings help reducing the risk of accidents. Training courses providing information on safety, fire, accidents prevention, and first aid are also organized for communities nearby our construction sites.



Health and safety of our employees are always considered important



## Employee Joint Investment Program (EJIP)

PPS has formed the Employee Joint Investment Program (EJIP) to give our employees an opportunity to be the owner of the company by holding company's stock with equal capability and rights to the other stockholders. In 2019, the EJIP 5 is formed with a purpose of retaining employees with outstanding performance for a long-term employment with the company. The company adjusts employees' privilege by forming a joint investment program, in which the company contributes 100% of the salary deducted amount from participants. It motivates the habit of saving, strengthens a competitive advantage in business through motivation, as well as sustainably increases employee efficiency and lead to the business goal in the future.

## Provident Fund

PPS encourages its employees to have savings for retirement or resignation by making 5% deduction from the salary every month and another 5% of provident fund from the company. This can be registered twice a year: during December to January and June to July.

## Amount of the Grant-in-aid and Its Benefits

| Working Experience                 | Percentage of Grant-in-aid and Its Benefits |
|------------------------------------|---|
| Less than 3 years                  | 0   |
| From 3 years but less than 4 years | 50  |
| From 4 years but less than 5 years | 75  |
| More than 5 years                  | 100   |

## Retire Welfare

Personnel who retires at the age of 60 will receive a pension as a compensation in accordance with the labor legislation. Moreover, one will be able to continue working with PPS and will receive salary and fringe benefit according to the condition of a one-year contract. This fringe benefit allows the company to continuously maintain experienced and talented employees who can also help coaching new employees in the future.

## Maternity Leave Welfare Up to 6 Months as Persisting in Running a Child-Friendly Business

PPS has honored its commitment to the family's rights ever since the company had joined the "Child-Friendly Business" held by UNICEF in 2015. Correspondingly, PPS has increased the day off for maternity leave to up to 180 days. This is to let the mothers get ready before and after giving birth to completely recover from the birth of their babies. In addition, a newborn will be given the best care they needed by the mother.



## Encourage Goodness

### Achieving 'Trustworthiness' Medal on the 15<sup>th</sup> and 25<sup>th</sup> Year of Working

To express our gratitude to trustworthy employees who have been a part of PPS for a long time, another activity which marks the bond among employees and organization is awarding a medal made of 1 and 2 THB of gold to the employees who have been working for the company from 15 and 25 years. For the employees, achieving this medal is considered to be the most honorable reward from the company. It is a pride of the organization to have potential employees who have always done good work consistently.

### New Year's Party

To show our appreciation for their hard work, New Year's Eve party is one of the activities held by PPS to bring joy and happiness to the employees. A lot of New Year presents are given in return for the hardworking such as trophies for outstanding employees in each department, gold necklaces, and presents from drawing lots. In 2019, the company gave employees an opportunity to earn extra income by organizing game booths for their fellow employees to enjoy, and selling some goods. Furthermore, there was a role play competition from each department. To establish the winner, stickers were purchased for the points, and the department with the highest score won. All income from the purchases was donated to the Foundation for Needy Students under Royal Patronage of Her Majesty the Queen. In 2019, the total donation was 20,000 THB.

### "Star Award"

This special award is given to the PPS employees who have outstanding performance, great participation in company activities, and strictly follow company's rules. Employees with the aforementioned qualifications will be nominated in the meeting by the director of the project. Then, they will be presented to the board meeting for an interview and consideration for the "Star Award." In 2019, Miss Piangyada Suttirak from the Siam Sindhorn Project was the employee who received the honorable award. The project director and committee concluded that "she has strong leadership skills, she is decisive, and able to share her thoughts with the public. She is responsible and able to see the project through well. She is a quick learner and complete her task correctly and thoroughly. She always learns new skills in order to adapt them with her work and make it more efficient. She can think on her feet very well, and copes well with pressure at work."

### "PPS INNOVATION AWARD"

Following the strategy: creating people, creating work and creating PPS innovation that encourages employees to come up with an innovation to facilitate and increase efficiency in every working progress, in 2019, PPS motivates its employees to independently propose an idea on innovation invention through the competition: PPS IMPROVEMENT AWARD. The first prize was awarded to Miss Suchiwa Sribunrueang, a PPS employee who is in charge of Suvarnabhumi Airport Phase 2 Project, who had proposed a movable duplicating box in which is useful for duplicating engineering structure.

### "Excellent Award"

PPS has chosen the department in which all members participated in the improving the ISO 9001:2015 quality system. The department members had complied with the company's quality policies, and systematically stored important project data in the PPS Drive innovation for future use. In 2019, the Excellent Award was given to the BLOCK H Project to honor them as a model to members in other projects of the company.



### “The 5<sup>th</sup> Generation Adventure Team Synergy” at Chulachomkiao Royal Military Academy

To help new employees quickly adapt to PPS’s organization’s system, the company held an activity called “The 5<sup>th</sup> Generation Adventure Team Synergy.” The activity allowed new and existing employees to get to know one another, learn from one another’s experiences, and new employees can also get work advice from their colleagues. Moreover, organizational culture was passed along to new employees through the activity held under Chulachomkiao Royal Military Academy’s philosophy: “Leader, Follower and Discipline”.

### Annual Seminar

Every year, the company manages some budget for a seminar both in the country and overseas in order to let the employees from different fields meet, converse and exchange about the experiences and useful knowledge. In 2019, the company’s seminar was held in Hong Kong- Shenzhen.

### Employee’s Satisfaction Survey

Employees are significant factors that contribute to the organization’s growth. Employee’s satisfaction is one of the important keys of the administrative development to look for the factors that affect an employee’s satisfaction and motivation. Moreover, the employees are allowed to comment on the company for further improvement and also to suggest some interesting academic and social workshops. For 2020’s workshops, the employees suggested that the company provide training on working safely at height, a workshop on how to properly write ISO documentation, and a seminar on all construction process from contacting government agencies, applying for building permit, until breaking ground and finishing the project. Apart from these, there are more interesting additional welfare and a CSR activity for interested employees. The analysis result will be brought to develop personnel management and human resources. Additionally, it will be used to create happiness, satisfaction and motivation for the employees to work for the organization. In 2019, it is found that 75% of employees were satisfied the most with the carefulness of the director, while 20.93 % of employees resigned from the company.



# Employee's Welfare



## 60 Years

more than 60 years of working experience

Apart from the compensated welfare according to the labor legislation, the employee is allowed to work with PPS under the one-year contract.

