



PPS

Excellence · Commitment · Ownership

SOCIAL IMPACT COLLABORATION



Vision and Mission

"Concentrate on being a complete solution for all business needs in the property and construction industries along with driving for developing the business to progress into the most trusted and required company in Southeast Asia.

Using expertise in engineering and project management combined with the use of appropriate innovations to deliver sustainable projects that are truly beneficial to the community and society."

Value

The **3** best of PPS



1 Excellence



2 Commitment



3 Ownership



Long-term Goals



To continually gain profits by means of investment and various businesses.

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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To Achieve Good Governance

Message from Chief of Executive Officer and Chairman of Corporate Social Responsible Committee

The year 2020 is a challenging year for the world and PPS, owing to the pandemic that has occurred since the beginning of the year causing a break from work for a while. After the situation began to resolve, the effect of the epidemic is still remaining. In other words, it caused the recession economy. The most important sustainability factor for the Company is to maintain profitability and cash management to continue the business. Especially in this situation, PPS has a Business Continuity Plan released over the past year that consists of reducing unnecessary expenses, preparation of additional cash flow management plans, and seeking additional funding sources. Now, PPS able to continue the business but still unable to be silent because the impacts of the epidemic are continually remaining. The operation of the business from now on may not be able to turn back to the same. Therefore, we have to adjust our business practices appropriately to the changing environment.

This year, PPS has received support from the authorities who considerate of our business efforts and reward valuable prizes to the Company. Especially the awards related to sustainable business development that we received from well-known organizations in Thailand and the global sustainability network such as the Global Initiative, etc.



Environment

PPS had to have a forest planting campaign near the construction site we had responsibility for but after the construction project finished, the forest did not continue to care for and follow up. In this year, we participated in Care the Wild Project by the Stock Exchange of Thailand and the Royal Forest Department which cooperated with the community around the forest area. Moreover, everyone can participate in the project by donating 200 baht through “Plook Pong: Plant&Protect” collaboration platform to plant a tree and take care it for six years further. In which the planting of trees with this project reduces the expenses that the Company used to invest in this activity and we also can measure results for many years which is considered as a multiplayer planting. In other words, we are planting and expanding results together with partners (Partnership) in doing our Social Impact.



Social

PPS has increased collaboration with other organizations for developing sustainability processes. Besides social development through our people, we also take care of the vulnerable through collaboration with the Living Association which is a rehabilitation center for psychiatric patients, or Living Recovery Center, and hires directly experienced psychiatry who has the ability to work as being a therapist for other patients at this center as well.

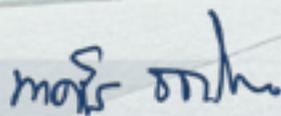


Governance

The development of the Company to increase our profitability based on the concept of economic development of the community and partners. For instance, the development of a project at Cape Yamu, Phuket, we also have a campaign that helps to buy ingredients for cooking from the villagers to cook food and bring it to the needy people. Furthermore, it also developed the area by developing the reputation of the area (location branding) and product development of local people as well. This is a sustainability concept that allows local people to build their own careers in the long term, not just waiting for donations from others. It is sustainability that developed for both the Company and the villagers at the same time.

The process of sustainable development to create a positive impact on society takes energy and takes a lot of time to accomplish what must be done until becomes the corporate culture. And to accomplish anything, Passion alone would not be able to be achieved but Persistence is required to live with what you love for a long time and long enough to Success which is a PPS motto that means Passion and Persistence for Success.

To accomplish anything, only passion is not being enough to be achieved but persistence is required to live with it long enough to be successful, as PPS might have the same meaning as *Passion and Persistence for Success.*



(Mr. Phongthon Tharachai)
Chief Executive Officer



33 years of Value Creation along with Thailand

For over 33 years, Project Planning Service Public Company Limited or PPS had grown up along with Thailand. Since established in 1987 by Mr. Prasong Tharachai and Mr. Somphant Hongchintakul with the aspiration to maximize the benefits of our professional and engineering expertise for supervising customers' construction projects and set good standards of construction buildings in Thailand. 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. Until now, PPS has implemented a quality standard system in every project in which we manage and supervise the construction. Also, there is an Internal Audit from the company's employees.

PPS has developed operational methods to deliver quality results for clients over 500 projects with our talented and good 344 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

PPS has expanded business growth plan that is not limited to engineering consulting and construction project management but we have expanded our services to create competitiveness and generate additional income in related businesses through subsidiaries and affiliated companies.



PPS
Project Planning
Service Public
Company Limited
Listed on mai

Type of business:
Property and
Construction
(PROPCON)



Registration date:
June 25th, 2012



Registered capital:
279,452,921 Baht



Number of permanent employees:
317 employees
(issued at December 31st, 2020)



- **PPS Oneworks Company Limited**

Provides Structural and Architectural Design Service, also Technical Support in construction management and supervision.

- **PPS Innovation Company Limited**

Provides Information Technology Service in terms of making Media, Advertising, Public Relations, including providing service for software used in construction, energy business, smart building, and smart city.

- **ENSEMBLE EQUITY PTE. LTD.**

Registered in Singapore, provision of Project Management and Engineering Consulting Services & Products

- **Sapat Project Company Limited**

Engages in Energy Business, Smart building, Smart city, Inspecting and Controlling buildings for efficient use of energy.

- **Profin Group Company Limited**

Provides ICO PORTAL, Investment Software Development.

- **Project One Property Development Company Limited**

Engages in Property Development Service.

- **Project Two Property Development Company Limited**

Provides Land Trading Service.

- **Project Three Engineering Company Limited**

Provides Property Development Service, Construction Consulting and Construction Management, including serving as a benefit trustee for taking care of assets and rights in the property.

Additionally, we received Certificated Company certification from Thailand's Private Section Collective Action Coalition Against Corruption (CAC) from 2014 to present that showing PPS is committed to conducting business with transparency having morality, and business ethics for advancing corporate development. We also recognize the importance of contributing to the betterment of our society. We are ready to share what we have, both knowledge and experience, to assist and respond to the needs of all stakeholders through the Company's sustainability operations to create the business value of the Company while supporting and promoting to improve the well-being of the community which brings the mutual benefit of all parties. PPS will not cease to develop ourselves and also will develop our stakeholders to grow together sustainably with Thai society.

Shareholding Structure of the Company Group



Business Groups related to Construction



50.99%

PPS Oneworks Company Limited (PPSOW)
Registered Capital: 10.00 million baht
Business: Construction Design, Management and Supervision, QS, BIM



90%

Ensemble Equity PTE.LTD. (EE)
Registered Capital: 500,000 SGD
Registered in Singapore
Business: Investment Holding Company and Engineering Consulting Services & Products



80%

PPQ Joint Venture (PPQ)
Registered Capital: 3.30 million baht
Business: Supervise the construction project of the Supreme Court



60%

Sapat Project Company Limited (SPP)
Registered Capital: 1.00 million baht
Business : Energy Business, Smart building, Smart city

Property Development Business



99.99%

Project One
Property Development
Company Limited (P1)
Registered Capital:
20.00 million baht
Business: Property Development



52.98%

Project Two Property Development
Company Limited (P2)
Registered Capital:
1.00 million baht
Business: Land Trading Service



50.98%

Project Three Engineering
Company Limited (P3)
Registered Capital:
1.00 million baht
Business: Property Development Service,
Construction Consulting and Construction Management,
including serving as a benefit trustee for taking care
of assets and rights in the property

Business Groups related to Facility Management



95%

PPS Innovation Company Limited (PPSI)
Registered Capital: 10.00 million baht
Business: Information Technology Service in terms of making Media,
Advertising, Public Relations, including providing service for software used in construction

Business Groups related to Investment



33.33%

Profin Group Company Limited
Registered Capital: 20.00 million baht
Business: ICO PORTAL, Investment Software Development.

Remark: Issued on December 31st, 2020

The development of PPS towards sustainability

1989

World Trade Center Bangkok (Phase 1)



1988

Grand Hyatt Erawan Hotel



1987

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



1997-2002

Metropolitan Rapid Transit, MRTA Initial System Project (Blue Line) "The first subway in Thailand"



1997

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



1990-1995

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



2001-2010

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



2012

Being on the list of the Market for Alternative Investment (mai) with registered capital of 100,000,000 baht and changed the company's name to be Project Planning Service Public Company Limited.



2011-2019

MRTA Blue Line Extension Project Hua Lamphong-Bangkae and Tao Poon-Tha Phra Routes



2009-2019

Medical Treatment Building and Center for Medical Excellence, Chulalongkorn Hospital, Thai Red Cross Society



2013

Established "PPS Information Consultant Company Limited (PIC)"



2001-2006

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



2012-2019

New Supreme Court of Thailand Building.



การพัฒนา สู่ความยั่งยืน ของ PPS

2014

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



2016

The company increased its registered capital to 180,000,000 baht and established ENSEMBLE EQUITY PTE.LTD. (Registered in Singapore) as an Investment Holding Company and provides building engineering services. Certified by the Thai Private Sector Collective Action Coalition Against Corruption (CAC)



2015-2020

Magnolias Waterfront Residences (ICONSIAM C1) and The ICONSIAM Superlux Residence (ICONSIAM C2), "The New Highest Building in Thailand." Organize activities to transfer engineering knowledge and spared goodness to communities for creating a sustainable society.

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



Siam Sindhorn Project,
"The Best Residential Project in The City Ce"



2017

The company increased its registered capital to 215,999,890 baht and established Sapat Project Company Limited (SPP), organizing in consultant of energy, smart building, and smart city.

2016-2021

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



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 Providing software system services for construction management and supervision, and providing media services, marketing, and advertising. Renew Certified Company from the Private Sector Collective Action Coalition Against Corruption (CAC).



PPS OneWorks



PPS INNOVATION



2020

Offering 200,000,000 baht of debentures to invest in land development of The Head Land Project at Cape Yamu, Phuket under management of P1 company.



2019

Established Project One Property Development Company Limited (P1), organizing in property development business.



2021-2025

The Royal Property of Roi Chak Sam Tax House, "The Custom House" Development Project, restored 130-year-old historic buildings, revitalizing the Charoen Krung area to a prosperous city along the Chao Phraya River.

2018-2021

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

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



2019-2023

The Government Complex Commemorating His Majesty the King's 80th Birthday Anniversary, 5th December, B.E. 2550 (Zone C) Extension Developing which is constructed according to energy saving building standards and environmentally friendly. The third runway construction project, Suvarnabhumi Airport, that expand the capability of Suvarnabhumi Airport runway.



Company Highlights



Resolution of the Disruption

2020 is the year that the whole world, Thailand, and PPS have to confront the consecutive impacts of the coronavirus disease (COVID-19) epidemic, which enforce us to change working processes. Therefore, the company has developed more innovations and localized the service appropriately to suit the local area that responds to the changing market conditions.

Sustainable Business Group

The company has a variety of business structures for continuity of income and has a higher profit margin.

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. Since international travel restrictions in the past year causing the operation to be interrupted and the new business negotiations will continue to operate this year.

Project One Property Development

- The Company has established Project One Property Development Co., Ltd. for operating property development business by joining the development of the project with the people who are looking for joint investors. In the past year, the property work structure in Phuket has been completed and the revenue recognition from the development of the project has started.

Awards and Recognitions

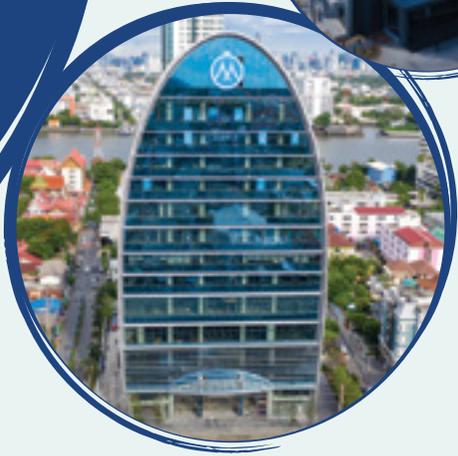
- 5-star CG SCORING awarded company of sixth consecutive years in the business for over 33 years.
- Listed on THIS (Thailand Sustainability Index) for sixth consecutive years.
- Certified from the Private Sector Collective Action Coalition Against Corruption (CAC).
- Received The Outstanding Investor Relations Award 2019 of Business Excellence section from SET Award 2019 organized by The Stock Exchange of Thailand.
- Received Highly Commended in Sustainability Awards of Sustainability Excellence section from SET Award 2019 organized by The Stock Exchange of Thailand.
- Received Best Company Performance Awards from SET Awards 2017-2018 organized by The Stock Exchange of Thailand.
- Received Best CEO Awards form SET Awards 2017 organized by The Stock Exchange of Thailand.

Innovative Company

The company continuously runs innovation development by owned internal department. In the past year, the company has developed a Digital Asset that able to use in sales for construction supervision, which can be extended into other related businesses.



Deliver over
550 quality projects
to both government
and private clients



Office Building

- Baiyok II Sky Tower
- Head Office of Bank of Ayudhya (Kyungsri)
- Information Center of Krungthai Bank
- Information Center of Bangkok Bank
- Head Office of Amway Thailand
- Thairath Building
- Thansettakij Building
- Sathorn City Tower
- Sun Tower
- Soil Cement Column (Property Perfect Kingkaew)
- Muangthai Capital Leasing Headquarter
- Firetrade Engineering PLC. Headquarter Building and Warehouse
- WHA Bangna Business Complex
- The Government Complex Commemorating His Majesty the King's 80th Birthday Anniversary, 5th December, B.E. 2550 (Zone C) Extension Developing

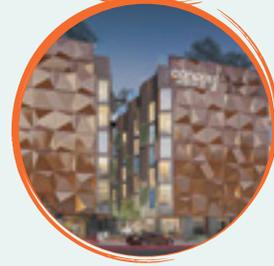
Residential

- Rhythm Sukhumvit 36-38
- Rhythm Sukhumvit 42
- Aspire Wutthakat
- Metro Park Condominium
- URBANA Sathorn
- I-CONDO Kaset, Sukhumvit 103, Ngamwongwan, Saraya, Phetkasem 39
- The Le Raffine Condominium
- The Park Chidlom
- Magnolias Waterfront Residences (ICONSIAM C1)
- The ICONSIAM Superlux Residence (ICONSIAM C2)
- Muniq Sukhumvit 23
- Twin Flame
- Sathorn Residence
- The Head Land at Cape Yamu Phuket



Hotel

- Grand Hyatt Erawan
- Grand China Hotel
- Centara Grand at Central World
- 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
- The Royal Property of Roi Chak Sam Tax House (The Custom House) development project
- Central Embassy Hotel
- Ruamruedee Hotel
- Hua Chang Hotel



Retail and Modern trade

- GAYSORN COMPLEX
- Central World
- The Platinum Fashion Mall
- Central Plaza West Gate
- Central Plaza Suratthani
- Central Plaza Khon Kaen
- Central Plaza Chiang Mai
- Central Plaza Rama IX
- 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-Trat
- Construction of Exhibition Hall Sisa Chorakhe Yai, Bang Sathong, Samut Prakan (16 Rai)
- Construction of Exhibition Hall Sisa Chorakhe Noi, Bang Sathong, Samut Prakan (23 Rai)
- Renovation of Central Plaza Ladprao





Hospital

- Bangpo Hospital
- Nakhornthon Hospital
- King Chulalongkorn Memorial Hospital, Thai Red Cross Society
- Orthopedic 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

- The New 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
- New Learning Landscape and Primary Building Project, Mater Dei School



What we achieved in 2020

Economic and Good Governance

- Total Revenue **409.65** million baht
- Net Profit **3.62** million baht
- Paid Tax **1.53** million baht
- Reviewing the company policy to be appropriate and up-to-date on the current situation.
- Operating following the policy of Anti-Corruption after renew the certification of Thailand's Private Section Collective Action Coalition Against Corruption (CAC) in 2018
- The request from Whistle blower Policy is 0
- Announcing to apply the quality standard ISO 9001 : 2015 and train the employees to understand and practice.
- Announcing to apply Safety Manual
- Research and Development Investment (proportion of research and development investment per service revenue) **1.03% or 3.98** million baht



Environment

- Environmental Cost (proportion of environmental cost per service revenue) **0.18%**
- Innovation for saving paper (ream) **44 reams**
- Paper usage in organization **779 reams**
- Electricity and Energy usage in organization **37,221 units**
- Water usage in organization **543 units**
- GHG Emission (calculating by acceptable method) **20,881 kgCO₂e**

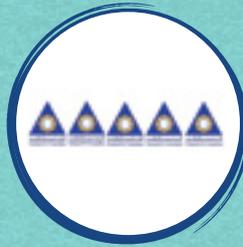


Society

- Employee satisfaction evaluation results **75%**
- Average of employee training hours 11.13 hrs./person/year, total **2,438 hours**
- Employee resignation 9.52%
- Statistics on illness, injury, death related to the safety of employees **0 person**
- Customer satisfaction evaluation results **81%**
- Society sharing (proportion of society sharing per service revenue) **0.62% or 2.39 million baht**
- Sustainable project **15 projects**



Our Pride Awards 2020



1 The Company received the annual CGR survey result 2020, CG SCORING, 5-Star (Excellent Level) for the sixth consecutive year, with an average rating of 97%



2 Thailand Sustainability Investment 2020 Award from SET Award 2020 organized by The Stock Exchange of Thailand.



3 The Company received 100 points from the assessment of the quality of organizing the general meeting of shareholders "AGM Checklist 2020" by the Thai Investors Association.