## 5 Years

more than 5 years of working experience

- 100% of Provident Fund from the Employer
- Housing loan benefits

## 15 Years

more than 15 years of working experience

- A "Trustworthiness" medal made from 1 THB of gold

## 25 Years

more than 25 years of working experience

- A "Trustworthiness" medal made from 2 THB of gold



## 2 Years

more than 2 years of working experience

- Joining EIJP (Employee Joint Investment Program) For all employees
- 700 baht of welfare for outpatient treatment

## 3 Years

more than 3 years of working experience

- GCAP Personal Loans (with low interests)
- Scholarship for Bachelor Degree (Special Program)



## 4 Years

more than 4 years of working experience

- 75% of Provident Fund from the Employer

3-4 years of working experience

- 50% of Provident Fund from the Employer



## First Step

- Provident Fund
- Social Insurance
- Health Insurance
- Annual Health Checkup
- 6 Months of Maternal Leave (3 months longer than the law)
- Parental Leave
- Ordination Leave
- Etc.





## OUR SOCIETY

Together  
Creating  
Sustainable  
Society

“ Harmony is a root of sustainability.  
Sustainability is a competitive  
advantage. ”

Since sustainability is not simply lasting a long time, it should also be going strong. Great foundation of the company comes from the support and cooperation of everyone from both inside and outside the organization. When the foundation is strong and ready to grow with the society by being supportive, cooperative and united, then we can strive together in the society securely and happily.

### Knowledge Sharing

**Sharing engineering expertise, propagating the concept of professional engineer, together building a good society with consideration, care, and responsibility.**

### PPS Training Center

PPS established PPS Training Center as a training center for personnel in the organization. It is also open to all-comers or anyone interested in the training program in order to enhance the professional skill of Thai engineers. PPS Training Center is able to produce Professional Development Unit (PDU) certified by the Council of Engineers. The participants can earn PDU credits and use the credits earned to apply for a knowledge and professional skill test in order to upgrade the Professional Practice License. Furthermore, the training is also certified by the Institution of Occupational Safety and Health (IOSH), the world largest Chartered body for health and safety professionals. In 2019, PPS Training Center produced 1,123.2 PDU with 22 training programs. The training program that was the most interested was Management and Administration of FIDIC Contracts program which PPS has provided the speaker and organizes a seminar for customers at Singha Estate Public Company Limited.

Intending to improve professional capacity of Thai engineers, PPS Training Center received the 2019 Continuing Professional Development Award from Council of Engineers (three years consecutively)





### White Engineer Project

White Engineer Project is a project which PPS initiated for sharing engineering knowledge and developing a concept of good engineer to prove to the society that being a good person has a place in the society through various activities.



### White Engineer:

Focusing on sharing the knowledge and experiences of the senior engineers along with the concept of good engineer to the new generation in the universities and schools, this project intends to encourage and strengthen the new generation of engineers to strive

dignifiedly and act as a drive to create a network of skillful and reliable engineers to the society in the future. Moreover, PPS has created a Facebook Fanpage "White Engineer" as the main channel to communicate, transfer, and exchange knowledge and positive attitude between engineers or other professions and to set role models of good engineers. At present, the White Engineer Fanpage received 139,221 likes and 142,294 followers.



**Changmuns Blog:**

Changmuns Blog is a site which puts together articles regarding handicrafts, engineering, along with topics that are interesting to people in general. The blog passes on knowledge by adding some useful and practical tips in the article. The blog has published more than 143 articles about engineering and has more than 586,408 viewers. The blog can be accessed via <http://changmuns.blogspot.com/> and <https://www.facebook.com/changmuns>.



**Animation "Uncle P's Tips":**

Learning and understanding about engineering at ease with an animation "Uncle P's Tips" via Youtube at Changmuns Channel. Meet with a cute character, "Uncle P", a senior engineer who will take us through the journey of knowledge and information about engineering by making hard to understand the context of engineering into fun stories. Uncle P who is "daring and reliable" will always be there to answer Mr. Mole's question about engineering, giving out some easy tips, and explain about several questions about handicrafts asked by many people. There are currently 68 episodes with 4 news episodes airing in 2019, which are Getting to know metal sheets roof, what to do when your house is lower than the road, Introducing Green Building, and Knowing about soil boring. This animation is suitable for every member of the family. The tips and knowledge from the animation can be applied to your daily life. It is beneficial for everybody, especially the kids, to get a good perspective about engineering, which will help shaping the new generation to be a good model citizen of society.

**Better Business For Children**

PPS joined Better Business for Children Project which is a project established by United Nations International Children's Emergency Fund or UNICEF in Thailand with an aim to enhance the living quality of children on construction site. PPS has invited Mr. Juan Santander, Deputy Representative of UNICEF Thailand to visit construction sites and Children in Worker Camp's Living Quality Support Project operated by Thai Obayashi Corporation Limited represented by Mrs. Pattarin Khumthukthit, General Manager of Thai Obayashi Corporation Limited. Within the worker camp, learning center was established for children of all nationality, health and safety of the children are also taken care of, and the Project is participating in setting standards to improve the children's living quality, for example, the standard of child labor in Thai industry, rights of the child, living quality, and right to education.





### SET Social Impact Gym by mai Developing Social Enterprise (SE)

Dr. Phongthon Tharachai, CEO of PPS, joined Social Impact Gym Project established by the Stock Exchange of Thailand for the third year this year with the intention to support the operation of social enterprise (SE). Dr. Phongthon, a senior with experience in business, joined the project as a coach to share knowledge and management technique in order for the junior in SE to operate SE with full capacity and to improve SE further. Since the strength of the people is the strength of the nation, the notion of doing business and giving back to improve the community and environment should be widely promulgated.



### Supporting the Employment of People with Disability

PPS is proud to be a part of the giving community which helped creating a better society by employing the people with psychosocial disability to work at Living Association. The employment is a part of the recovery process for the people with psychiatric disorders, which the people psychiatric disorder can live independently and do not feel like a burden to people around them. It also makes people with disability feel proud of themselves and want to lead their life in a meaningful way which is also beneficial to society and the nation.



### Collaboration Between Educational Institute and Business Sector

PPS has a collaboration with Chulalongkorn University, Kasetsart University, Assumption University, Thammasat University, Thai-Nichi Institute of Technology regarding the knowledge exchange by organizing a short-term training or a cooperative education for students from the said university during the summer for a period of 4 months.

Through these activities, the students will experience a real working situation and understand how the job they are interested in works. The University will receive feedback from PPS concerning the eligibility of the students for working in the industrial sector, along with any adaptation which should be made in order to improve the learning curriculum. PPS's personnel will also benefit from the activities since the personnel will gain a communication skill through teaching the students along with the help from the students with the task at hands. This is also a good opportunity to recruit eligible students to work with the company.

Apart from the said activity, PPS gives the opportunity to the students from all universities to have a site visit at the construction site. PPS also has educational collaboration with Ramkhamhaeng University in conducting academic research beneficial to society. These result in the collaboration between educational institutes and business sectors which affects the development of the engineering profession within the country as a whole.