4 The company received Thailand's SMEs Reputation Awards 2019 in the category of small and medium-sized businesses listed on the Stock Exchange of Thailand from the awards and honor ceremony, Thailand's Reputation Awards 2019 organized by the Faculty of Communication Arts, Chulalongkorn University.

5 The Company has received 3 Winner Awards:

1. Water Management
2. Land use and Biodiversity
3. Business Responsibility and Ethics

and 6 Honorable Mention Awards:

1. Workforce
2. Energy Management
3. Waste and Material Productivity
4. Climate change
5. Supply Chain Management
6. Stakeholder Engagement and Materiality

from Sustainable Business Award Thailand (SBA) 2019 by Global Initiative which is a global sustainability network.



6 Outstanding Continuing Professional Development Engineering Server Award 2020 from the Council of Engineers.



7 The Company received an honorary award Sustainability Disclosure Recognition, an award given to organizations that conduct sustainability disclosure benefits to the stakeholders in the announcement of results Sustainability Disclosure Award 2020 by Thaipat Institute Foundation for Rural Restoration in Thailand Under Royal Patronage.



PPS Sustainability Approach

Maintaining business continuity is an important consideration for PPS. Since reputation or profitability may not be enough to verify a firm's stability, therefore, we do not cease to develop ourselves to continue growing while taking care of responsibility for all stakeholders, building trust and credit until becoming the reliable company for customers. Including always participate in social and environmental development to create sustainable benefits that make businesses and everyone in society stands and grows together steadily in long term.

With intention, PPS has established a guideline covering 10 elements of sustainable development, including:

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

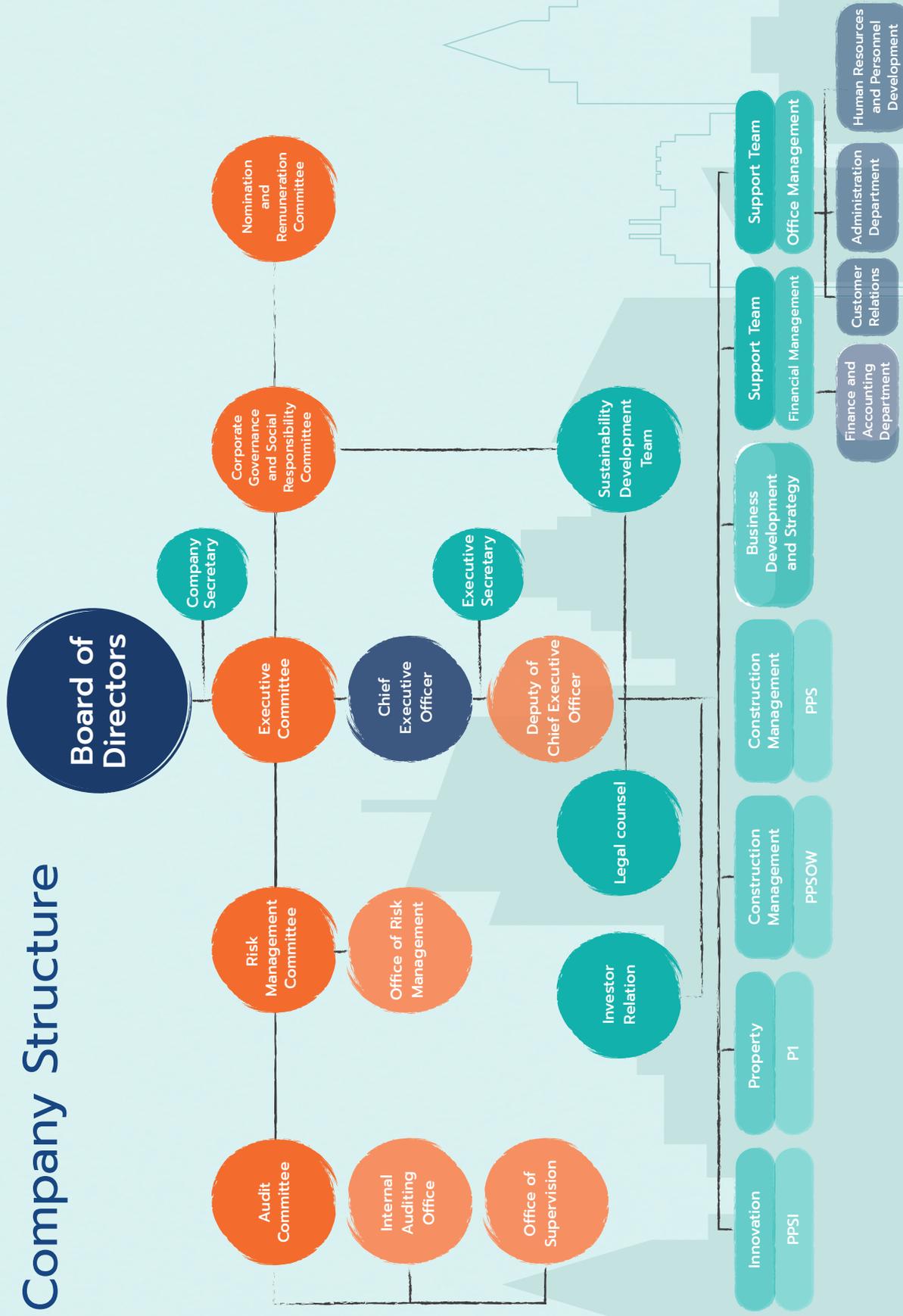
PPS pays attention to our business operations able to supportively coexist with the community, society, and environment under the business model with morality, transparency, honest, and straightforward. Thus, the Board of directors of Project Planning Service PLC considered appointing Corporate Governance and Social Responsibility Committees for supporting the performance of Board of directors in governing business ethics by adhering to the principles of good corporate governance manual, Professional ethics, and anti-corruption policy. Also, 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. In addition, we have recruited our employees to join the CSR Team for sustainable strategy development, which consists of employees from the Quality Control Department, Human Resources and Organization Development Department, Innovation Research and Development Department, and Corporate Communications Department to participate in presenting ideas that will develop the organization and serve as a center for sustainability policy communication. So that, all employees in the company understand the policy and compliance. Including propose activities for business development along with contributing to society and the environment which is the foundation of sustainability that all employees have to develop together.

We do not stop to develop ourselves to continue growing while taking care of responsibility for all stakeholders

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



Company Structure



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



Anti-corruption Policy

Communicate employees to understand the Anti-Corruption Policy correctly

We instill in all employees to understand and comply with the anti-corruption policy, laws and relevant regulations. As well as establishing measures for giving and receiving gifts 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.

Investigate corruption through the company's complaint channels

The Company has established policy to protect and provide fairness for whistleblowers about fraud or non-compliance with the law, the Company's regulations, the code of conduct and the Company's ethics requirements (Whistleblower policy) to enable employees or individuals can report or provide information about malfunctions in the Company's business operations through a special channel to ensure that reporting will not affect the informant, so that PPS is a truly corruption-free organization.

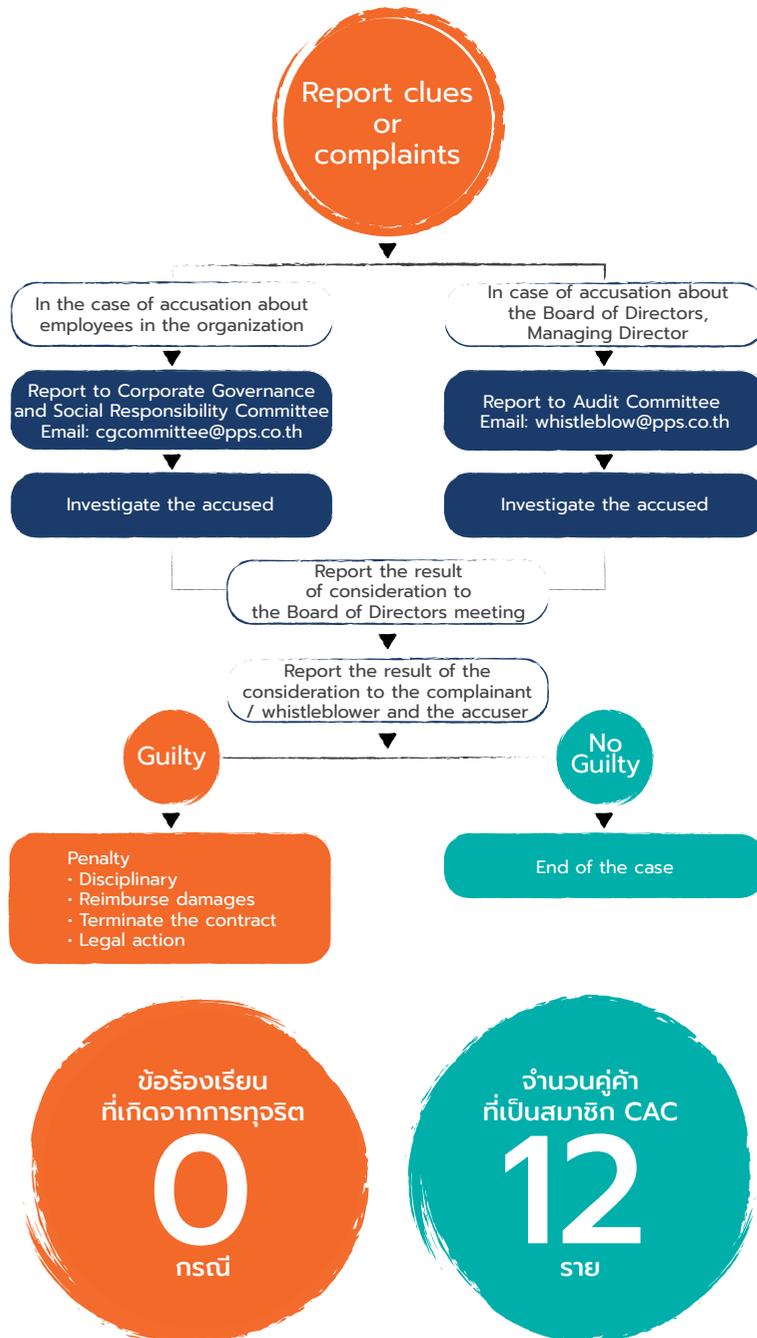


"Transparent Operation, Pay attention to Good Governance, Defense Corruption"

PPS had participated in eradicating corruption from Thai society. We have an ideology of conducting business with quality, transparency, sincerity, and not neglect to adhere to ethics and correctness. We have therefore established an Anti-Corruption Policy and prepared in writing for everyone in the organization from the Board of Directors level, Senior Management, and all employees understand the clear guidelines and strictly implement them. Including the Board of Directors to review the policy annually to ensure up-to-date and appropriate for current events.



The procedures showing the process of receiving and investigating complaints



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) for fifth consecutive years. Besides, we also encourage and shares the concept of Anti-Corruption to affiliates and business partners to recognize the importance of Anti-Corruption and join as a member of the Private Sector Collective Action Coalition Against Corruption. In the year 2020, there are partners declaring their intention to be a coalition and has been certified by CAC for 11 companies.



Stakeholder Engagement

Stakeholder

- Level 1 (Stakeholder)
- Permanent employee
 - Outsource



Method	Expectations	Response to Expectations	Result
<ul style="list-style-type: none"> • Monthly exchanging opinions and suggestions between executives and employees in Project Meeting and collect the opinions of employees to consider at the Executive Committee Meeting. • Employee Satisfaction Survey once a year 	<ul style="list-style-type: none"> • Career advancement and stability • Compensation and welfare • Learning and Self-Development • Working Security • Equal and fair practice • Participation in comment 	<ul style="list-style-type: none"> • Create salary structure and career progress path for employees • Review and manage compensation and welfare to be satisfied and able to compete at the same industry level. • Create personnel development plans to develop potential and maintain good personnel with the 	<ul style="list-style-type: none"> • The survey of employee satisfaction and organizational commitment is 75% (survey once a year) • Employee resigned rate is 9.52% • Average of employee training is 11.13 hrs./ person/ year, total 2,438 hrs. • Update ISO to 9001:2015 to control quality and safety



Method	Expectations	Response to Expectations	Result
<ul style="list-style-type: none">Listening to opinions and complaints through various communication channels both direct and indirect such as Company's Line or Facebook Group, letter, http://www.pps.co.th, and Whistleblower System.		<p>organization.</p> <ul style="list-style-type: none">Create safety and occupational health systems in operationTreat every employee equally and fairlyOrganize activities to create engagement and encouragement for employees	<ul style="list-style-type: none">Appoint Internal Audit team and Safety Assessment staffs to control quality and safety for all company's construction projectsFrom the implementation of the safety policy, found that there were no serious accidents, work stoppages or sickness due to work



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"> • Collaborate Meeting in Project at least once a month • Visiting customers at least once a year per company • Customer Satisfaction Survey once a year for collecting suggestions to adjust service quality • Participate in service development with customer in business group • Listening to opinions and complaints through various communication channels both direct and indirect such as letter, Sending employees to ask for after service opinions, http://www.pps.co.th, Whistleblower System 	<ul style="list-style-type: none"> • High quality work • Appropriate price • Deliver work on-time • Being a consultant and solving problem for customers • Construction Security • Transparent working process • Compliance with laws and professional ethics 	<ul style="list-style-type: none"> • Professional operations according to international standards • Maximizing customer satisfaction service • Develop working processes to be most effective • Strictly and fairly complying with conditions and agreements. • Operate under Anti-Corruption Policy 	<ul style="list-style-type: none"> • The survey of customer satisfaction is 81% • Customers trust and believe in company's operation • New customers increase from telling by existing customers • Received very few complaints from customers and can managed to be satisfied for both parties



Partners

Level: Stakeholder Level 1 (participate in the project)

- Partner
- Supplier

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



Designers/Contractors

Level: Stakeholder Level 1
(participate in the project)

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



Communities

Level: Stakeholder Level 2

(allowing opportunities to participate in the project)

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



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"> • Arrange activities for supporting and encouraging the cooperation between organization and communities • Listening to opinions and complaints through various communication channels both direct and indirect such as letter, http://www.pps.co.th, Whistleblower System 	<ul style="list-style-type: none"> • Energy and Environment Management • Obtaining useful information and being able to apply in various situations • Receiving help, supporting and promoting various aspects 	<ul style="list-style-type: none"> • Professional operations according to international standards • Systematic energy and environmental management for maximum benefits • Organize activities to disseminate knowledge to society such as White Engineer, Changmun's Blog, Knowledge with Uncle P Animation • Support and promote society through activities and projects 	<ul style="list-style-type: none"> • Society has been accepted and supported continuously • From systematic energy and environmental management resulting in a better image of the organization • People in the community have more knowledge and understanding about engineering and mechanics • 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 1,483 units. • PPS received the Outstanding Continuing Professional Development Engineering Server Award, 2020 (fourth year) from the Council of Engineers



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"> • Arrange AGM once a year • Giving the correct and fast information to shareholder and investor • Investor Relation Communication • Analyst Meeting twice a year • Participate in the Road Show with investors twice a year • Communicate performance through Annual Reports and SD reports • Listening to opinions and complaints through various communication channels both direct and indirect such as letter, http://www.pps.co.th, Whistleblower System 	<ul style="list-style-type: none"> • Return of investment • Good performance and continuous growth • Business Security • Transparency • Fast, accurate and complete disclosure of information on decision time 	<ul style="list-style-type: none"> • Build trust with shareholders/ investors • Prepare the business model for sustainability • Develop and expand the business base to grow continuously and have the potential to advance business in the same industry • Provide various communication channels • Disclosure the accurate information on decision time 	<ul style="list-style-type: none"> • shareholders/ investors have confidence and have a good relationship with the company • Maintain consistent performance and profitability • Received various awards from reliable external organizations such as The Stock Exchange of Thailand, The Council of Engineers, Thaiapat Institute



Mass Media

Stakeholder Level 3



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

Sustainability Issues



PPS value the participation of stakeholders both inside and outside the organization by gathering opinions and expectations from internal factors, which is analysis of business goals and plans based on the Company's environment, risks and business potential (SWOT), and external factors, which is the expectations of stakeholders as derived from the analysis of the opinion surveys, Global Sustainable Development Goals, and the trend direction of change of the country and the world 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 Global Reporting Initiative.



Materiality Matrix

	<ul style="list-style-type: none"> ● Information Disclosure ● Business Operation Ethics 	<ul style="list-style-type: none"> ○ Business Returns ○ Risk Management ○ Quality operation system ● Working Security ● Personnel Improvement 	
Important to stakeholders	<ul style="list-style-type: none"> ○ Stakeholders Participation ● Partner Development 	<ul style="list-style-type: none"> ○ Good Governance ○ Transparently Business Operation 	<ul style="list-style-type: none"> ● Innovation and Dissemination
	<ul style="list-style-type: none"> ○ Supply Chain Management 	<ul style="list-style-type: none"> ● Energy Conservation ● Environment Conservation ○ Community and Society Development Participation 	<ul style="list-style-type: none"> ○ Labor Practice and Human Rights
		Important to PPS	



Economy

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



Environment

- Energy Conservation
- Environment Conservation



Social & Community

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

Risk Management



PPS understands and recognizes the uncertainty in business operations. This may arise from the global economic slowdown, political instability, market competition, and other external factors that have an impact on business operations in the industry. Also, the situation of the coronavirus (COVID-19) pandemic that has had a significant impact on the Company's business operations across the world, both now and in the future. Therefore, PPS attaches great importance to creating appropriate measures and strategies to handle the uncertainty that may occur immediately. The management and control of such risks is an important tool to create advantages and create opportunities for controlling and managing uncertainty to create sustainability to 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.



Important Sustainability Risk Issues (ESG Risk) of PPS

Economic



Risk Issue

Risk management guidelines

Risk from External Factors

<p>1. Economic conditions after the epidemic</p> <p>Cause</p> <ul style="list-style-type: none"> Economic slowdown or investing in the construction and real estate industry declined Clients reduce the cost of hiring project consultants <p>Effect</p> <ul style="list-style-type: none"> Inconsistency of income Net profit decreased 	<ul style="list-style-type: none"> Increase Cash Flow Management Plan and provide additional funding source Make a personnel management plan and cost reduction plans Create competitive advantage especially the use of technology and innovation to create business differences Expand the scope of work and look for new businesses that generate income Maintain relationship with the old customers and gain new customers
<p>2. Risk from Digital Transformation</p> <p>*Emerging Risk</p> <p>Cause</p> <ul style="list-style-type: none"> The advancement of technology makes the system can work to replace people. Bringing new technology used in construction <p>Effect</p> <ul style="list-style-type: none"> The chance of job opportunities is reduced 	<ul style="list-style-type: none"> Follow the news about technology development in the construction industry Appoint Digital Strategy Team (BIM Service) for especially monitoring technology works Send employees to train innovation usage or new technology
<p>3. Risk from Partner Management</p> <p>Cause</p> <ul style="list-style-type: none"> The quality of products and services do not meet expectation <p>Effect</p> <ul style="list-style-type: none"> Quality of work are not standardized Delayed or interrupted work 	<ul style="list-style-type: none"> Specify measures for the selection and qualifications of new partners Preparation of partner list, data collection, performance evaluation, ranking of important business partners of the company, evaluate work performance and assess partners' sustainability risks. Create channels or activities to engage with partners as well as share knowledge and work experience to improve the quality of work of partners

Economic



Risk Issue

Risk management guidelines

Risk from Internal Factors

1. Risk from Business Competition (Easy to approach business)

Cause

- Big company, high cost
- Increasing market competition

Effect

- Inconsistency of income
- Net profit decreased

- Create competitive advantage especially the use of technology and innovation to create business differences
- Find new partners to strengthen the business in Government sector
- Build personnel with specific expertise such as Government works and innovation through PPS Academy
- Expand the scope of work and look for new businesses that generate income
- Maintain relationship with the old customers and gain new customers
- Recruiting BD for seeking new projects and send employees to train important courses

Social Risk



Risk Issue

Risk management guidelines

Risk from External Factors

Labor market conditions and rising wages

Cause

- Labor demand conditions
- Competition in the labor market for personnel recruitment
- The changing of the world population is entering the Aging Society

Effect

- Labor shortage
- Lose business opportunities

1. Create incentives for joining the company as follows
 - Provide benefits and rewards that are greater than the competitors
 - Provide clear and interested Career Path
 2. Build alliances with universities to get a diverse group of interns and persuade them to work with the company
- Publicize recruitment through various media

Social Risk



Risk Issue

Risk management guidelines

Risk from Internal Factors

<p>1. Human resource management to support the company's future growth</p> <p>Cause</p> <ul style="list-style-type: none"> • The number of projects of the company has increased • Existing employees do not qualify for some government projects • Key personnel are quite senior • New personnel cannot replace talent <p>Effect</p> <ul style="list-style-type: none"> • Unable to receive a job because of insufficient competent personnel • Lack of income from receiving new project 	<p>Recruiting</p> <ul style="list-style-type: none"> • Hiring outside personnel for important positions such as specialist in government works, architects, etc. <p>Development</p> <ul style="list-style-type: none"> • Develop the potential of existing employees and promote professional advancement • Experienced personnel must continue to transfer experience and customer network to the further generation <p>Good Relationship</p> <ul style="list-style-type: none"> • Build good relationships within the organization to maintain key personnel
<p>2. Safety Risks</p> <p>Cause</p> <ul style="list-style-type: none"> • Risk of working area such as places in high building, construction area <p>Effect</p> <ul style="list-style-type: none"> • Employees have been injured • Project delayed 	<ul style="list-style-type: none"> • Every project is conducted according to ISO 9001: 2015 and SHE Policy • Have appropriate safety preventive measures • Manage safety training for employees including organizing activities to provide knowledge, understanding and safety awareness for the community such as fire evacuation and first aid, etc., and provide specialized training for safety personnel to take care of the safety of the project. • Establish an internal audit team in order to monitor the quality of operation in every project
<p>3. Risk of employees' behavior affecting the reputation of the company</p> <p>Cause</p> <ul style="list-style-type: none"> • Employees do not follow the company's rules of such fraud work, behave inappropriately under the use of the brand of the company etc. <p>Effect</p> <ul style="list-style-type: none"> • The company reputation is disgraced 	<ul style="list-style-type: none"> • Improve the Code of Conduct, the Anti-Corruption Policy, and the Human Rights Policy in accordance with the constantly changing laws and procedures • Provide a channel for complaints about corruption in duty and having appropriate penalties



Risk from External Factors

Risk from climate change and natural disasters *Emerging Risk



Cause

- Climate changes and Global warming such as flood, earthquake, fire, windstorm

Effect

- Delayed or interrupted work
- Lose business opportunities

- Keep information up-to-date
- Prepare an emergency plan to reduce the risk
- Focus on energy saving and environmental and social conservation as a corporate culture and as a policy of the company

Risk from Internal Factors

Risk from environmental control

Cause

- Air pollution
- Sound pollution
- Water pollution

Effect

- Environmental measurements of the project are not standardized
- Community and society lack confidence in the company

- There are measures to control pollution emissions, not exceeding the standard value.
- Manage safety training for employees including organizing activities to provide knowledge, understanding and safety awareness for the community

Risk management in the organization

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 create understanding and assist employees in assessing the risks and also helping the company to control and monitor risk management at all levels. In addition, we also support employees to participate in training courses with institutions as well for example "Risk Management" organized by The Institute of Internal Auditors of Thailand and Chula Unisearch, Chulalongkorn University.



Sustainability Strategy

PPS is constantly reviewing and developing strategies for sustainable business growth in order to keep up-to-date operational guidelines and meet current situations. However, we still maintain the corporate culture which adheres of the basis of transparency, straightforward, and professional that has been maintained from generation to generation for over 33 years according to a vision to become a leader in the consulting business and conducting business internationally whether the operational methods and scope of operations

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.



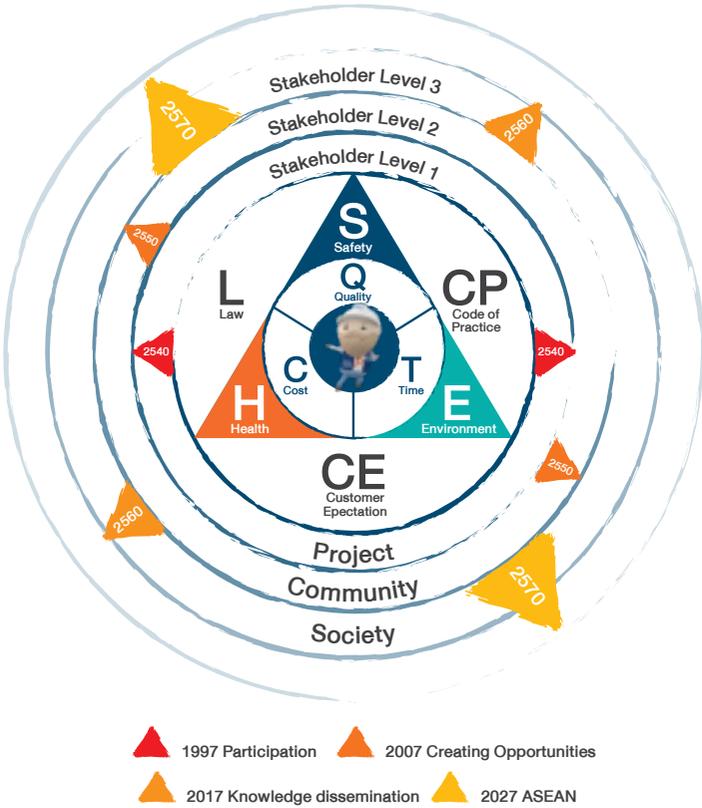


When a light has occurred,
the world knows brightness.
This is the origin of PPS Ignite

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.”



Build on sustainable partnership by encouraging them to join in activities that create a positive impact for everyone in society through the concept of "Social Impact Collaboration"

From participating in the SET Social Impact activity with the Stock Exchange of Thailand as a center for expanding cooperation networks to increase social outcomes by connecting corporate values, creating social innovation with an emphasis on solving social problems to be driven by business mechanisms. Including create an ecosystem for sustainability in dealing with social problems which integrate parallel work between social and business sectors. PPS has found that the achievement is much faster at a lower cost also, we able to use the remaining funds for further activities as well. We take this positive impact principle to develop our CSR activities in order to create a greater contribution and outcome that arises from the same goals of all people in society.

PPS emphasizes the importance of building sustainable relationships through internal values that PPS people adhere as a commitment, including:



"Commitment"

the commitment to deliver stakeholders' success without giving up.



"Excellence"

the commitment to deliver stakeholders' great quality of success with knowledge and competence that is constantly evolving.

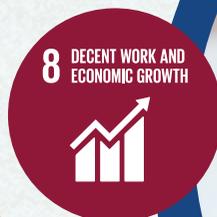


"Ownership"

the commitment to deliver stakeholders' success with high responsibility like it is our own works.



SUSTAINABLE DEVELOPMENT GOALS



Our Home

To Achieved Good Governance

- Operate business with transparent and good governance
- Communication about the vision, mission, strategy and have clear operational goals
- Select partners who operate business with transparent and meet the company standard

To Achieved Good Quality and To Achieved Good Customer Service

- Using ISO 9001 in quality and safety supervision
- Develop the efficiency in creating works according to customer's expectations

To Achieved Good Planning

- Have communications for marketing management and public communication in both inside and outside of the organization
- Create an opportunity to find additional income from the main business
- Improve the image of a service provider that provides a comprehensive service in the construction industry

To Achieved Good Innovation

- Develop innovations for increasing efficiency in operation
- Use the innovations in project management for convenience and increasing quality

Our Environment

Resources and Environment Management

Reduce GHG Emission

- Increase green area
- Reduce GHG usage
- Reduce electricity usage
- Reduce papers usage and wasteful resources usage

Our Community

HR Benefit

- Give good welfares and PR the benefits to all employees
- Maintain employees' satisfaction
- Retain competent employees and control employee turnover rates

Human Rights

- Treat employees equally
- Anti-illegal employment

Health Care

- Create safety of project management and supervision

Competency

- Develop employees to support the company's future growth

Knowledge Sharing

- Organize engineering education activities for external parties or communities that are stakeholders of the organization or other organizations and educational institutions that are interested

Social Activity

- Create activities that contribute to creating society and promoting the community to grow sustainably on its own



Sustainability Performance



Stage 1

Organization

- Have a business ethics
- Have Good Governance
- Anti-Corruption
- Support campaign of Saving energy
 - Reduce water, electricity, and papers usage
 - 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
- Monitor the operation by following Safety Policy (ISO, SHE Policy) and Safety Manual
- Develop innovations; MyPPS, PPSDrive, Project Live Sitewalk, BIM for increasing working efficiency
- Have the measures in controlling pollution and waste emission
- Have the criteria in selecting partners and evaluate partners' sustainability risks
- Provide care and service that responds to customer needs
- 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

Society

- Provide activities for sharing engineering knowledge through project PPS Training Center and "White Engineer"
 - White Engineer Fanpage
 - Animation "Knowledge by Uncle P"
- PPS Academy program to disseminate innovative knowledge and related courses in property and construction industry
- Collaborate with universities for project visit and social research for students
- Support the employment and products of the disabled to work in Living Recovery Center to generate income for psychiatric patients
- Organize community developing activities
 - Share Water for Youths Project
 - PPS Run for Love & maiA Virtual Run
 - Garbage Exchange Goods Project Year 2
 - Happy Kids with White Engineer
 - Better Business for Children Project
 - Sharing Meal Everyday / Covid Away Project
 - Food for Share Project

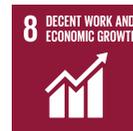


Sustainability Business Performance





To Achieve Good Governance



Operational Goals	Performance for the year 2020
<ul style="list-style-type: none"> • Have measures to control/supervise for transparent business operation • Receive complaining report of un-transparent operation through Whistleblower Policy as 100% • Select partners who meet 100% of the company standard • Cleary communication about the vision, mission, strategy and operational goals 	<ul style="list-style-type: none"> ✓ No complaints of un-transparent or could manage the complaints 100% ✓ Prepare Vender List, assess partners' sustainability risks, select partners who meet the company standard, and collect information on the performance evaluation of partners ✓ Communicate internal and external organization through PPS News for notifying news and welfare to employees. Communicate business plans and performance results through the SET Opportunity Day, shareholders' meetings, and various online press releases

Morals and Business Ethics

According to PPS's commitment to run their business fairly, honestly, transparently, disclosure, and professional responsibly resulted that no complaint was given from the not-following the ethics regulation in 2020, and none of company's operation that against to business operation related law or provision was found.