### Encouraging the Sustainable Growth of the Community Through Social and Environmental Activities

PPS "builds new generation" by instilling the notion of good engineers in the personnel, encouraging the personnel to be responsible for the society, be sympathetic, and be willing to make the society better, and creating the giving behavior in order to pay back to the society. As a result, the personnel will be the one who initiates the activities which will help the community, society and environment.





## Community Development Project with the Client

PPS is focusing on interdependently working together with the community, listening to the opinions of the community, and sharing know-how about handicrafts to the surrounding community. PPS received cooperation from the clients who understand and aware of the value of community relation activities, therefore, PPS and the clients have been jointly organizing the activities for the community. In 2019, PPS and the clients, an affiliation of Tesco Lotus, jointly surveyed the needs of the community surrounding the construction site, which later turned into area development projects beneficial to the people in the community, such as, the project of modifying the roof connecting the lavatory and multipurpose building at Wat Chak Luk Ya School, Huai Pong, Rayong; the project of school building development and supporting sports equipment at Ban Lao Ngong School, Borabu, Maha Sarakham; building classrooms, laboratory, chicken pen, and supporting sports equipment and learning equipment at Wat Tarn Jed Chor School, Talad Kruad, Muang, Ang-Thong; funding and supporting learning equipment and sports equipment at Chaopholuang Aupathum School, Nam Phrae, Phrao, Chaing Mai.

## Follow Your Heart, Follow Your Dream

Desired to support the children who love sports but lack the opportunities, equipment, and skills, PPS personnel from the Central Plaza Chonburi Development Unit initiated “**Follow Your Heart, Follow Your Dream**” Project by joining hands with Thai Senior Football Association and Khon Singha Football Club. Together, we organized activities to provide sports equipment and fund to children in need at Namnao Witthayakom School located at Nam Nao, Nam Nao District, Phetchabun, in order to support the love of sports and to encourage the children to continue improving their athletic skills and achieving their dreams.



## Sharing Happiness, Caring Health (Lime Tree Planting)

Helping community schools that lack learning materials, textbooks, sports equipment and educational activities in order to improve and give back to the community is a corporate culture of PPS which is passing down from generation to generation. With the aims to provide opportunities and happiness, and improve the education of schools surrounding construction sites, PPS's personnel and Tesco Lotus Nakhon Nayok organized "Sharing Happiness, Caring Health" that helped the community school in need by providing learning materials and sports equipment to the students of Wat Thammapanya School, Nakhon Nayok. Moreover, the staff also explained a role about being an engineer, gave handicraft tips, and taught about sufficient economy to teachers and students. PPS also invited newly joined personnel, who attended the 5th Adventure Team Synergy Staff Camp, to join in the lime planting activity in order to increase green space to the community. Lime is a home-grown vegetable that can be used in the household or be sold to earn an income for supporting the school and neighboring community. This project is a great community development project which helps the community living strongly by itself.



The schools in the community have adequate learning equipment and sports equipment for the students

Creating educational opportunity and sharing knowledge regarding engineering to the children

Building green space for the community

**1** Building unity for the personnel in the organization

**2** Creating a connection and a good relationship between the company and the community

**3**



## Garbage Exchange Goods



One of the problems found during the construction process is in regards to waste and improper or neglected waste management, which affects nearby communities and the environment. PPS, leading by the project manager Mr. Prarunya Kemahayoong, has conducted a project called “Garbage Exchange Goods”. The project encourages everyone on the site, along with the locals, to exchange their garbage for reward points, points that can be redeemed for a variety of prizes. The project aims at raising awareness on the importance of collecting and separating garbage, and reducing the amount of waste on site. Soontareeya Residence is the prototype project that has received great cooperation from the contractor, nearby communities, as well as the garbage collectors from the city. This project has helped reducing expenses of the construction workers by 5-10% per family, and also gaining extra income for the locals in nearby communities.



- |   |   |  |
|---|---|--|
| <p>Reducing the amount of waste on site and creating a better environment for society</p> | 1 | <p>Creating good relationship for everybody on site including the contractor, the locals, and government officials</p> |
| <p>Creating extra income for the locals</p>   | 2 | <p>Creating confidence and trust</p>   |
| <p>Reducing expenses of the construction workers by 5-10% per family</p>                  | 3 |  |



## Swing the Brush with the Heart at Central Chonburi



Bring Happiness, send out good thoughts,  
unite as one, together develop the society.



PPS worked together with everyone in Central Plaza Chon Buri Development Project, which consisted of the executives, personnel, project owner, contractors, and with the help of Rajamangala University of Technology Tawan-ok : Uthenthawai Campus and other sponsors who had the same intention and wanted to be a part of the development of the society, in order to organize “Swing the Brush with the Heart.” This project aimed to help the children who are the future of the nation and to improve the educational area by modifying and repairing the school's wall, modifying and replacing electronic appliances and install LED bulbs to ensure safety and reduce the cost of electricity of staff and students at Ban Huai Kum, Si Racha, Chon Buri which located near a construction site. Moreover, we also organized fun activities for the students to enjoy, giving scholarships, sports equipment and other necessity to the students in need.



We hoped that this project will be a part that can create happiness, educational opportunities and better living quality for everyone at the school. This project also helped everyone at the construction project to be united by together initiating a great project and giving good things back to Thai society.



**Mr. Dittha Nonthiworawong**  
Project Manager

“Swing the Brush with the Heart” is organized by a small group of people whose intention is to give back to the society and communities near our construction sites. The project is beneficial to both the givers and receivers. We chose **Ban Huaykum School (Prasanradwidthaya)** for our project. We painted the school fence and gate, replaced electronic appliances with the energy-saving ones, gave away scholarships, donated LED TV, and enjoyed the friendly soccer match with the locals. We also hosted lunch, and organizes some games. The activity brought joy to both the givers and receivers, which is per the purpose of the project to "Give Continuously for the Benefit of the Society." On the day that we organized the activity, the day was filled with smiles, laughs, and happiness which was really impressive for both the givers and receivers.

We had spent two months preparing for this project with great cooperation from the project staffs, CPN project's owner, as well as the school. We had several meetings with the school and found that most givers only give without thinking about what the school really needs. Hence, we took the time to learn what the school really wants for the school to be able to make the most out of what we offer. When the project was completed, every department said that "just tell us what you need, we are always here to help."

Doing something good and creating happiness for both the givers and receivers are not difficult at all, you just have to start and do it.





The heart that beats for others  
is the heart that filled with happiness



The original idea was to run for better health and then it was changed to run for others. It started from only a few employees, then expanded to a large group of employees from different projects and even different organizations. They form good relationships through the power of running lovers, spread love, and do good for society.