Provide comprehensive communication both inside and outside the organization

PPS has a clear communication of vision, mission, strategy, and operational goals. Both inside and outside the organization to provide employees, shareholders, business partners, customers, and the media to have correct understanding of the company through activities organized by the company or cooperated with external organizations in order to expand the target market and add value to the organization to be equivalent to international such as the participation of Opportunity Day and providing PPS Company Snapshot for disseminate company information, financial information, and the company's business plan for investors, analysts, and the media to acknowledge the participation in an Analyst Meeting which is an opportunity for executives to provide company information with analysts and investors. Moreover, there is the preparation of PPS NEWS to disseminate information about internal changes as well as promote benefits to employees.

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 2015-2020. 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 Thailand Sustainability Investment Award for sixth consecutive years at the SET Awards 2020, that given to listed companies that are outstanding in promoting the sustainability of the organization, environmentally and socially responsible, and with good governance. They also operate business according to the sustainable development plan and consider the Company's stakeholders.

The Evaluation by the Thai Institute of Directors (IOD)

PPS has received a score of 97 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 2020 Annual General Meeting of Shareholders.

The Evaluation by Thaipat Institute

PPS received the Sustainability Disclosure Recognition Award from the Sustainability Disclosure Award Event 2020 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

which calls for governments or 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.

The Evaluation by Institution, Faculty of Communication Arts, Chulalongkorn University

PPS received Thailand's SMEs Reputation Awards 2019 in the category of small and medium-sized businesses listed on the Stock Exchange of Thailand from the awards and honor ceremony, Thailand's Reputation Awards 2019 organized by the Faculty of Communication Arts, Chulalongkorn University. The objective is to award prestigious organizations to businesses in Thailand to encourage business organizations to emphasize and develop into a nationally and internationally efficient organization. Create a body of knowledge in communication science, develop an indicator of corporate reputation to drive the development of Thai society to international.

The Evaluation by Global Initiative, Global Sustainability Network

PPS received Thailand Sustainable Business Awards from Sustainable Business Award Thailand (SBA) 2019 Thailand in Reginal sector award by Global Initiative which is a global sustainability network. The award ceremony is designed to promote and encourage businesses in each country around the world to drive business with sustainability. PPS received 3 Winner Awards: 1. Water Management 2. Land use and Biodiversity 3. Business Responsibility and Ethics, and 6 Honorable Mention Awards: 1. Workforce 2. Energy Management 3. Waste and Material Productivity 4. Climate change 5. Supply Chain Management 6. Stakeholder Engagement and Materiality. It is the pride of PPS that has been awarded internationally.



Business Continuity Management

According to COVID-19, PPS has realized the effect on business operation, health and safety of employees and community. We have applied Business Continuity Planning, BCP to our operation. There was a meeting between the Board of Directors and management to analyze the impact that may occur to the business both in the short and long term, considering external factors. The government measures to control epidemic affecting working hours, partners, or third parties living together in the workspace. Also, considering the risk from internal factors such as the infection of the employee, the continuity of income, and financial status. Therefore, PPS has prepared countermeasures to keep the company able to continue business by issuing surveillance measures and preventing the spread of the coronavirus (Covid-19) to ensure employees are carefully prevention by wearing masks, avoiding traveling in high-risk countries, monitoring and controlling disease by allowing employees at-risk groups to stay home for 14 days. Moreover, we have provided cleaning and protection equipment for employees, prepared a working area for employees to keep a social distancing, and split their hours by alternating work from home. The meetings were organized through video conference to reduce the risk of infection from working together, concerning the duties, responsibilities, and contract of the project as important in order for the company to continue to operate normally as well as providing protection for employees suffering from illnesses from the company's health insurance card.





PPS has established a team of divisions to facilitate internal and external personnel by providing technology personnel to help prepare the technology including the necessary systems or equipment to support the work of the personnel in the company. We also arranged a person in charge of human resource management, with the project director and human resources jointly developing action plans, scheduling work, welfare assistance, as well as safety protective equipment. And act as a communication center to inform employees thoroughly. In addition, the company has set up a communication channel and designated a responsible person for providing information to external stakeholders for properly aware of the Company's operating situation. Moreover, there is a collection of performance results including suggestions from both internal and external communications and reports to the Company's directors and executives for acknowledgment on a continuous basis.

Although the construction project is still able to proceed, the Company has been impacted by time constraints from government emergency measures as well as access control policies in some provinces. As a result, the construction was delayed than planned and some projects were suspended. The company has discussed adjusting the construction plan with the owner and contractor by sending employees to other projects instead of projects that are unable to work. In addition, the Board of Directors has considered using the cash flow reserves in the business as working capital in order to cope with the financial impacts that may arise from the delay in the payment of the project owner. Also, controls expenses to be more effective in order to pass the crisis together with the company's personnel firmly. The Board of Directors and management have closely monitored and assessed the Company's financial liquidity, in the process of considering other sources of reserve funds to be prepared for use in business administration if there is an impact from the incontinence of the new work in the future.



Move steadily
through the
economic crisis with
our employees

Operational Activities to Reduce Impacts on PPS Stakeholders

Employees

- Provided a surgical mask, disinfectant for cleaning working equipment, and hand-washing alcohol gel to employees of each project.
- Prepared a working area for employees to keep a social distancing, and split their hours by alternating work from home.
- Emphasized the meeting via Video Conference.
- Provided health protection benefits from the company's insurance card to employees suffering from infection.

At present, the company has no policy to reduce salaries or welfare for employees, but has communicated for employees to work hard and encourages them to take professional examinations in order to increase job opportunities and make the company and employees move forward together in this crisis.

Customers/Partners

- Provided equipment for cleaning and preventing infection around the head office and the construction project.
- Prepared a working area by keeping a social distancing
- Emphasized the meeting via Video Conference.
- Inspect/submit work through the Project Live/Sitewalk application and PPS Document Control to reduce the risk of infection from collaboration.

Shareholders

- At the 2020 Annual General Meeting of Shareholders, PPS had set policy and measures to prevent COVID-19 transmission in accordance with the recommendations for holding meetings of the Ministry of Public Health.
- Provided a screening system for people with fever and respiratory symptoms before attending the meeting.
- Provided adequate handwashing points or alcohol gel, kept the venue and meeting room clean and spacious.
- The number of seats for shareholders is limited to reduce congestion among meeting attendees.
- Live broadcast of the meeting on that date and time via Facebook Live for other shareholders who were unable to attend the meeting could join together.
- Provided communication channels and determined responsible person for responding to inquiries, and disseminating information on risk management and response in COVID-19 situations via online media for shareholders and other interested parties.

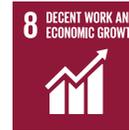
Community/Society

- PPS organized a lunch distribution event to everyone affected by the Covid-19 situation for 200 boxes per day in front of the office building from April 20th – May 20th, 2020.





To Achieve Good Planning



Operational Goals

- Create opportunities to earn additional income from the main business
- Developed the company image as a comprehensive service provider in the construction industry

Performance for the year 2020

- ✓ Expand the target market and increase value to the organization
- ✓ Collaborate with partners and create opportunities to earn additional income from the employment of subsidiaries

PPS gives priority to generate value-added for the organization to maintain profitability and create competitiveness which the business will still continue, although we are facing the challenges of changing the business environment due to the COVID-19 epidemic, resulting business competition is becoming more intense. Projects from the private sector, which can be considered a core competence for the company, are diminishing, but we still see the opportunities that arise from the situation. Therefore, we need to increase our ability to operate in existing businesses, create new business channels, improve and develop ourselves to handle any changes that may occur in the future.

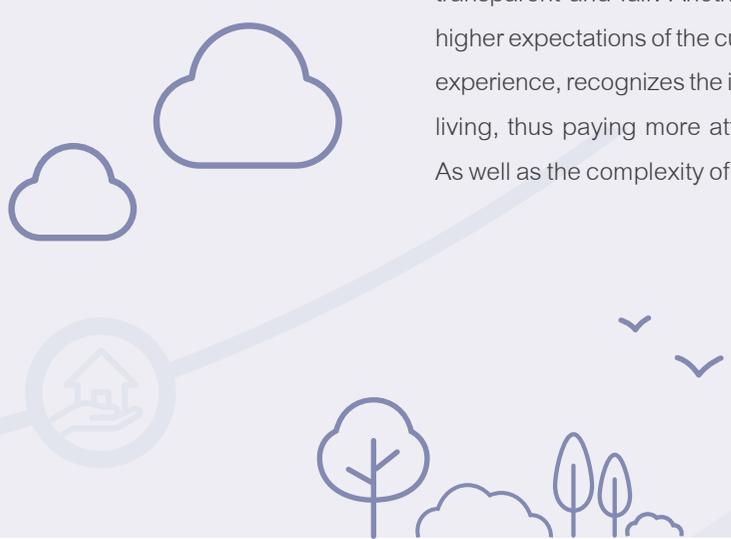
PPS and the challenge of being a consultant for government projects

33 years of our works possibly confirm that PPS is an engineering consultant with expertise in private construction, especially in high-rise buildings, office buildings, condominiums, and retail or department stores. In the situation that country faced with the effect of risks and uncertainties from external factors during this period, most private sectors have slowed their investment. Only government work needs to be accelerated in infrastructure development to help drive and stimulate Thailand's economy. Although PPS has been through infrastructure development in both airports and metro, becoming a consultant for government projects in this period has a high competition, specific workflow, and more complex. It also has to bear the higher expectations of customers. Mrs. Wanichthanan Vijacksungsithi, the Company's Deputy Chief Executive Officer and Project Director, who is a key person in seeking new projects, documenting project proposals for auction, and as a planner for managing public infrastructure for PPS, will provide information on this topic.



**Mrs. Wanichthanan
Vijacksungsithi**
Deputy Chief Executive Officer /
Project Director

“The role of a consultant engineer for government projects is not just for building supervision, but we can do the work right before the project starts, such as feasibility study and site selection to consider a suitable area for the project. This includes analyzing environmental factors, transportation systems, land valuation, and cost-effectiveness in order to present the customer before going into the design and construction process. If comparing the current government construction projects, it can be said that they are very different from the past as customers pay more attention to the quality of work. Both the consultant selection process and the preparation of tender documents are systematically considering for each company. Starting from the qualification criteria or the past performance of the company which if the company passed the criteria, the technical criteria will be considered as follows: the reference portfolio of the company, which must be certified by the client, the resume and work experience of each job position, the understanding of the project that the bidders need to be careful, the understanding of the Term of Reference (TOR), and understand the need of the project owner to be able to fully describe the work. This is a measure of the result of 100% technical criteria. The top scorers are compared to negotiate a price later. In addition, the company that lost a job offer can also request to open tender documents that make the selection process transparent and fair. Another thing that has changed is the higher expectations of the customer as the customer has more experience, recognizes the importance of utilization and actual living, thus paying more attention to the quality of the work. As well as the complexity of construction and new technology



which became an important role in supporting construction work, such as BIM Technology, which has been recognized for a long time but has recently reached the point where customers see benefits and investing to develop the project. BIM is involved in designing and simulating 3D models, allowing us to see defects from construction drawings and be able to fix them before construction. Also, help everyone on the project see the same image and understand the scope of work clearly. There is also a system that helps in document management. The government projects have a lot of documents, thus having a document filing system that can be viewed online is important and essential.”

“The government projects are large-scale work. Therefore, the focus is on offering a job in the form of a consortium, although there are more new competitors, clients quite confide with a good reputation and performance consultant. Having a good partner is important because they will help and persuade us to get new jobs and give us additional job opportunities. Without partners, it is difficult to get involved in new group work. Another important thing that will make the company win the customers' hearts is the talented person. Customers need a consultant who works expertly, accurate techniques, accurate contracts that we should know the information of the project as much as possible and know the rules of the agency. We are not just working in accordance with duties but we have to be brave speaking and recommending, acknowledge the problems and solve problems for partners. We have to be genuine advisors to all parties because everyone wants to complete the project but must not reduce the quality of the work. Therefore, we have to look at the picture together as the project owner and help each other work and solve problems.”

Create the ability to receive jobs from good partners.
Create trust from talented people.
And create a successful result from the cooperation of everyone in the project.





Mr. Opas Sakulsirikamol
Project Director

Expand the market to the wellness business group

Besides the government programs that have driven the country's economy at this time, the wellness business is one of the interesting businesses that suit the aging society trend, urban lifestyle modifications or the effects of the COVID-19 epidemic, such as nursing homes, specialized medical centers, and rehabilitation centers for the sick or the elderly, etc. The person who will share his experience as a consultant engineer for hospital construction supervision is Mr. Opas Sakulsirikamol, Project Director of PPS, who has been in hospital construction project management for over 10 years.

Hospital construction work plan with Thai society at present

“The service conditions of government hospitals that have a high daily number of patients led to long waiting times for service, insufficient patient beds, and extremely high rates of bed occupancy. The government still has to improve the quality of services and expand the public health service system to cover and accommodate various situations at the same time. While the stable private hospitals have established a highly specialized medical center and expanded into communities and large cities. There is a growing number of specialized hospitals and nursing homes for the elderly. Therefore, there is a tendency to have more development projects of medical establishments, respectively.

Among various types of buildings, a hospital is a very complex building, as people who visit the hospital are often in a state of need for help, care, and remedies, it is important to screen patients at risk of spreading the disease. Therefore, the physical characteristics of the building are universal design, building facilitation systems, in particular air quality control, fire safety, and system for supporting medical device and clinical information also telemedicine are essential that requires Professional Architect & Engineer who have knowledge and directly expert in hospital projects. The engineer must works cooperate with physicians, nurses, or medical professionals to create the construction building enhancing the most effective treatment.



The service of consultant engineer that meets customers' need

“Construction management and supervision for the completion of the customer's construction projects according to their time and quality is only one part. It is not the only answer to customer expectations, as the customers themselves are more skilled and experienced, expecting in-depth knowledge, versatility, and demand for opinions as Professional Architect & Engineer. Including budget management and project finance are equally important. So we have to take off our own hats and put on the customer's hats to work together as if we were customers. All parties of the project must cooperate and support each other until success because the customers' success is our success as well.”

Construction management and supervision of hospital buildings is not just a use of knowledge and experience in architecture and engineering to meet the needs and goals of customers in business, however, it is also an indirect opportunity for us to be a part of helping society.

Knowing in-depth, all-rounded, knowing the changed development, apply them to gain the expert skills

“Working as architect and engineer must know and understand architectural and engineering standards. We need to increase knowledge and technological developments that are constantly changing. The knowledge and understanding must be deep enough and clear because past experiences or methods may not work. We have to adjust and improve our ability to appropriate with a present working process and not limit to direct duties but must expand the management to all related parts and combine them together.”



Never stop creating additional opportunities in both existing and new businesses

As a result of the epidemic situation, the world population will have a growing need for sanitation and a changing need for space usage. With a large number of properties and areas that need to be adjusted in usage, we plan to develop by adding services that are designed and constructed for maintenance and renovation work to reflect current conditions and generate new income sources for PPS. We have a business plan for Turnkey, which includes a new business plan, design, and implementation in a one-stop service model that focuses on differentiating competitors in the market through product innovation and Business Model.

PPS Oneworks: PPS Oneworks Company Limited

PPS has joint venture with a leading designing company from Italy Oneworks, who 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.

PPSI: PPS Innovation Company Limited

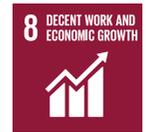
PPSI has expanded scope of work by including a technology service to serve as a distributor of software for construction supervision and management, scheduling, inspection and BIM. PPSI will also provide the services of organizing training for construction technology and provide BIM Object service for 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 and develop Employee Self Service System for accommodating external companies.

P1: Project One Property Development Company Limited

PPS has jointly invested with experienced partners to develop "The Head Land" real estate project in Cape Yamu area, Phuket Province. In 2020, the property work structure has been completed and the revenue recognition from the development of the project has started. Besides property investment, PPS has also developed innovations to support sales by creating a Virtual Space in the project area to try to create a Virtual Property in the real area which can be developed into a new service of PPS as well.



To Achieve Good Quality To Achieve Good Customer Service



Operational Goals	Performance for the year 2020
<ul style="list-style-type: none"> - Using ISO 9001 system for quality and safety management and the latest version of ISO is applied - Develop work efficiency, create performance until satisfying customer expectations by maintaining customer satisfaction levels of more than 70% - Have returning customers more than 70% 	<ul style="list-style-type: none"> ✔ Control and monitor the quality of the project to meet the standards and require the preparation of ISO in every project of the company ✔ Have customer satisfaction level at 81%



Quality Improvement with ISO 9001 : 2015

Quality control of performance and performance development is one of the social and environmental responsibilities that occur within PPS work processes (CSR in Process). We have integrated this CSR in Process as part of our daily work environment. It is a practice that helps all employees in the organization recognize the importance of stakeholders' impacts and expectations. It also strengthens the work potential of employees along with the development of work processes for the company's business growth.

The duties of PPS consulting engineer are quality control, manage budget, and manage the construction period to be completed according to the plan in order to standardize and control the quality of work in every project. PPS has been adhering to the ISO standard, which is an internationally recognized standard since 1999 and has continued to improve the quality system until present. PPS has applied ISO 9001 : 2015 which is the version that adding the regulation of understanding the organization and its context, understanding stakeholder needs and expectations for implementing risks and opportunities, among other requirements. This is one of the foundations that will enable the organization to pursue sustainable development.



Write as we think, Do as we written, and Record what we do

PPS has holding to the quality management principle according to IOS standard using 3 sentences; **Write as we think, Do as we written, and Record what we do.** 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 2020, PPS has organized the training course IQA, ISO 9001: 2015 quality system for employees in the company to build knowledge and understanding of internal audits according to ISO 9001: 2015 requirements to measure the effectiveness of the quality system and increased the number of Quality Surveillance Officers (IQA) from 37 to 53 to enable comprehensive quality monitoring in all projects. Furthermore, document storage is also improved in the preparation of jobs offer and customer work contract (QP-MKT-01) and submission control and registration (WI-ADM-01). 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.

Provide service beyond customers' needs

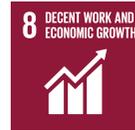
The ultimate goal of PPS's customer service is to create an impressive customer experience in order to encourage customers to trust and repeat service. PPS has instilled the concepts which is the heart of service through corporate values, including **Excellence Commitment and Ownership**, meaning service with excellence based on the promises that we have made to our customers as if it were our own work, or "**serve to the best of our ability**". Moreover, we also take observance in analyzing customer behavior in order to predict the voices in the mind and the actual needs then processing to find solutions, and presenting better solutions that answer the needs of the customers and improve service quality.

PPS applied the recommendations and evaluations of the customers as one of the criteria of the project's evaluation and we conducted Customer Satisfaction Survey to gather the recommendation suggested by the customers for contemplation of improving, adjusting and developing the services and procedures of the company. **According to the result of the 2020 survey, PPS received customer satisfaction score of 81% and Tesco Lotus Sukhapiban 1 project received customers' praise and highest customer satisfaction score.**





To Achieve Good Innovation



Operational Goals	Performance for the year 2020
<ul style="list-style-type: none"> • Develop the innovations for convenience and increasing project management quality • Collect all information of company operation in the center database • Employees can use company's innovations 100% • Generate income from innovations created by the company 	<ul style="list-style-type: none"> ✓ Create Project Visualization, an innovative development plan for the company to improve the quality of service and connect with the company's innovation usage ✓ Internal Audit for monitoring the collection of all project information in PPS Drive and ProjectLive (stores approximately 90% of all projects) ✓ Training to use Document Control and BIM Technology to employees ✓ Develop the MyPPS system to support a variety of activities of the company ✓ Get new customers through the innovations the company developed

Building competitiveness through information technology is one of the policies that PPS values because of the fierce competition in the construction industry, where new and existing entrepreneurs are taking over market share. Thus, we have to adapt our business practices to the competition while continuously improving our service quality. PPS acknowledged the importance of innovations and technology which play a major role in daily life; therefore, we have been continuously developing innovations using valuable resources with the aim to apply innovations to all company's projects. The innovations consist of:

Construction management and supervision application, ProjectLive Sitewalk:

ProjectLive is the first mobile application created by PPS that has been patented intellectual property. ProjectLive is created by brainstorming between employees from the Future Leader Competition in 2013, the winner of the competition will receive a scholarship for innovation learning to create innovations supporting the company operation. 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 until developed to be able storage more information 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, also, streamline communication between PPS teams. We separated module called Defect released into Sitewalk application for use in defect inspections and providing delivery reports to customers for fast tracking on project progress in real time.

Document Control System, PPS Drive:

Since 2018, PPS has developed document control system which is a center for collecting and gathering information and documents of the company. In 2020, PPS has changed the data storage system from renting a server from outside to use it through the cloud to the development of data storage system, which is the Company's own platform, which can be used through various channels, including web service, applications and WebDAV for use in document management within the organization through the company's servers for example, Shop drawing, RFI, As-built drawing, Manual, and ISO9001 quality control system. By having control over the document version and accessibility to the information, thus facilitating the use, search, tracking, document storage systematically, and also reduces server rental costs for 600,000 baht. PPS plans to collect construction data and create a database that will be useful in building resource management or Facility Management in the future.

BIM Manger Project:

The training course in the use of BIM (Building Information Modeling) to develop employees and prepare them before working in projects that need to do a survey, detail design for construction preparation both general high-rise buildings and special works such as railroad work. PPS also organizes a special training course at Ramkhamhaeng University to disseminate BIM technology knowledge to students and interested parties.



BIM Object collected platform, BIM for ALL website:

It is a hub to connect product owners and construction industry users such as contractors, and designers, etc. where is collecting BIM Objects from a wide range of brands for the users can download and use for design, decoration, and search expected products. Moreover, we also add a full range of services from marketing, consulting, design, and storage of BIM data through various service channels.

PPS plans to use a database from construction projects to link with the company's innovations that become new innovations for enhancing the company's operational efficiency. This innovation development plan called Project Visualization collecting BIM drawing and construction project documents in PPS Drive and connecting to other platform to extract information for use such as extracting construction data to make AR/VR simulate a virtual image through Project Live: Sitewalk innovation to be useful for comparing construction drawings in construction inspections.



Innovation for human resource management, MyPPS:

From the problem that most employees have to work on construction projects in many places and distribute to different provinces, the company has to pay money to install finger scanners to record time in and out of work. To reduce device purchases, installation, and maintenance cost, we develop innovations using within the organization. It is an application that can be used to Check-in, Check-out on the mobile phone, which can display the coordinates of the address of the user and record time in - out to work. The leave system function has been added to allow supervisors to approve leave through the MyPPS system, thus helping the company reduces paper consumption and also helps in recording HR and organizational development. In addition, to make employees more involved and build engagement in the organization. Therefore, activity functions have been added such as accumulation of running distance, answering questions, and participating in various activities of the company. Employees will receive a coin, which can be exchanged for various rewards from the company.

Furthermore, PPS innovations will help improve service quality, create value, and create competitive advantages for the company. It also facilitates customers, partners, and benefits to society. Considered as another CSR in Process that bring about mutual positive benefits through innovations developed by the company.

PPS devotes resources to technology development to be utilized in every work process.



Mr. Chanchai Riwkulprasert
Manager of Information Technology Department

In 2020, it can be said that the organization has faced the COVID-19 epidemic, which is a problem beyond control, and cannot speculation about when the situation will end. Resulting in the work of the company and related parties slow down or pause in some projects. Including a stipulation of social distancing, causing the Company to modify several working styles to fit the situation with the introduction of various technologies to help in working operation as well as developing applications to support the work and seeking new business channels and services according to the New Normal lifestyle.

PPS has adjusted working process according to Digital Transformation since the meeting by changing to the online meeting through the conference systems. Work from Home trend causes the company to introduce various information systems to support the work both assignments and follow up. Moreover, to bring additional external technology to work, the company also has plans to develop additional support systems such as the original Document Control system development plan to be able to respond to the work on worksite and back office, supporting the company Growth Data, virtual technology development plan to support sales, reduces the risk of epidemic disease, and save time in traveling to the site as well as a plan to develop working systems with BIM technology and expand on new services of the company.

Various technologies that the company has applied and developed have the aim to increase performance and create sustainability according to the vision of the company. However, if there is a lack of employees who will drive the work process, the technology will unable to continue. It can be said that except for technology that will help drive the company, the employees themselves are also the drivers of the company as well. #imovePPS



 **Efficient resource management and carbon reduction**

Operational Goals	Performance for the year 2020
<ul style="list-style-type: none"> • Control pollution emission to be under the standard • Organize the environmental activities or campaigns both inside and outside of the organization • Reduce 20% of CO2 emission • Control quantity of paper usage and apply technology to support • Have efficient management of energy and environment and have no complaints 	<ul style="list-style-type: none"> ✔ Recording the pollution emission control through EIA REPORT which recently the company could control pollution emission to be under the standard ✔ No complaints from pollution emissions, waste disposal, wastewater, and noise in both the headquarters and construction projects ✔ Take action to reduce the use of electricity and GHG and measure the results ✔ Set goals to control the consumption of water, electricity, and paper ✔ Organize environmental activities or campaigns both inside and outside the organization



We have the policy to promote the conservation of natural resources, use resources wisely to make maximize benefit

PPS places great emphasis on conducting business with care and responsibility for the environment, as the consequences of damaging nature will eventually reverse impact on human livelihoods. Thus, we have the policy to promote the conservation of natural resources, use resources wisely for the best benefit. It does not invade or destroy the ecosystem, creates guidelines for risk management. Including disseminate innovations that make business processes more environmentally friendly, instilled awareness for employees at all levels to understand the value of environmental protection, and being a good role model for outsiders to take care of the environment more through the Company's operating activities such as the concept of reducing and controlling the use of resources, alternative energy, using environmentally friendly construction materials and green innovations.

Control the use of resources in head office

PPS raised the awareness of employees in the organization to value natural resources and use them sparingly to enable employees to participate in environmental operations. The company has organized activities to control the use of water, electricity, and paper resources with an annual usage target, and the results are followed up on a quarterly basis. All employees are encouraged to participate in proposing opinions and recording usage information. 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. We have also learned about alternative energy by installed solar cell on the roof of our headquarters building as an attempt to reduce pollution from both inside and outside the building. 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

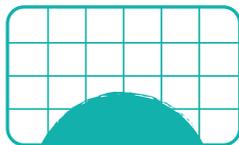
Comparing the usage of water, electricity, and papers in 2015-2016

List	2015	2016
Water (unit)	254	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 Head Office

List	Water	Electricity	Papers
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
Total on Jan-Dec 2020	543 units/year	37,221 units/year	779 units/year



Solar Cell



Generate electricity

14,940 units
Save electricity bill
67,230 baht/year



Reduce GHG emissions

8,381 kg.CO₂e/unit
or reducing
28%



Total production up to present (from Nov 2018-present)

34,574 units



Help save electricity bills

155,583 baht

*Remark:

- In 2019, the company started to apply innovations in organization instead of paper report.
- In 2020, the amount of paper used in the company increased because of tender document preparation for government projects.



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.



Wastewater Management

Proper wastewater treatment is required on the construction sites before being discharged back to the environment. Importantly, it is necessary to test the quality of the water after the treatment monthly.



Wastewater Management

Dust and vapors are controlled in order to produce the least air pollution and not to violate the law.



Waste Management

Contaminated and hazardous wastes are classified from other wastes. Waste odor is properly controlled, and an adequate waste storage space is provided to the waste before it is transported to licensed waste disposal service company. There is also a measure in place to prevent any impacts on the environment during the transportation.



Noise Management

Any noise emissions generated by the construction is managed to create the lowest level of noise as possible without affecting the public.



Collaborate with outsiders to organize activities to create good results for natural resources and the environment.

Garbage Exchange Goods Season 2

In addition to creating environmental control measures, PPS also organizes activities to raise awareness of people in construction projects and nearby communities to recognize the value of proper use and disposal of waste. Garbage Exchange Goods Season 2 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. The project has received great cooperation from the contractor, nearby communities, as well as the garbage collectors from the government sector.



Carbon offsetting activity in the form of Carbon Neutral or Eco-Event

PPS received a Carbon Offset Certification at the 2020 “Roi Duang Jai to Reduce Global Warming” event organized by the Greenhouse Gas Management Organization (Public Organization) or TGO to honor entrepreneurs and various sectors who is a good example in managing and reducing domestic greenhouse gas emissions from organizing InnoCon Bangkok 2019 which is the activity to disseminate engineering and technology knowledge in the construction industry as of November 2019, with more than 600 attendees from 160 companies in 30 countries and Carbon Neutral offset activities to measure all actual carbon footprint at the event and buy carbon credits to compensate making this event has a net greenhouse gas emission equal to zero and can reduce greenhouse gas of 71.54 tons of carbon dioxide or equivalent to 71.54 rai of 5-year complete forest plantings to absorb carbon dioxide in a period of 1 year, or equivalent to a 10-year old tree planting of 7,948 tons, absorbing carbon dioxide in a period of 1 year.



Care the Wild Project “Plook Pong Plant&Protect”

PPS participated in the Care the Wild project "Plook Pong Plant and Protect", a cooperation platform for planting trees for forests by participating in supporting forest plantation and restoration activities to develop green areas. Also, promoting the creation of forest areas to create ecological balance from the source which has planned to develop an area of 263-3-12 rai to be a mixed forest and a reservoir size of 90,000 cubic meters by exploring the area for activities with the community. Including providing knowledge on how to care for the forest to grow sustainably through the care of the community network.



Reduce the use of natural resources through green innovation

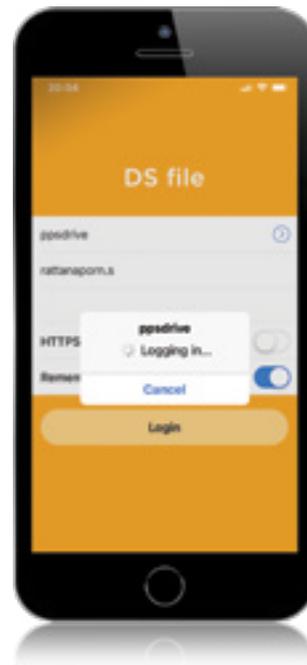
Apart from developing innovations to facilitate work and increase work efficiency, PPS innovations are compared as green innovations that contribute to the conservation of natural resources.

Using BIM technology in construction designs

Modeling allows us to see design errors prior to actual construction. Thus, reducing working time, reduce the use of waste materials, and reduce the expenses incurred from the construction of the wrong way.

PPS Drive

Collecting data on each building material and collecting material quantities for each construction project through the use of PPS Document Control 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.



Using the application for reporting results

The use of application **ProjectLive** for inspecting Defect of construction, the use of application **MyPPS** instead of submitting leave request and overtime payment documents, and the use of **Video Presentation** for reporting progress of the project, that can reduce paper consumption for reporting. It is also useful for finding information and facilitating the user.



The innovation reduces
the use of papers

44
reams

Contribution to building energy-saving and environmentally friendly projects

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. Also, 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. **Government Complex Chaengwattana Zone C** project that the construction is in accordance with the Thai Green Building Standard (TREES) and plans to submit a request for LEED certification from the United States Green Building Council or USGBC to be a building for energy conservation and environmental friendliness that we have taken measure to prevent and correct environmental impacts and measure to monitor environmental impacts without significantly affecting the environmental quality in terms of air quality, noise, and vibration which is in the standard as prescribed by the law. Including **Primary Building Project**, Mater Dei School which is the construction of 6 floors learning building with 2 basements. Along the construction process used environmentally friendly materials. There are also designs for energy saving such as air conditioning systems using VRV or VRF systems that reduce energy consumption and save space for installing coils that make the building beautiful. It is modern technology that can control the entire system centrally, designed to allow outside air to flow into the corridor instead of turn on the air conditioner and ventilation system. Most of the building's walls are designed to be glass to allow the most natural light, reduce the exposure of the lighting in the building, including efficient waste management.