PPS has been organizing **Run For Love** for over six years. The employees collect mileage runs to help their colleagues who have health problems and social insurance plus their welfare do not cover all the medical expenses. This event also supports other running clubs and gives donations to underprivileged children and those who are in need. In 2019, PPS has developed an innovation that keeps a record of the employees' mileage runs via MyPPS application. We encourage our employees to prioritize their health by motivating them to run and collect one coin per two kilometers, while the coins can be exchanged for a variety of prizes from the company. Presently, this charity run has collected over 84,776.51 kilometers of running distance and the PPS will donate 10 baht per kilometer so that employees will be able to withdraw the money to donate to charitable activities. This year, our runners have supported the Run4mom#8 by collecting donations to buy medical equipment for Chakri Naruebodindra Medical Institute (Ramathibodi Foundation), and the EIT Safety Run 2019 at Nongbon Water Sports Center on Chaloem Phra Kiat Rama IX. Road to collect donations to build school building and buy fire safety equipment for schools that lack fire protection system.

### Expanding the Community of Running for Others

After PPS Run For Love has been organized for several years, PPS joins hands with 34 other companies from the mai Listed Company Association (maiA) to organize the **"maiA Virtual Run for Thai Red Cross Society."** The purpose of the project is to organize a charity run to raise 1,000,000 baht for Thai Red Cross Society. The mileage run collection started from 15 Sep to 15 Nov 2019. Apart from the charity run, PPS also provided the application that we developed to be used in the project for free. There

was a total of 963 runners from 34 companies who had collected 102,351.202 kilometers and

raised 1,023,512 baht, which is more than the goal. In this project, PPS

employees had collected a total of 8,344.88 kilometers, which is the second most distance. Moreover, PPS's employee, Miss Suthibal Phosri had collected the most distance in women's division with a total of 734.01 kilometers.





**Miss Suthibal Phosri**  
Human Resources and Organizational  
Development Department

“I love working out. I had started running for a while when I joined the first running event. I started small events and finally moved up to the bigger ones. I have joined many events in both Bangkok and other provinces. When I was running, a lot of thoughts came to my mind, my body and my mind could not handle it. I had to overcome my exhaustion, pushed through it, and I always made it through. I believe that running in the events makes me healthier and I can also do something good for society while I am at it. These are the reasons why I love running and I am proud every time I finished the run. Up until now, I train for my run whenever I have time or after work. I set a goal on each event, whether it is a marathon, half-marathon, or mini-marathon, that I have to finish no later than the set time, and I will eventually reach my goal someday.”

### Running Motto

“Running is similar to living a life. Our life’s journey is long, and we will never know what will happen in each minute of every day of our life. Similar to running, we go for a run, and we will never know what will happen during our journey, we might get tired, our calves, thighs, knees, and ankles might hurt that we can barely walk. We might get hurt, suffer, and almost give up. But we have to tell ourselves that if we get tired, just take a rest, start running again, and we will make it through. We just have to have the finish line in our minds, overcome ourselves, do not give up, and we will eventually get to the finish line.”

“Show the power of running lovers, pass along the happiness, and do good for the society together.”



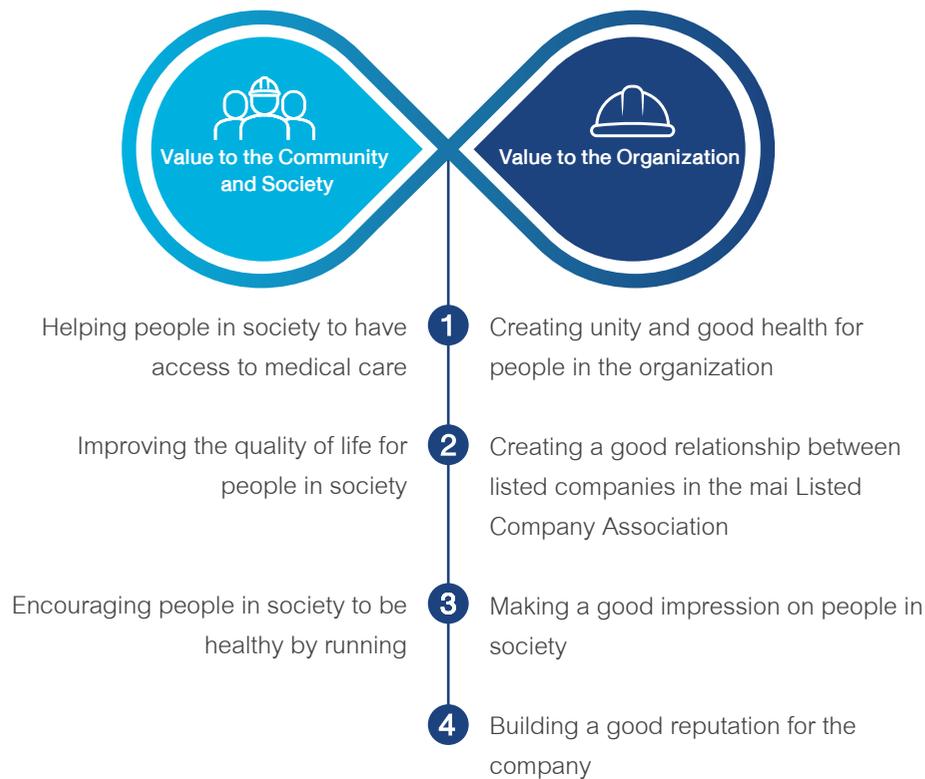


**Dr. Phongthon Tharachai**  
 Chief Executive Officer  
 and founder of PPS Run For Love

### From PPS Run For Love to mai Virtual run

“From the first day that we ran with PPS’ logo on our shirt to the day that we have joined many activities together, I always have an idea that we should organize a running event with other listed companies. Finally, my dream came true in 2019, when the president of the mai Listed Company Association (maiA) approved for the mileage run collection system on MyPPS application to be used by runners from other companies in the mai Virtual run project. In this year’s event, we have almost a thousand runners from 34 listed companies collecting running distance together for a period of two months. In the event, a donation of 10 baht is contributed for every kilometer, and the goal is to raise at least one million baht for Thai Red Cross Society.

At first, we didn't think that we could do it, but we finally made it happened. We gave the donation to the Thai Red Cross Society at the end of 2019. There was no expense for the mileage run collection system as we use the system that PPS has developed.”



# INNOCON Bangkok 2019

Participants  
**600** persons

more than  
**30** countries

more than  
**160** companies



Expand the scope of knowledge  
about infrastructure development



Create a learning experience  
in construction technology



Being a center for building  
business opportunities

## CARBON NEUTRAL EVENT

Can reduce total  
GHG emissions by  
**71.54**  
tons of carbon dioxide equivalent

This is equivalent to planting 71.54 rai of the 5-year-old complete forest to absorb carbon dioxide in 1 year or equivalent to planting 7,948 large 10-year-old trees absorbing carbon dioxide in 1 year.