Additional, **Tesco Lotus Energy Saving** project is another contribution by PPS to coordinate and collect data to analyze what can save energy for our customers. Also, calculating the cost of investment and preparing a TOR to present for customers to consider, such as a LED Project, changing to a LED lamp instead of the original lamp, Ozone machine installation project (Non-Chemical Treat Condenser side), replacing Water Cool Chiller with Air-Cool Chiller, etc. PPS will be a data collector before and after changing energy-saving products. As a result of this, Tesco Lotus Energy Saving project, showing the actual amount of energy reduction to customers and shows that customers can reduce energy costs by saving energy.



CARE AND SHARE SOCIETY



Fair employment and respect for human rights



Operational Goals	Performance for the year 2020
<ul style="list-style-type: none"> Treat employees equally Anti-illegal employment, No unequal and illegal employment 	<ul style="list-style-type: none"> ✓ No unequal and illegal employment ✓ No complaints from discrimination with employees

PPS gives precedence to respect for human rights and it is regarded as the principle of conducting business and operating towards sustainable stability. Since employees are the key drivers for creating excellent results for the company, we treat all employees fairly, in accordance with moral principles and good ethics by always respecting the human rights and freedoms of employees. In considering the recruitment of employees, the company considers the fairly selection and employment, which is considering the differences in education, culture, political thinking, physical barriers, not using child labor, and not hire illegal foreign workers. The company does not discriminate and does not force employees to work without voluntarily, providing support to develop potential and provide equal welfare in relation to the protection of personal information of employees. In the event that an employee's personal information has to disclose or transfer to the public, the company will ask for the prior consent of that employee. We also care about the quality of life of the employees as well.



Occupational health and safety



Operational Goals	Operational Goals
<ul style="list-style-type: none"> • Create safety of project management and supervision • Control all projects to comply with safety manuals and Have a safety audit in every construction project of the company • Control accidents in project to be 0 	<ul style="list-style-type: none"> ✔ No injuries of employees to the point of absence Organize safety and fire training for staff, including the surrounding communities ✔ Conduct safety assessments in both the headquarters building and in every construction project of the company

PPS 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 such as safety hat, safety shoes 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.



Mr. Phongchai Makamano
Professional Safety Officer

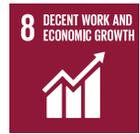


In 2020, the company launched Safety Manual for being guidelines of safety practice for employees. According to the safety assessment on site, the working by following requirements in Safety Manual is one of the criteria. We also examine the contractors for their strictly compliance with safety, health, and environmental management measures, laws, and regulations. As a result of the past performance, PPS has more than 80% of safety assessments in all projects and has not encountered any serious incidents and no employee injuries that had to request time off. We especially appreciated the **New Learning Landscape Project and the construction of the Primary Building of Mater Dei School**, since it is a construction project near the school building where the students use the educational facility and the project located near the residential areas of the community, however, everyone in the project has strictly followed the safety measures. Therefore, we would like to commend and recommend this project as a prototype project for other projects to follow.

For working in the COVID-19 epidemic situation, all projects have followed the surveillance and epidemic prevention measures as determined by the company, with screening before entering the project. There is a temperature measurement, establish a suitable working place by keeping a distance of work, install additional disinfectants and cleaning equipment, and there is an alternate time to work. The project contractor also arranges temperature measurements before entering the site and visits to the worker camp twice a month to control the cleanliness and hygiene of the workers. All projects have strictly followed the measures and no infection has been detected in the company's construction projects.



Promote to develop employees' potential



Operational Goals	Performance for the year 2020
<ul style="list-style-type: none"> • Management of employees to grow in the line of work as expected for supporting the company future growth • Create a new generation of employees that can be inherited from executives 	<ul style="list-style-type: none"> ✔ Review employee training plans to meet business requirements by organizing 24 training courses ✔ Collect comments and needs from employees in suggesting new principles for training department in 2021 (such as ISO standard and Shop Drawing) ✔ Promote employees to have professional examination, by having 3 employee who was promoted to be Professional Engineer

PPS continuously promotes the development of employees' potential because employees are the driving force behind the business success and must develop with quality in order to bring their true potential to the maximum benefit by developing employees to grow together with the development of the organization. PPS organizes the development of personnel at all levels regularly through "PPS Training Center" which is certified by the Council of Engineers, so that employees can be useful in requesting promotion to engineer level from the Council of Engineers as well.

In 2020, PPS has planned human resource development conform to business practices and Career Path Planning for effective corporate growth. Although it has been impacted by the COVID-19 epidemic situation, the company still attaches importance to the training and development of employees' potential. 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. 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.
- 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 the general civil engineering, electrical engineer, and mechanical engineer promotion guidelines. Additionally, the course of approaches to advancing architect guidelines, Shop Drawing examination courses, and Material Approval.
- 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 such as ISO for PM course.
- Level 4 “Continuous Training (6 years and more of employment duration)”: Focus on soft skill training to increase different working skill which will bring success and progress to work. This includes Critical Thinking course and the Art of Communication.
- Level 5 “Special Training”: Focus on specific detail to increase the outstanding skill and specialization to gain outstanding professional skills and expertise such as Fundamental Railway, Real Estate Accounting course, BIM Basic for structural work, architecture, and system work course, Primavera P6 Basic & Advance course, Procurement Act course, and Calculation of mid-price of the government sector, etc.



Total employees attending the training
219 people



Total training hours
2,438 hours
Average **11.13** hrs./person/year



Total training budget
970,560 baht
Average cost per person
4,432 baht /person/year



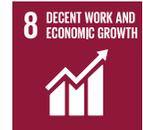
Number of Training course
24 courses

Motivation for Professional Promotion

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. PPS promotes professional development. In order to ensure that our employees will not stop developing themselves for their career advancement. In 2020, three of our employees has been promoted to Professional engineer license.



Employee welfares and benefits



Operational Goals	Performance for the year 2020
<ul style="list-style-type: none"> • Give good welfares and PR the benefits to all employees • Maintain employees' satisfaction to be more than 70% 	<ul style="list-style-type: none"> ✓ Improve welfares to be better and meet the employee needs ✓ Review Career Path and adjust suitable compensation conform with Career Level, the employee's satisfaction level is 75%

After the talented and good people, we recruit to join the company, have been developed to be even better, keeping those employees for the company as long as possible is a priority for PPS. We need to honor them to have love and respect in the organization by giving opportunities and career advancement, considering the needs of employees, and taking comments or suggestions of employees to develop work processes. Moreover, providing the right welfare and benefits, creating happiness and solidarity in order to build a strong foundation to support the company's future sustainable growth.



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.

Payment of the Grant-in-aid and 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

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 which the company will pay the counterpart fund in the amount of 1 time of the contributions for 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.

Retire Welfare

Personnel who retire at the age of 60 will receive a pension as a compensation 8in 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.

Achieving 'Trustworthiness' Medal on the 15th and 25th 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.

Employee's Satisfaction Survey

Employee voice is critical in improving the quality of PPS HR management to identify factors that affect employee satisfaction and motivation. Therefore, the company provides opportunities for employees to suggest ideas, things that they would like the company to improve until the activities such as interesting training courses to create a training plan for the year 2020, where employees have proposed a project quality management course according to ISO standards and Show Drawing training, as well as additional welfare issues and CSR activities. PPS will use the analysis results to develop the human resource management system, personnel development, learning, and creating happiness, satisfaction, and motivation of the employees in the organization further. In 2020, it is found that 75% of employees were satisfied the most with the carefulness of the director, while 18.26 % of employees resigned from the company.

PPS values and listens to the feedback of employees, so that the company and employees sustainably grow up together



Employees' Welfares

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.

25 Years

more than 25 Years of working experience

A "Trustworthiness" medal made from 2 THB of gold

15 Years

more than 15 years of working experience

A "Trustworthiness" medal made from 1 THB of gold



5 Years

more than 5 years of working experience

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

100%



4 Years

4-5 years of working experience

75% of Provident Fund from the Employer



75%

3 Years

more than 3 years of working experience

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



3-4 years of working experience

50% of Provident Fund from the Employer



50%

2 Years

more than 2 years of working experience

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



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.





Social Impact Collaboration

Since we cannot create sustainability on our own, setting the foundation of wealth for the company to be ready to grow in harmony with society and to live together with the environment must come from the cooperation of all parties. Collaboration is essential to develop the organization, create a balance and make a livable society where everyone can coexist, depend and share. Cooperation in creating activities to improve the quality of sustainable life of everyone in society for the long term.



Knowledge Sharing:

Share experiences and knowledge for building society through the concept of good engineers with consideration, care, and social responsibility.



Operational Goals	Operational Goals
<ul style="list-style-type: none"> Organize engineering education activities for external parties or communities that are stakeholders of the organization and educational institutions that are interested Build a network and recognition through company activities Receive the valuable returns from activities created 	<ul style="list-style-type: none"> ✔ Organized the White Engineer activities by disseminate engineering knowledge to communities surrounding the construction project and society ✔ Organized training courses in engineering and construction technology for interested third parties ✔ Supported and motivated knowledge and experiences sharing with various institutions

PPS Training Center

Since 2011, PPS has established PPS Training Center with the intention to develop working skills for our employees. 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. According to the efforts and perseverance in enhancing the professional knowledge of Thai engineers, PPS Training Center has been awarded the Outstanding Continuing Professional Development Engineering Server Award 2020 from the Council of Engineers (fourth consecutive year). PPS Training Center produced 1,483 PDU with 32 training programs for both internal and external. The training courses for external parties are Primavera P6 course for Stonehenge Inter Public Company Limited and Project Management course for Dhanarak Asset Development Co.,Ltd. Additionally, organized the knowledge of BIM course at Ramkhamhaeng University with an opportunity for students and interested people to join the training as well.



Value to the Community and Society

1

Provide knowledge to society by organizing training programs for individuals

2

The participants can earn PDU credits and use the credits to upgrade the Professional Practice License

3

Increase the income by upgrading the Professional Practice License



Goals

1

Enhance the capability of PPS personnel and personnel of the related organization, enhance the professional knowledge of Thai engineers

2

Improve the training center to international standard



Value to the Organization

1

Open up more opportunities to work with public sectors when more PPS's engineers become Professional Engineers

2

Earn more income through organizing training programs for personnel of external organization

3

Gain trust from the community through personnel with certified skills



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 140,760 likes and 144,131 followers which is increasing from last year for 2,000 followers. The article of the regulation of the Council of Engineers regarding the criteria and qualifications for practitioners of control engineers at each level of civil engineering is the most popular article of the year 2020.



Animation "Knowledge by Uncle P"

Learning and understanding about engineering at ease with an animation "Knowledge by Uncle P" from 2014 to the present, with the objective to present knowledge and information about engineering by making the complex contents into fun stories. Meet with a cute character, "Uncle P", a senior engineer who 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. Broadcasting via Youtube at Changmuns Channel which are currently 80 episodes with 12 new episodes airing in 2020. 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.



PPS has an activity to exchange knowledge by bringing students from Kasetsart University to do an internship in the construction project in order to understand that working in their expected career. The university has received PPS feedback on whether the students are ready for work in the industry or should adjust the curriculum for further instruction. At the same time, PPS has assigned employees in each department to provide coaching to students and having the student help to work on the projects. It is a good opportunity to select suitable personnel to work in the company as well. PPS also offers the opportunity for students from the Faculty of Engineering and Architecture, Chulalongkorn University visited Siam Scape or Block H project and the construction project of Muang Thai Capital Office for studying the basement construction and building construction. Moreover, offered the opportunity



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CSR Activity:

Build partnerships to encourage communities to sustainably grow on their own. Because the community is the important driving force, therefore PPS cares about the problems and needs of the community by cooperating to create goals for good results for all sectors and delivering success to society through social and environmental activities.



Operational Goals	Performance for the year 2020
<ul style="list-style-type: none"> • Create activities contributing to society and encouraging the community to grow sustainably by themselves • Build a network and recognition through company activities • Receive the valuable returns for society, environment, and the company from activities created 	<ul style="list-style-type: none"> ✔ Cooperated with all sectors to organize activities to reduce problems and meet the needs of communities and environment ✔ Cooperated with employees in organizing activities to show responsibility to stakeholders around the construction project

Better Business for Children Project

PPS joined the project to develop child labor standards for the Thai construction industry organized by Management System Certification Institute Thailand (MASCI) and UNICEF to support the enhancement of potential and image of the Thai construction industry in child labor management to be recognized nationally and internationally. By participating in the exchange of knowledge to promote and encourage all concerned parties to pay more attention to the rights of children and to take full care of them. It aims to reduce the health impact and improve the quality of life of children living in

construction camps. PPS has provided welfare for workers with maternity leave to allow staff time to take care of their children. Moreover, within the company's own construction project, safety and health care have been taken in the area surrounding the project and the worker camps as well.





Project to support the education of children in the Foundation for Needy Students under Royal Patronage of Her Majesty the Queen

Because there are still many children who need education but do not have enough money, PPS has provided scholarships to the Foundation for Needy Students under Royal Patronage of Her Majesty the Queen to extend education for the children by establishing a PPS fund to support and encourage students to complete their studies until the end of a bachelor's degree.



Sharing Meal Everyday Covid Away Project

To encourage and support the community through this difficult situation together, PPS organized lunch-sharing activities for communities around the head office building affected by the COVID-19 epidemic either being laid off or receiving less income leads to a lack of income to live and support a family. We would like to be a part of being a sponsor filling everyone with energy and strength to keep moving on and be ready to cope

with the changes. We organized a set of 200 lunches, consisting of food and various consumables from March 20th to May 20th, 2020 (except Saturday - Sunday) which has received a lot of interest and cooperation from the community. Including during our activities, we have received support from many people who participated in giving food or items for further distribution to the community. It is a project to create smiles and make positive relationships with the surrounding communities.



Food For Share Project

According to PPS has invested in property development in Cape Yamu, Pa Khlok sub-district, Phuket, we have applied the concept of creating mutual benefits for the success of the society in which we live to develop the area and the quality of life of the people in the community around the project. Due to the impact of the COVID-19 epidemic situation, foreign tourism in Phuket has stagnated, resulting in a disruption of the main income of the people in the community. To support the community to have a sustainable income, PPS and the joint venture partner of P1 altogether organized a Food For Share project by raising funds to buy raw materials for the people in the community to cook and give to those who were affected and faced with the problem of lack of liquidity supporting themselves and their families. In addition to generating income and eliminating hunger for the community, it also helps to develop areas, promote a positive image, make projects reputations, and create a wider community of sharing. It is an activity that promotes progress and creates mutual benefits for all parties in society (Social Impact Advancement).



Collaboration project with government officials

To facilitate the performance of duties of government officials in the area of the company's head office building, PPS has prepared rainwear and boots for the Suan Luang District Office for operating during rainy days such as the issuance of inspections of flooded areas or fallen trees to facilitate traffic and to assist people by encouraging staff to work at their best. Additionally, PPS participated in developing the quality of life of children through the project to share kindness to the underprivileged children held by the Suan Luang District Office to bring educational equipment, sports equipment, and necessities to give to children in a distant school at Samakhi Tham Rat Bamrung School, Mae Lay Sub-district, Mae Lee District, Nakhon Sawan Province.

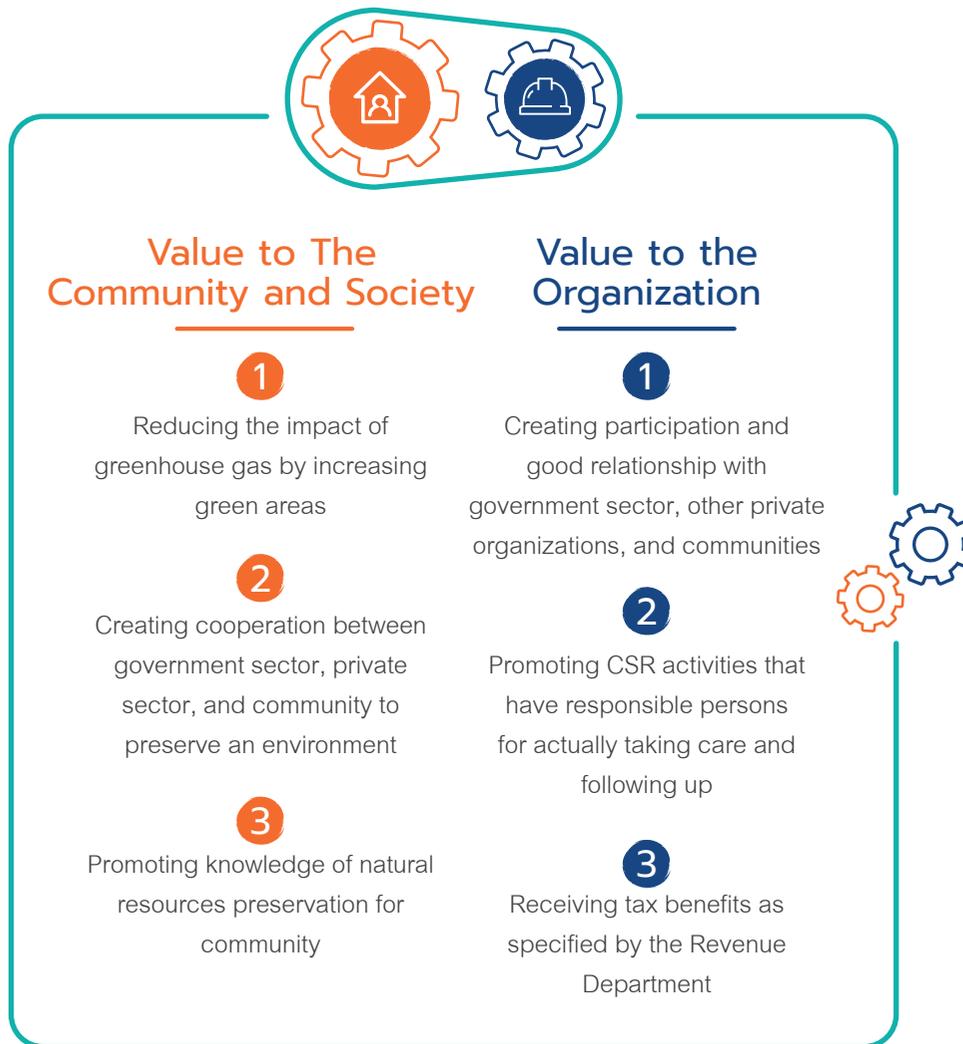


Care the Wild Project "Plook Pong: Plant & Protect"

PPS has participated in Care the Wild "Plook Pong: Plant&Protect", collaboration platform to plant a tree organized by the Stock Exchange

of Thailand by supporting afforestation and forest restoration activity to develop green areas, because forests are the country's important natural resource, watershed, habitat, and balancing for all living things. Therefore, we should promote forest plantation to create ecological balance from the source through our network organizations both public and private. The project will invite all sectors to learn about the ecosystem, plants, and environment-related to trees. In addition, we also participated in raising funds to "plant" trees with an emphasis on taking care of the trees that grow into a true forest under the concept of "protect" which the participants can follow the growth of the trees via application "Care the Wild".

PPS had to have a forest planting campaign but the forest did not continue to care for and follow up. We are therefore interested in participating in this project because it is a project where all sectors see mutual benefits, have people in charge, and can continue to follow up at all times. PPS has collaborated with the Royal Forest Department from Bangkok and Chiang Rai Province to explore the potential of the communities in the Ban Mai community, Mae Khao Tom Sub-district, Mueang District, Chiang Rai Province by participating in exploring the area for doing activities with the community. It is a community forest area totaling 263 rai 3 ngan 12 square wah in the Doi Tham Pha Tong National Forest Reserve, Doi San Pa Koi Forest, and Nam Mae Ngam Forest. There is a reservoir that can hold 10,000 cubic meters of water within the forest area. Additionally, we enlighten knowledge on forest preservation so that people in the community recognize the value of cherishing and preserving their own forests. In this regard, PPS plans to jointly support funds to promote and develop 10 rai of forest areas where people in the community can take care of the forests to grow sustainably by their own network of communities that will start in the year 2021.



SET Social Impact Gym by mai Improving potential of Social Enterprise (SE)

It is the fourth year that Dr. Phongthon Tharachai, CEO of PPS, has joined as a volunteer coach in the development of social entrepreneur potential in the SET Social Impact Gym project organized by SET. The objectives of the project are to be the center for connecting the collaboration of the business sector and society, promoting social enterprise (SE), helping the entrepreneur to stably run business. and performing sustainable results to society and environment.

Dr. Phongthon, as a senior who has experience in doing business before, he has shared knowledge and introduced techniques in business management to 3 social enterprises. In 2020, he was a consultant to expand the business of Living Enterprise, a psychiatric rehabilitation center and a central area of mental development for the patients can return to society. By providing support for occupational therapy in various forms such as promoting employment of 3 psychiatric patients to work in the Living Enterprise under the Empowerment of Persons with Disabilities Act. Guidance Article 35. In addition, we also promote activities to expand into a business that can generate income for patients, such as bakery training, barista training, and support to make New Year's gift sets, so the patients will have income that can support themselves and their family.



Dr. Phongthon Tharachai
CEO



Organization and adaptation in New Normal

“Having an opportunity from the Stock Exchange of Thailand to be a coach of the SET Social Impact Gym project since the first year, I gained a lot of knowledge. For the past four years, I had improved together with others because I do not know everything, and I received the knowledge more than enrolling in other courses.

First, there are knowledgeable speakers to teach everyone in Social Impact Gym who are famous speakers and unparalleled in the industry. So, I had opportunities to study subjects I never knew existed. Some subjects are difficult but after study for many times, I am able to adapt them to the company management.

Second, there are coaches from other listed companies in each field of expertise, allowing us to exchange knowledge and receive diverse opinions. In addition, it also gained companionship among us. Also, gaining knowledge and making partners in many other business groups formed another business network.

Third, I learned stories from leading social enterprises with dreams and intentions to make society better. Many social enterprises are already masterful and have interesting business models that have allowed me to study from them in Reverse Training form. Moreover, the company can use the Social Development Goal that Social Enterprise has to integrate with owned SDG to cover more of the company's risks.

Fourth, the Social Impact Gym has improved the reputation of PPS because SET's Social Impact Gym has been promoted through various media, giving PPS a better reputation than doing our own Social Development Project. After all, doing a project with the stock exchange is more beneficial with the multiplier.



Fifth, doing Social Impact Gym clearly has economic value towards the company, for example, coaching with Living allows me to realize that we can employ Living's people. Since the company already has payment into contribution fund for disabled, if we have 100 employees, we have to pay 100,000 baht per year. Thus, instead of paying into the fund without knowing where the money will go, we can choose to hire direct experienced people for Living.

As for the value to the community and society, I have the opinion that Living is a treatment center for people with direct experience in psychiatric illnesses that never exist in Thailand. A family with sick people makes a whole family get sick too and the nation loses much labor. Thus, helping to improve the persons with direct psychiatric experience and give them a job in addition to making them proud of themselves, they can live with other people in society. Moreover, it can reduce the mental burden and time of the family, make them happy, and can go to work as a force of society again. I firmly believe that model of Living can be a role model for other SEs to further expand the performance to do social business.”





A heart that beats for others is a heart that full of happiness

Build a network of cooperation between employees through PPS Run for Love project

From the own wellness running initiative of a handful of employees, changed to the need for running to make the life of the society stronger and became PPS Run for Love network that has operated since 2013 continuously until now. It is a good relationship-building activity between employees even in different departments. They collect cumulative running distance to help their colleagues with health problems in the event of social insurance plus their welfare do not cover all the medical expenses, including donating funds to help underprivileged children and people who need assistance through various charity running programs.

The company will donate 10 baht per kilometer so that employees able to organize other charitable activities and to encourage all employees more concerned about the importance of health care. 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.



40

PPS runners
Cumulative distance in 2020

27,599.36

Total cumulative distance

107,255.87

kilometers



2,127

Runners from 55 companies
Cumulative distance

236,276.76

kilometers

Total donations

2,023,512.87

kilometers

Develop to be a collaboration between organizations, expanding a supportive society aiming at delivering success to society

PPS joins hands with 54 other companies from the mai Listed Company Association (maiA) to organize the “maiA Virtual Run 2020” which has been organized for the second year. The purpose of the project is to fundraising a contribution to the Thai Red Cross Hospital and Queen Savang Vadhana Memorial Hospital by setting goals to increase from the year to two million baht. Running distance will be valued at 1 kilometer, equivalent to 10 baht, with a 2-month activity period from September 1st - October 31st, 2020. In addition, PPS supports the development of applications to collect the running distance of the project without any cost and allows all participating companies to join. Except for the good health that everyone receives, we are also driving the power of runners’ society, build good relationships between organizations, deliver happiness and success for the benefit of others and society.





Value to The Community and Society

1

Helping people in society to have access to medical care

2

Improving the quality of life for people in society

3

Encouraging people in society to be healthy by running

Value to the Organization

1

Creating unity and good health for people in the organization

2

Creating a good relationship between listed companies in the mai listed company association

3

Making a good impression on people in society

4

Building a good reputation for the company



Create an engineering learning opportunity. Passing on the concept of a good engineer to the youth

Happy Kids with White Engineer

PPS recognizes the importance of youth development because youth power is the main driving force to help build sustainable society in the future. From working in a new learning landscape and building a primary building project at Mater Dei School, therefore, we have created Happy Kids with White Engineer Project as an activity to spread engineering knowledge and experience of senior PPS engineers for the younger generation of engineers, high school students who are interested in admission to study in the Faculty of Engineering. For children to understand the engineering work of their own future career path by inserting experiments through a variety of lessons such as BIM design technology, structural design engineer, model design, architecture work, electrical system, ventilation system, and sanitation system, etc. The project is a continuous activity until the completion of the construction project for the children to know and understand the work in the real place along with the construction of their school buildings. It is considered as one of the projects that represent the intention of accountability to the stakeholders, enhance knowledge, cultivate the concept of being a good engineer for the new generation of engineers to be a good role model for society in the future.



Value to The Community and Society

Value to the Organization

1

Create engineering education opportunity for youth

1

Create a good impression and relationship between the company, the project owner, the contractor, and the youth around the project

2

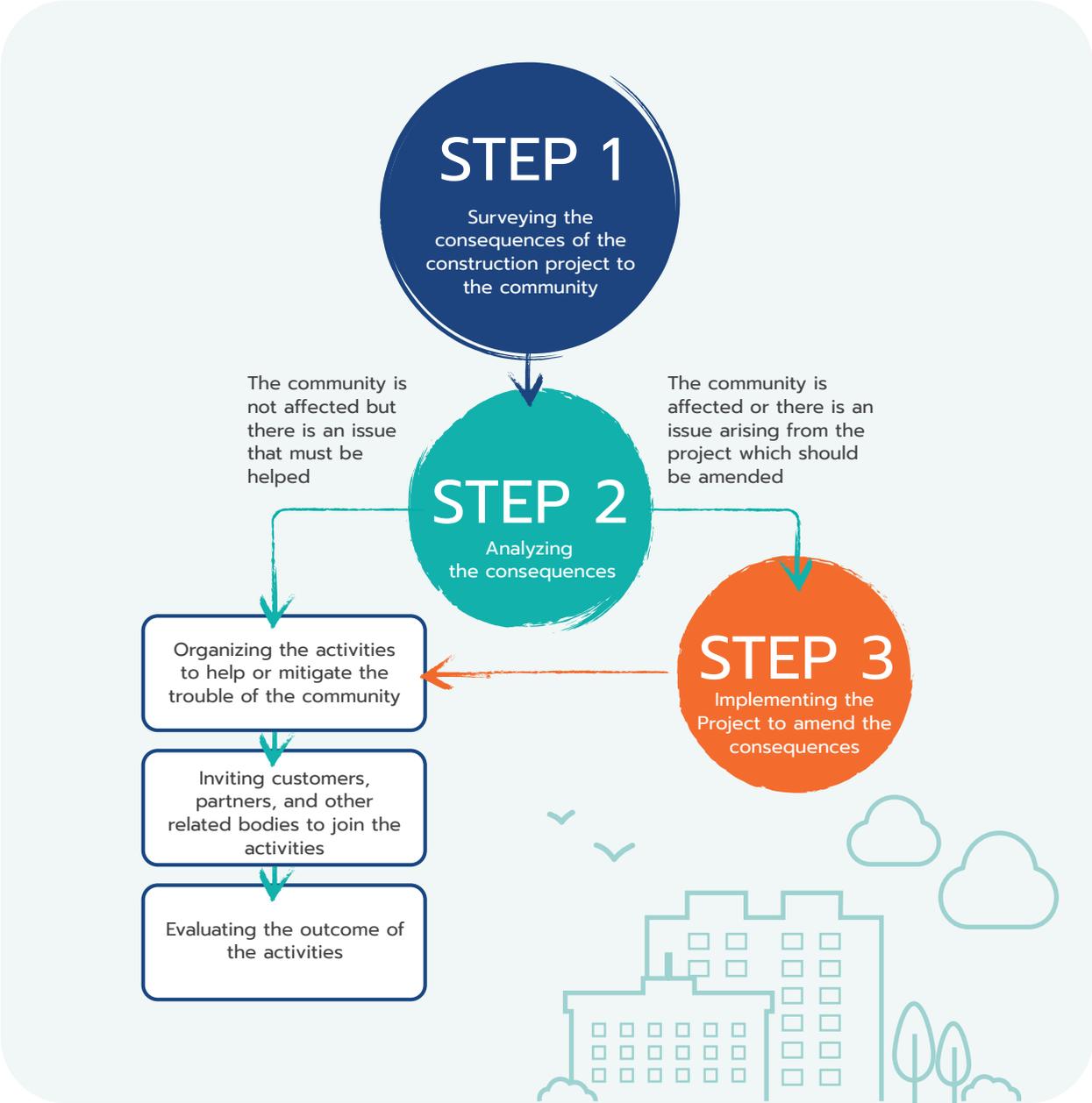
Promote the increase of good engineers to the Thai society

2

Promote the organization to be known in a wide range of society

CSR Activities by Employees

PPS "create personnel" 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.





Share Water for Youths Project

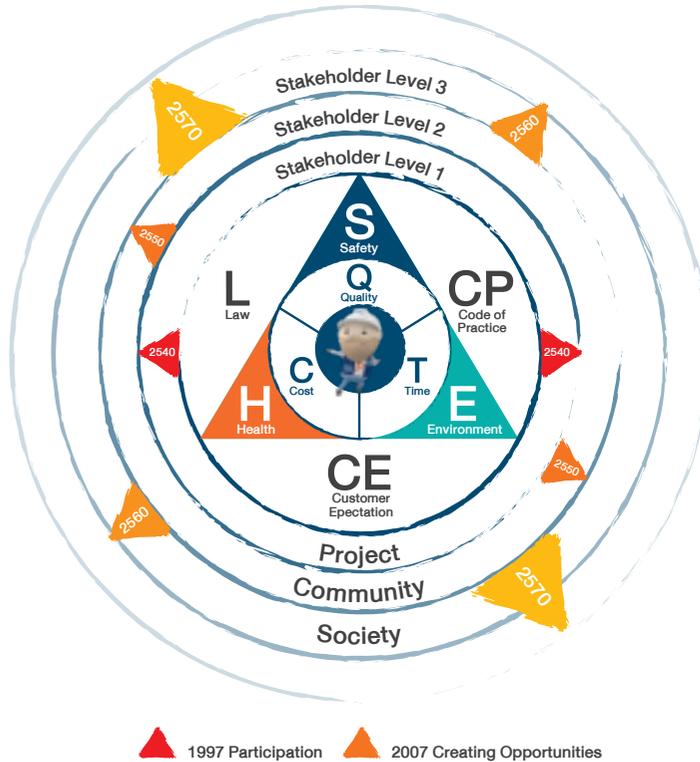
Since there are unprivileged youths who lack opportunity in education, health, or have an unequal quality of life. Employees of the company in the project, the Department of Public Works and Town & Country Planning have researched to find the schools that need help then choosing to do Share Water for Youths Project at Wat Tham Phra School, Loei Province. By giving two tanks of 1000 liter water tank for students and teachers to consume. Also, repaired and painted school toilets to promote good hygiene for youth. In addition, employees and management of the company also donated funds to give scholarships and daily necessities to the children. This project has received great cooperation from the school director, the village headman, and the community, as well as the members of the Kon Singha football team who have contributed sports equipment and doing football match with the children in the school to strengthen the potential of the sport of the children.