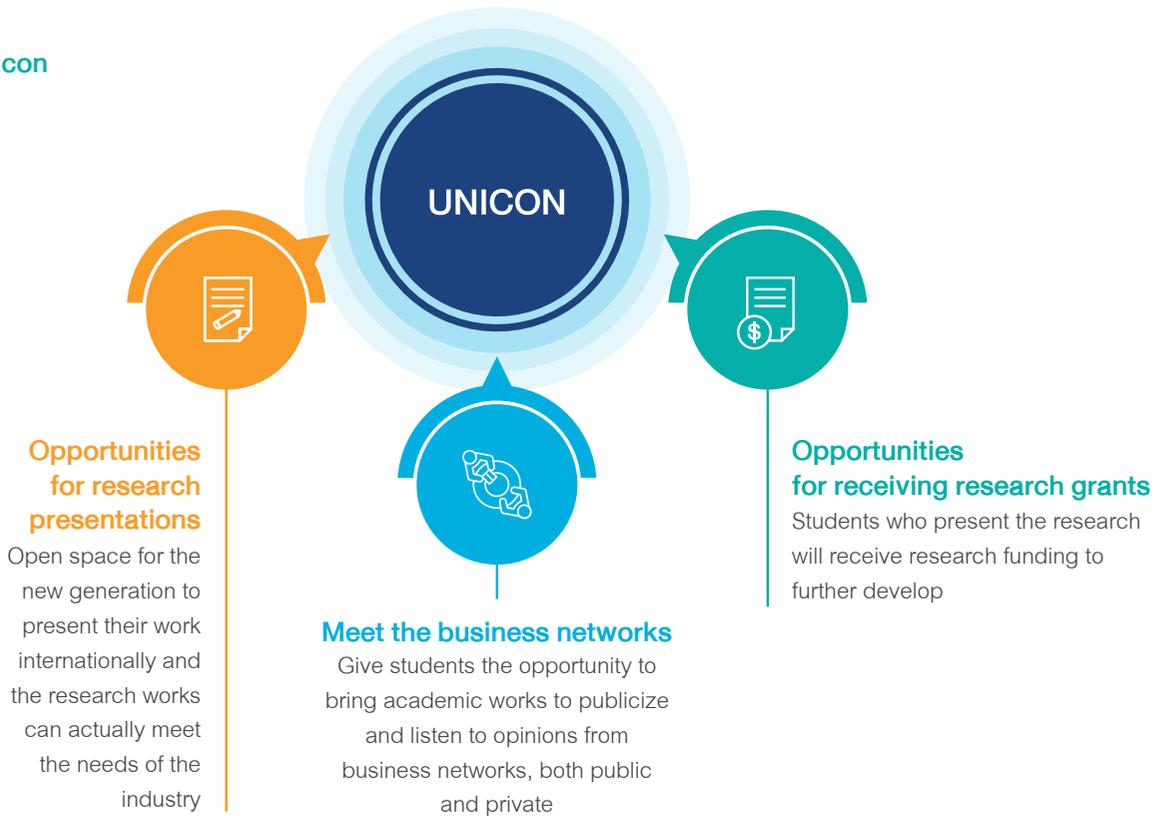
Some of the proceeds will be donated to the Foundation to help underprivileged students under the Royal Patronage.

After InnoCon Bangkok 2018 is over, PPS is known and receiving additional works from new customers. Also receiving an excellent response from the people in the construction industry. In 2019, PPS again organized this event to present the influence of technology on construction by participating in discussions and listen to experiences from industry experts on how to use technology to maximize benefits. In addition to the InnoCon Bangkok 2019, the event also has 2 sections:



### The International Air Rail Transport Summit

PPS has in collaboration with The International Air Rail Organization (IARO) held the INNOCON BANGKOK 2019 focuses on basic transportation systems in the region both rail and air of Thailand and international. Therefore, Thailand is now expanding and investing in various infrastructure constructions. Furthermore, it is also a large gathering of partners of both domestic and international as well as public sector and private companies in Thailand such as Ministry of Transportation, State Railway of Thailand, Airports of Thailand, Bangkok Mass Transit Authority (BMTA), the SRT (Airport Rail Link), and the Mass Rapid Transit Authority of Thailand (MRTA), etc. reinforce the power to pull attracting many agents from many regions including Asia Pacific, Europe, Middle East, and America which consisting of government representatives and local organizations interested in participating or undergoing basic projects including key workers, industry expert, service providers of products and services from the construction industry and infrastructure systems, industrial investor groups, business and sectoral associations, and organizations operating in the infrastructure and construction industry. This is considered as an opportunity to meet and talk, and create more business competition, planning, and investment in regional infrastructure system.



The stage for the new generation that PPS joins to spark the idea for students to create technology and innovation for the future, giving students the opportunity to present their research work which is not only confined in the curriculum while also listening to recommendations from the directors from the business networks both public and private sectors. With works that have been awarded outstanding presentation awards, namely Thailand's Floating House Project: Safe and Sustainable Living with Flooding from Ramkhamhaeng University, The Using 360-degree Virtual Reality Technology for Building Management from King Mongkut's University of Technology North Bangkok, Prachinburi Campus, and Information Transfer Framework for Facility Management in BIM Projects from Chulalongkorn University. Additionally, there is an Honorable Mention Award (Attendees' choice) for the VR Life Project by bringing virtual reality technology for healing and uplifting the elderly from Sripatum

University. PPS will provide research funding to show appreciation and as a reward to support the skill of Thai youth. In addition, the students who attended the event also listened to the experience as well as the path to success of the senior engineers which are Prof. Dr. Suchatvee Suwansawat, President of the King Mongkut's Institute of Technology Ladkrabang and Mr. Suwikrom (Per) Amranand, Talented speaker and the managing director of Blackdot Company Limited.

Considered as an activity that transfers the strategy of sustainability of the PPS in all 3 areas, namely **creating personnel** from strongly encouraging Thai youth to express their thoughts and present national research, **create accomplishments** as a medium to create business opportunities for buyers and sellers in the industry, and **create innovations** from promoting and disseminating innovations to improve the quality of life and driving Thailand to the international market.