Mr. Teewara Teimtan
Senior Mechanical Technician

“The beginning of my volunteer activity came from both running and playing football. This caused a gathering of friends who like sports as well and persuaded each other to run or play charity football in provincial schools throughout the country. We came in contact with children in countryside areas, some of them did not even have good shoes or good clothes. When we came back, we thought about what we could do for the children. So, we gathered money and provided sports equipment, secondhand clothes, and shoes in good condition to give to children and the needy villagers. We joined the Kon Singha football team in a charity football project to provide scholarships and necessary supplies to improve the quality of life of children in the countryside by using sports as a medium for building good relationships with the children and the villagers, which we have received very positive feedback. The success of this project would not have been possible without the support of the company, the management, the project director, and PPS staff who have been supporting my volunteer project for 3 years. Thank you very much, everyone.”

Garbage Exchange Goods Year 2



Coordinate the cooperation of everyone in the construction project, continue taking care of the environment for the mutual benefit of everyone in society

The duties of a PPS Consulting Engineer are to control quality (Q), maintain cost (C), and manage the construction time (T) to meet the plans and the customer's expectations (CE). Moreover, appropriate risk management is required along with the Law (L), Code of Ethics of Profession (CP), and not neglect to concern about the working safety, health, and environment (SHE) as well. From the basic idea that PPS engineers have to do this in every day of work, allowing employees to see the benefits of waste other than construction waste that has been implemented in accordance with environmental control measures. There is still other garbage found in the project such as papers, plastic bottles, glass, and cans which can be recycled. The amount of these waters is 4.75% of the waste in the project. Therefore, PPS employees have established garbage exchange goods project for promoting good relationships among everyone in the project, cultivate the concept of caring and appreciating the preservation of natural resources by bringing waste that can be recycled to exchange for reward points which can be exchanged for consumed items with the company such as electric appliances, eggs, instant noodles, oil, detergents, and beverages, etc. With the cooperation of everyone in the project whether employees, contractors, or communities as well as government refuse collectors who value the cleanliness of the project and the recycling. As a result, the project can control and manage waste effectively. In addition, construction contractors and the community can benefit from recycling waste into scores, thereby reducing costs and generating income for them. From the beginning of a prototype project at Soontreeya Residence Project last year has been expanded to the activity at the Siam Scape project (Block H) in 2021. PPS wants to expand and develop this project into PPS's waste bank project where all projects that have effective waste management and generate returns to the company and stakeholders comprehensively.



Mr. Prarunya Kemahayoong
Assistant Project Manager

Construction projects are another place that generates a lot of waste each day, including the waste generated by the construction materials and the waste generated by workers or employees in the office. The project has measures to manage garbage and waste generated from construction materials within the project, but there is no actionable for the waste that reusable. Therefore, we see the opportunity to manage this waste by sorting out the categories and creating it as an added value. Most of the time, waste management is assigned to one of the project departments, which is insufficient to meet the amount of waste generated. It requires everyone's cooperation. So, we came up with the idea of this activity to enable workers or the community to benefit from redeeming waste points for food and utensils that meet the needs of daily life. Furthermore, PPS was able to manage the project environment effectively, everyone in the project benefited from the cleanliness of the project, good hygiene, fostering harmony, and building a good relationship for everyone in the project. For the garbage that can be exchanged, if it can be recycled, we will sell it to the antique buyers in the neighboring communities to increase income for the community. For other waste, we will cooperate with the government agency to eliminate it by further process. It is considered a project that has good cooperation between private agencies, communities, and government agencies.



Waste garbage of
4.75%
in the project
can manage for
100%



The money
received from
the disposal of
waste is
17,840
baht



Workers
participated in
the project for
37
persons



Reduced
expenses of the
construction
workers of
37
families



Reduced costs for
waste buyers in the
construction area of
Block H project for
2
stores



Value to The Community and Society

1

Reducing the amount of waste on site and creating a better environment for society

2

Creating extra income for the locals

3

Reducing expenses of the construction workers of 37 families

Value to the Organization

1

Creating good relationship for everybody on site including the contractor, the locals, and government officials

2

Creating confidence and trust

3

Creating performance from efficiently project management



Because the community is the important driving force, therefore PPS cares about the problems and needs of the community

PPS Sustainability Performance Statistics

Economic

การสร้างความคุ้มค่าทางด้านเศรษฐกิจ	Unit	Consolidated Financial Statement		Separate Financial Statement	
		2019	2020	2019	2020
Revenue from Services	Million baht	448.15	385.45	419.32	382.83
EBITDA	Million baht	12.34	8.77	16.64	15.20
Net profit/ (Loss) Net	Million baht	3.62	(26.13)	7.97	(19.38)
Net profit/ (Loss) Net per share	Baht/ share	0.01	(0.03)	0.01	(0.02)
Total assets	Million baht	428.42	589.63	420.63	592.66
Total shareholders' equity	Million baht	313.68	279.98	312.46	287.18
Return on shareholders	%	2.34	(8.80)	2.32	(6.46)
Return on total assets	%	1.42	(2.23)	1.93	(3.82)
Salary and employee benefits	Million baht	299.25	255.54	291.14	249.75

Tax

Economic Value Creation	Unit	Consolidated Financial Statement		Separate Financial Statement	
		2019	2020	2019	2020
Total Income	Million baht	466.75	409.65	437.37	412.64
Profit before Tax	Million baht	5.70	(27.39)	10.24	(20.13)
Tax expenses	Million baht	2.08	(1.53)	2.27	(0.75)
Net profit	Million baht	3.62	(26.13)	7.97	(19.38)

Research and Development Investment

List	Unit	2019	2020
Proportion of research and development investment per revenue from services	%	0.23	1.03
	Million baht	1.04	3.98
Paper saving innovations	Ream	85	44
	Baht	8,075	4,180

Personnel

Employee	Unit	2019	2020
Total number of employees			
Total	person	344	317
Classified by employment type			
-Employee	person	331	306
-Part-time employee	person	13	11
New employment (employee)			
Total	person	83	48
-Headquarter	person	7	11
-Project Director	person	-	-
-Executive	person	-	-
-Project	person	75	36

Employee	Unit	2019	2020
New employment (part-time employee)			
Total	person	1	1
-Headquarter	person	-	-
-Project Director	person	-	-
-Executive	person	-	-
-Project	person	-	1
Resignation (employee)			
Total	person	72	74
-Headquarter	person	3	16
-Project Director	person	-	2
-Executive	person	-	-
-Project	person	67	45
Resignation (part-time employee)			
Total	person	2	11
-Headquarter	person	1	-
-Project Director	person	1	2
-Executive	person	-	-
-Project	person	-	9
Parental Leave			
Number of eligible employees for parental leave	person	331	306
Number of employees using parental leave	person	2	7
Number of employees returning to work after the end of parental leave	person	2	7
The rate of return and retention of employees returning to work after the end of parental leave	person	100%	100%

Personnel

List	unit	2019	2020
Training			
Average training hours	Hrs/person/year	11.49	11.13
Divided by duration of employment			
0-1 year	Hrs/person/year	3.48	1.53
1-3 years	Hrs/person/year	3.90	4.12
4-6 years	Hrs/person/year	1.32	1.42
More than 6 years	Hrs/person/year	2.79	4.06
Lost Time Injury Frequency Rate (LTIFR)			
Employee	person	-	-
Death from working operation			
Employee	person	-	-
Important labor disputes			
Number of HR complaints	case	-	-

Environment in the organization

List	unit	2019	2020
Proportion of environmental expense per revenue from services	%	0.10	0.18
Amount of GHG emission from electricity usage	KgCO ₂ e	22,655	20,881

Pollution and Waste

Pollution and waste control and surveillance results in the construction work in 2020

Control issues	Target for measurement	Operating result
Pollution emission - Green House Gas (GHG) - Carbon Dioxide (CO) - Sulfur Dioxide (SO2) - Nitrogen Dioxide (NO2) - Hydrocarbon	Under standard according to National Environment Board (CO<30 ppm, SO2<0.30 ppm, and NO2<0.17 ppm)	Under standard
Pollution and waste emission 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/m3 and amount of 10 micron dust <0.33 mg/m3, and water quality index under standard)	Under standard

Satisfaction Evaluation

List	unit	2019	2020
Result of evaluation of employee satisfaction to company	%	74	75
Result of evaluation of customers satisfaction to company	%	84	81

Social Sharing

List	unit	2019	2020
Proportion of social sharing per revenue from services	%	0.43	0.62
Number of sustainable projects organized by the company	Project	16	15

Legal: Legal Compliances in 2019

Control issues	Target for measurement	Operating result 2019	Operating result 2020
Violation of environmental laws	0 case	No violation of environmental laws	No violation of environmental laws
Violation of economic and social laws	0 case	No violation of economic and social laws	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 2018, 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 1st, 2020 to December 31st, 2020 by focusing on the implementation of the Sustainable Development Master Plan 2017-2022 and the report has been prepared in accordance with the GRI Sustainability Reporting Standards (GRI Standards) in 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 Sustainability Strategy Development Team, Project Planning Service Public Company Limited 381/6 Soi RamaIX 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.

- | | | | |
|---|--|--------------------------------------|---|
| <input type="checkbox"/> Shareholder/Investor | <input type="checkbox"/> Customer | <input type="checkbox"/> Employee | <input type="checkbox"/> Communities around the establishment |
| <input type="checkbox"/> Business Partner | <input type="checkbox"/> Government Agency | <input type="checkbox"/> Academician | <input type="checkbox"/> School Student/University Student |
| <input type="checkbox"/> Mass Media | <input type="checkbox"/> Other, please specify | | |

2. Where did you receive PPS Sustainability Report ?

- | | | |
|--|---|--|
| <input type="checkbox"/> Annual General Meeting for Shareholders | <input type="checkbox"/> Seminar/Exhibition/Lecture | <input type="checkbox"/> PPS Employees |
| <input type="checkbox"/> PPS Website | | |
| <input type="checkbox"/> Other, please specify..... | | |

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

- | | | |
|---|--|---|
| <input type="checkbox"/> To get to know PPS | <input type="checkbox"/> To support investment decisions | <input type="checkbox"/> To prepare my own report |
| <input type="checkbox"/> For research/education | | |
| <input type="checkbox"/> Other, please specify..... | | |

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

- | | | | | |
|---|-------------------------------|---------------------------------|------------------------------|---------------------------------------|
| • Using easy to understand language | <input type="checkbox"/> High | <input type="checkbox"/> Medium | <input type="checkbox"/> Low | <input type="checkbox"/> Dissatisfied |
| • Visualization of photos, graphs, and tables | <input type="checkbox"/> High | <input type="checkbox"/> Medium | <input type="checkbox"/> Low | <input type="checkbox"/> Dissatisfied |
| • Report design | <input type="checkbox"/> High | <input type="checkbox"/> Medium | <input type="checkbox"/> Low | <input type="checkbox"/> Dissatisfied |
| • Overall satisfaction | <input type="checkbox"/> High | <input type="checkbox"/> Medium | <input type="checkbox"/> Low | <input type="checkbox"/> Dissatisfied |

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

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

6. Completeness and credibility of PPS Sustainability Report.

- | | | | | |
|--|-------------------------------|---------------------------------|------------------------------|---------------------------------------|
| • You understanding of PPS's material issues | <input type="checkbox"/> High | <input type="checkbox"/> Medium | <input type="checkbox"/> Low | <input type="checkbox"/> Dissatisfied |
| • Alignment between PPS's sustainability strategy and sustainability performance | <input type="checkbox"/> High | <input type="checkbox"/> Medium | <input type="checkbox"/> Low | <input type="checkbox"/> Dissatisfied |
| • Suitability and reliability of content | <input type="checkbox"/> High | <input type="checkbox"/> Medium | <input type="checkbox"/> Low | <input type="checkbox"/> Dissatisfied |
| • Relevance to your interests and expectations | <input type="checkbox"/> High | <input type="checkbox"/> Medium | <input type="checkbox"/> Low | <input type="checkbox"/> 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/ Comment	SDGs
GRI 102: General Disclosures 2016	ORGANIZATIONAL PROFILE			
	102-1	Name of the organization	10	
	102-2	Activities, brands, products, and services	10-12	
	102-3	Location of headquarters	115	
	102-4	Location of operations	115	
	102-5	Ownership and legal form	12	
	102-6	Markets served	10-11, 18-21	
	102-7	Scale of the organization	10-12	
	102-8	Information on employees and other workers	111-113	SDG 8
	102-9	Supply chain	10-12	
	102-10	Significant changes to the organization and its supply chain	10-17	
	102-11	Precautionary principle or approach	41-45	
	102-12	External initiatives	29, 94-95, 98-102, 115-116	
102-13	Membership of associations	29, 56-57, 94-95		
STRATEGY				
102-14	Statement from senior decision-maker	6-9		
102-15	Key impacts, risks, and opportunities	6-9, 41-45		
ETHICS AND INTEGRITY				
102-16	Values, principles, standards, and norms of behavior	3-4, 13, 24-29, 39-45, 56-57	SDG 16	
GOVERNANCE				
102-18	Governance structure	27		
102-19	Delegating authority	24-29, 39-53, 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	3-4, 6-9, 46-53	SDG 16	
102-28	Evaluating the highest governance body's performance	50-61		
102-29	Identifying and managing economic, environmental, and social impacts	39-45	SDG 16	
102-32	Highest governance body's role in sustainability reporting	30-38		
102-33	Communicating critical concerns	30-38		

GRI Standard	Description		Page/Link/ Comment	SDGs
GRI 102: General Disclosures 2016	STAKEHOLDER ENGAGEMENT			
	102-40	List of stakeholder groups	30-38	SDG 8
	102-41	Collective bargaining agreements	30-31, 82-90, 111-113	
	102-42	Identifying and selecting stakeholders	30-38	
	102-43	Approach to stakeholder engagement	30-38	
	102-44	Key topics and concerns raised	30-38	
	REPORTING PRACTICE			
	102-45	Entities included in the consolidated financial statements	12, 110-111, 115	
	102-46	Defining report content and topic boundaries	39-45, 115	
	102-47	List of material topics	30-45	
	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	117-121		
102-56	External assurance			
ECONOMIC PERFORMANCE				
GRI 102: General Disclosures 2016	103-1	Explanation of the material topic and its boundary	22, 30-38, 110-114	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	22, 110-114	SDG 8, SDG 9, SDG 17
ANTI-CORRUPTION				
GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its boundary	28-29, 55	
	103-2	The management approach and its components		
	103-3	Evaluation of the management approach		
GRI 205: Anti-Corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	22, 28-29, 55-57	SDG 16
	205-3	Confirmed incidents of corruption and actions taken		

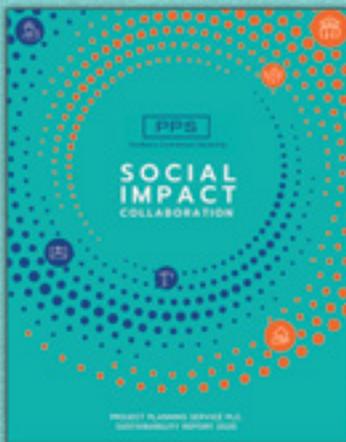
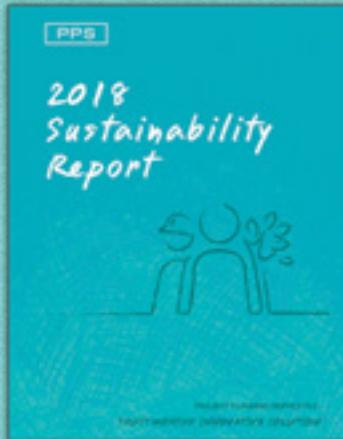


GRI Standard		Description	Page/Link/ Comment	SDGs
ENERGY				
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