# PPS Sustainability Performance Statistics

## Economic

| Economic Value Creation          | Unit         | Consolidated Financial Statement |        | Separate Financial Statement |        |
|----------------------------------|--------------|----------------------------------|--------|------------------------------|--------|
|                                  |              | 2018                             | 2019   | 2018                         | 2019   |
| Revenue from Services            | Million baht | 378.5                            | 448.15 | 364.05                       | 419.32 |
| EBITDA                           | Million baht | 15.53                            | 12.34  | 12.94                        | 16.64  |
| Net profit/ (Loss) Net           | Million baht | 7.45                             | 3.62   | 7.34                         | 7.97   |
| Net profit/ (Loss) Net per share | Baht/share   | 0.009                            | 0.009  | 0.009                        | 0.009  |
| Total assets                     | Million baht | 406.42                           | 428.42 | 403.62                       | 420.63 |
| Total shareholders' equity       | Million baht | 321.53                           | 313.68 | 319.15                       | 312.46 |
| Return on shareholders           | %            | 2.27                             | 2.34   | 2.26                         | 2.32   |
| Return on total assets           | %            | 1.83                             | 1.78   | 1.82                         | 1.93   |
| Salary and employee benefits     | Million baht | 259.70                           | 299.25 | 252.33                       | 231.14 |

## Tax

| Economic Value Creation | Unit         | Consolidated Financial Statement |        | Separate Financial Statement |        |
|-------------------------|--------------|----------------------------------|--------|------------------------------|--------|
|                         |              | 2018                             | 2019   | 2018                         | 2019   |
| Total Income            | Million baht | 387.09                           | 466.75 | 376.22                       | 437.37 |
| Profit before Tax       | Million baht | 11.28                            | 5.70   | 8.89                         | 10.24  |
| Tax expenses            | Million baht | 3.83                             | 2.08   | 1.55                         | 2.27   |
| Net profit              | Million baht | 7.45                             | 3.62   | 7.34                         | 7.97   |


**Research and Development Investment**

| List  | Unit         | 2018 | 2019 |
|---|--------------|------|------|
| Proportion of research and development investment per revenue from services | %            | 0.76 | 0.23 |
|   | Million baht | 2.78 | 1.04 |
| Paper saving innovations  | Ream         | 34   | 85   |


**Personnel**

| Employee                                   | Unit   | 2018 | 2019 |
|--|--------|------|------|
| <b>Total number of employees</b>           |        |      |      |
| <b>Total</b>                               | person | 339  | 344  |
| <b>Classified by employment type</b>       |        |      |      |
| -Employee                                  | person | 314  | 331  |
| -Part-time employee                        | person | 25   | 13   |
| <b>New employment (employee)</b>           |        |      |      |
| <b>Total</b>                               | person | 73   | 83   |
| -Headquarter                               | person | 2    | 7    |
| -Project Director                          | person | -    | -    |
| -Executive                                 | person | -    | -    |
| -Project                                   | person | 71   | 75   |
| <b>New employment (part-time employee)</b> |        |      |      |
| <b>Total</b>                               | person | 4    | 1    |
| -Headquarter                               | person | 4    | -    |
| -Project Director                          | person | -    | -    |
| -Executive                                 | person | -    | -    |
| -Project                                   | person | -    | 1    |

| Employee  | Unit            | 2018      | 2019      |
|---|-----------------|-----------|-----------|
| <b>Resignation (employee)</b>   |                 |           |           |
| <b>Total</b>  | <b>person</b>   | <b>38</b> | <b>72</b> |
| -Headquarter  | person          | 4         | 3         |
| -Project Director   | person          | -         | -         |
| -Executive  | person          | -         | -         |
| -Project  | person          | 34        | 67        |
| <b>Resignation (part-time employee)</b>   |                 |           |           |
| <b>Total</b>  | <b>person</b>   | <b>2</b>  | <b>2</b>  |
| -Headquarter  | person          | -         | 1         |
| -Project Director   | person          | -         | 1         |
| -Executive  | person          | -         | -         |
| -Project  | person          | 2         | -         |
| <b>Parental Leave</b>   |                 |           |           |
| Number of eligible employees for parental leave   | person          | 314       | 331       |
| Number of employees using parental leave  | person          | 3         | 2         |
| Number of employees returning to work after the end of parental leave                           | person          | 3         | 2         |
| The rate of return and retention of employees returning to work after the end of parental leave | %               | 100       | 100       |
| <b>Training</b>   |                 |           |           |
| Average training hours  | Hrs/person/year | 10.68     | 11.49     |
| Divided by duration of employment   |                 |           |           |
| 0-1 year  | Hrs/person/year | 3.41      | 3.48      |
| 1-3 years   | Hrs/person/year | 2.95      | 3.90      |
| 4-6 years   | Hrs/person/year | 1.17      | 1.32      |
| More than 6 years   | Hrs/person/year | 3.15      | 2.79      |

 **Personnel**

| Employee                                       | Unit   | 2018 | 2019 |
|--|--------|------|------|
| <b>Lost Time Injury Frequency Rate (LTIFR)</b> |        |      |      |
| Employee                                       | person | -    | -    |
| <b>Death from working operation</b>            |        |      |      |
| Employee                                       | person | -    | -    |
| <b>Important labor disputes</b>                |        |      |      |
| Number of HR complaints                        | case   | -    | -    |

 **Environment in the organization**

| Employee  | Unit                | 2018   | 2019   |
|---|---------------------|--------|--------|
| Proportion of environmental expense per revenue from services | %                   | 0.12   | 0.10   |
| Amount of GHG emission from electricity usage                 | KgCO <sub>2</sub> e | 26,277 | 22,655 |

 **Pollution and Waste**

| <b>Pollution and waste control and surveillance results in the construction work in 2019</b>  |   |                  |
|---|---|------------------|
| Control issues  | Target for measurement  | Operating result |
| <b>Pollution emission</b><br>-Green House Gas (GHG)<br>- Carbon Dioxide (CO)<br>- Sulfur Dioxide (SO <sub>2</sub> )<br>- Nitrogen Dioxide (NO <sub>2</sub> )<br>- Hydrocarbon | Under standard according to National Environment Board (CO<30 ppm, SO <sub>2</sub> <0.30 ppm, and NO <sub>2</sub> <0.17 ppm)  | Under standard   |
| <b>Pollution and waste emission</b><br>Such as smell, noise, smoke, radiation, garbage, effluent, or other waste  | Under standard according to National Environment Board (average noise level 24 h under 70 dB(A) and maximum 115 dB (A). Total amount of dust <0.33 mg/m <sup>3</sup> and amount of 10 micron dust <0.33 mg/m <sup>3</sup> , and water quality index under standard) | Under standard   |

 **Satisfaction Evaluation**

| List  | unit | 2018 | 2019 |
|---|------|------|------|
| Result of evaluation of employee satisfaction to company  | %    | 74   | 75   |
| Result of evaluation of customers satisfaction to company | %    | 84   | 82   |

 **Social Sharing**

| List                                  | unit    | 2018 | 2019 |
|---------------------------------------|---------|------|------|
| Violation of environmental laws       | %       | 0.43 | 1.32 |
| Violation of economic and social laws | Project | 16   | 19   |

 **Legal: Legal Compliances in 2019**

| Control issues                        | Target for measurement | Operating result 2019                    |
|---------------------------------------|------------------------|--|
| Violation of environmental laws       | 0 case                 | No violation of environmental laws       |
| Violation of economic and social laws | 0 case                 | No violation of economic and social laws |



## About This Report

This Sustainability Development Report presents the operation result of Project Planning Service Public Company Limited for communicating with stakeholders to acknowledge the progress of sustainability plan and the commitment to continue the plan under the business operating strategy related to the management for sustainability including economic, social, and environmental issues. The operation in 2019, the company still conducts business with social responsibility in business process and conducts social activities as well.

The content and essence of sustainability reporting this issue is between January 1<sup>st</sup>, 2019 to December 31<sup>st</sup>, 2019 by focusing on the implementation of the Sustainable Development Master Plan 2017-2022 and the report has been prepared in accordance with the GRI Standards: Core option. Moreover, the company associates the performance according to the strategy that responds to Sustainability Development Goals (SDGs) which the company has selected conformed issues with the company's business and related to stakeholders, presented in this report.

### More Information

If you have any suspicious or suggestions, please contact Miss Rattaporn Samanpratan, Project Planning Service Public Company Limited 381/6 Soi Ramal X 58 (Soi 7 Seree 7) Rama IX Road, Suanluang, Bangkok 10250  
Tel: (662) 718 2785-9 Fax: (662) 300 5545-6  
E-mail: rattanaporn.s@pps.co.th

# Survey of Readers' Opinions

The results of this survey will be valuable input for improvement of future PPS Sustainability Report.

Thank you very much for your kind cooperation.

Please indicate a  in the box and leave your comments in the space provided.

**1. Please indicate the group of stakeholder relevant to you.**

- Shareholder/Investor
- Business Partner
- Mass Media
- Customer
- Government Agency
- Other, please specify .....
- Employee
- Academician
- Communities around the establishment
- School Student/University Student

**2. Where did you receive PPS Sustainability Report ?**

- Annual General Meeting for Shareholders
- PPS Website
- Seminar/Exhibition/Lecture
- PPS Employees
- Other, please specify.....

**3. Please indicate your purpose of reading PPS Sustainability Report.**

- To get to know PPS
- For research/education
- To support investment decisions
- Other, please specify.....
- To prepare my own report

**4. Please indicate your purpose of reading PPS sustainability report.**

- Using easy to understand language  High  Medium  Low  Dissatisfied
- Visualization of photos, graphs, and tables  High  Medium  Low  Dissatisfied
- Report design  High  Medium  Low  Dissatisfied
- Overall satisfaction  High  Medium  Low  Dissatisfied

**5. Please indicate your interest in material issues of PPS Sustainability Report.**

- Vision and Goals of business operation  High  Medium  Low  Dissatisfied
- What we achieved in 2019  High  Medium  Low  Dissatisfied
- Message from the Board of Director  High  Medium  Low  Dissatisfied
- Company profile  High  Medium  Low  Dissatisfied
- Sustainability Performance Result  High  Medium  Low  Dissatisfied
- Our Pride Awards 2019  High  Medium  Low  Dissatisfied
- Corporate Governance and Social Responsibility  High  Medium  Low  Dissatisfied
- Sustainability Management Structure  High  Medium  Low  Dissatisfied
- Ethics in Business Operation  High  Medium  Low  Dissatisfied
- Risk Management  High  Medium  Low  Dissatisfied
- Anti-Corruption Policy  High  Medium  Low  Dissatisfied
- EMERGING RISK  High  Medium  Low  Dissatisfied
- Good Governance Evaluation  High  Medium  Low  Dissatisfied
- Stakeholder Engagement  High  Medium  Low  Dissatisfied
- Sustainability Development Goals (SDGs)  High  Medium  Low  Dissatisfied
- Sustainability Issues  High  Medium  Low  Dissatisfied
- Sustainability Strategy  High  Medium  Low  Dissatisfied
- Sustainability Performance  High  Medium  Low  Dissatisfied
- OUR ECONOMY  High  Medium  Low  Dissatisfied
- OUR ENVIRONMENT  High  Medium  Low  Dissatisfied
- OUR COMMUNITY  High  Medium  Low  Dissatisfied
- Employee's benefits  High  Medium  Low  Dissatisfied
- CSR Project  High  Medium  Low  Dissatisfied

**6. Completeness and credibility of PPS Sustainability Report.**

- You understanding of PPS's material issues  High  Medium  Low  Dissatisfied
- Alignment between PPS's sustainability strategy and sustainability performance  High  Medium  Low  Dissatisfied
- Suitability and reliability of content  High  Medium  Low  Dissatisfied
- Relevance to your interests and expectations  High  Medium  Low  Dissatisfied

**7. In your opinion, does the report cover all of PPS's material sustainability issues?**

- Yes
- No

If no, please explain and indicate which issue you believe should be included.....

**8. Please provide other comments and suggestions on how to improve future reports.**

.....

.....

.....

# GRI Standard

| GRI Standard                            | Description   | Page/Link/<br>Comment  | SDGs                           |       |
|---|---|--|--------------------------------|-------|
| GRI 102:<br>General<br>Disclosures 2016 | <b>ORGANIZATIONAL PROFILE</b>   |  |                                |       |
|   | 102-1   | Name of the organization                                     | 10                             |       |
|   | 102-2   | Activities, brands, products, and services                   | 10-11, 17                      |       |
|   | 102-3   | Location of headquarters                                     | 105                            |       |
|   | 102-4   | Location of operations                                       | 105                            |       |
|   | 102-5   | Ownership and legal form                                     | Annual Report &<br>PPS Website |       |
|   | 102-6   | Markets served   | 10-11, 18-21                   |       |
|   | 102-7   | Scale of the organization                                    | 10-11, 17                      |       |
|   | 102-8   | Information on employees and other workers                   | 101-103                        | SDG 8 |
|   | 102-9   | Supply chain   | 10-11, 17                      |       |
|   | 102-10  | Significant changes to the organization and its supply chain | 10-16                          |       |
|   | 102-11  | Precautionary principle or approach                          | 39-43                          |       |
|   | 102-12  | External initiatives   | 23, 47-49, 61-62               |       |
| 102-13                                  | Membership of associations  | 30-37, 61  |                                |       |
| <b>STRATEGY</b>                         |   |  |                                |       |
| 102-14                                  | Statement from senior decision-maker  | 6-9  |                                |       |
| 102-15                                  | Key impacts, risks, and opportunities   | 6-9, 39-43   |                                |       |
| <b>ETHICS AND INTEGRITY</b>             |   |  |                                |       |
| 102-16                                  | Values, principles, standards, and norms of behavior                          | 3, 16, 24-29,<br>38-43, 60-61                                | SDG 16                         |       |
| <b>GOVERNANCE</b>                       |   |  |                                |       |
| 102-18                                  | Governance structure  | 27   |                                |       |
| 102-19                                  | Delegating authority  | 24-29, 38-49,<br>60-61                                       |                                |       |
| 102-20                                  | Executive-level responsibility for economic, environmental, and social topics | 26   | SDG 16                         |       |
| 102-22                                  | Composition of the highest governance body and its committees                 | 27   | SDG 16                         |       |
| 102-24                                  | Nominating and selecting the highest governance body                          | 27   | SDG 16                         |       |
| 102-25                                  | Conflicts of interest   | 28-29  |                                |       |
| 102-26                                  | Role of highest governance body in setting purpose, values, and strategy      | 2-3, 6-9,<br>44-49   | SDG 16                         |       |
| 102-28                                  | Evaluating the highest governance body's performance                          | 47-55, 60-61   |                                |       |
| 102-29                                  | Identifying and managing economic, environmental, and social impacts          | 38-43  |                                |       |
| 102-32                                  | Highest governance body's role in sustainability reporting                    | 30-38  |                                |       |
| 102-33                                  | Communicating critical concerns   | 30-38  |                                |       |

| GRI Standard                             | Description  |  | Page/Link/<br>Comment | SDGs                       |
|--|--|--|-----------------------|----------------------------|
| GRI 102:<br>General<br>Disclosures 2016  | <b>STAKEHOLDER ENGAGEMENT</b>                            |  |                       |                            |
|  | 102-40   | List of stakeholder groups   | 30-37                 | SDG 8                      |
|  | 102-41   | Collective bargaining agreements   | 76-83                 |                            |
|  | 102-42   | Identifying and selecting stakeholders                                   | 30-37                 |                            |
|  | 102-43   | Approach to stakeholder engagement                                       | 30-37                 |                            |
|  | 102-44   | Key topics and concerns raised   | 30-38                 |                            |
|  | <b>REPORTING PRACTICE</b>                                |  |                       |                            |
|  | 102-45   | Entities included in the consolidated financial statements               | 17, 100, 105          |                            |
|  | 102-46   | Defining report content and topic boundaries                             | 105                   |                            |
|  | 102-47   | List of material topics  | 30-38                 |                            |
|  | 102-48   | Restatements of information  | 105                   |                            |
|  | 102-49   | Changes in reporting   | 105                   |                            |
|  | 102-50   | Reporting period   | 105                   |                            |
|  | 102-51   | Date of most recent report   | 105                   |                            |
| 102-52                                   | Reporting cycle  | 105  |                       |                            |
| 102-53                                   | Contact point for questions regarding the report         | 105  |                       |                            |
| 102-54                                   | Claims of reporting in accordance with the GRI Standards | 105  |                       |                            |
| 102-55                                   | GRI content index  | 107-111  |                       |                            |
| 102-56                                   | External assurance                                       |  |                       |                            |
| <b>ECONOMIC PERFORMANCE</b>              |  |  |                       |                            |
| GRI 102:<br>General<br>Disclosures 2016  | 103-1  | Explanation of the material topic and its boundary                       | 22, 100               |                            |
|  | 103-2  | The management approach and its components                               |                       |                            |
|  | 103-3  | Evaluation of the management approach                                    |                       |                            |
| GRI 201:<br>Economic<br>Performance 2016 | 201-1  | Direct economic value generated and distributed                          | 22, 100               | SDG 8,<br>SDG 9,<br>SDG 17 |
| <b>ANTI-CORRUPTION</b>                   |  |  |                       |                            |
| GRI 103<br>Management<br>Approach 2016   | 103-1  | Explanation of the material topic and its boundary                       | 28, 29, 60            |                            |
|  | 103-2  | The management approach and its components                               |                       |                            |
|  | 103-3  | Evaluation of the management approach                                    |                       |                            |
| GRI 205:<br>Anti-Corruption<br>2016      | 205-2  | Communication and training about anti-corruption policies and procedures | 22, 29, 60            | SDG 16                     |
|  | 205-3  | Confirmed incidents of corruption and actions taken                      |                       |                            |

| GRI Standard                            |                         | Description   | Page/Link/<br>Comment | SDGs  |
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| <b>ENERGY</b>                           |                         |   |                       |   |
| GRI 103<br>Management<br>Approach 2016  | 103-1<br>103-2<br>103-3 | Explanation of the material topic and its boundary<br>The management approach and its components<br>Evaluation of the management approach                     | 70-75                 |   |
| GRI 302<br>: Energy 2016                | 302-1<br>302-3          | Energy consumption within the organization<br>Energy intensity  | 70-75                 | SDG 7,<br>SDG 8,<br>SDG 12,<br>SDG 13             |
| <b>WATER</b>                            |                         |   |                       |   |
| GRI 103<br>Management<br>Approach 2016  | 103-1<br>103-2<br>103-3 | Explanation of the material topic and its boundary<br>The management approach and its components<br>Evaluation of the management approach                     | 70-72                 |   |
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| GRI 305<br>: Emissions 2016             | 305-1<br>305-2<br>305-7 | Direct (scope 1) GHG emissions<br>Energy indirect (scope 2) GHG emission<br>Nitrogen oxides (NOX), sulfur oxides (SOX),<br>and other significant air emission | 70-73, 97-102         | SDG 3,<br>SDG 12,<br>SDG 13,<br>SDG 14,<br>SDG 15 |
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| GRI 103<br>Management<br>Approach 2016  | 103-1<br>103-2<br>103-3 | Explanation of the material topic and its boundary<br>The management approach and its components<br>Evaluation of the management approach                     | 72, 103<br>EIA Report |   |
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| GRI 103<br>Management<br>Approach 2016                | 103-1 | Explanation of the material topic and its boundary  | 24-27, 35, 38-57                                |                          |
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|   | 103-3 | Evaluation of the management approach   |   |                          |
| GRI 308: Supplier<br>Environmental<br>Assessment 2016 | 308-2 | Negative environmental impacts in the supply chain and actions taken  | 39-43, 47-57                                    |                          |
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| GRI 103<br>Management<br>Approach 2016                | 103-1 | Explanation of the material topic and its boundary  | 24-27, 30,<br>38-57, 76-83                      |                          |
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|   | 103-3 | Evaluation of the management approach   |   |                          |
| GRI 103<br>Management<br>Approach 2016                | 401-1 | New employee hires and employee turnover  | 101-102   | SDG 5,<br>SDG 8          |
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| GRI 103<br>Management<br>Approach 2016                | 103-1 | Explanation of the material topic and its boundary  | 24-27, 38, 41-42,<br>47-49, 52-54,<br>62-63, 79 |                          |
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| GRI 403:<br>Occupational<br>Health and Safety<br>2016 | 403-2 | Types of injury and rates of injury, occupational Diseases lost day, and absenteeism, and number of work-related fatalities | 16, 102, 104                                    | SDG 3,<br>SDG 8          |
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| GRI Standard                                   |       | Description   | Page/Link/<br>Comment                    | SDGs                                     |
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