PPS

INNOVATION FOR ALL SUSTAINABLE

2023
SUSTAINABILITY REPORT
PROJECT PLANNING SERVICE PLC.

SET
AA
ESG Ratings 2023

We believe that
"Excellent Engineers"
+
"Creative Innovation"

will be the key driving force for
"achieving Sustainability"

for all stakeholders,

both today and in the future.

Table of Contents
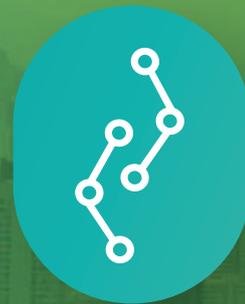
About This Report

This sustainability report presents the performance of Project Planning Services Public Limited Company (PPS) to communicate to stakeholders the progress of its sustainability plan and its commitment to continue implementing the plan in the future. The report is based on the company's business strategies, which focuses on sustainable management related to economic, social, and environmental issues. In the past year, PPS has continued to operate its business with social responsibility, both in its work processes and in its social activities.

This sustainability report covers the period from January 1, 2023 to December 31, 2023. It focuses on the implementation of the 2022-2027 Sustainable Development Master Plan and the disclosure of information following the GRI Sustainability Reporting Standards (GRI Standards) as the core indicator and ESG Metrics levels for companies listed on the Stock Exchange of Thailand. In addition, PPS also operates with strategic goals following the United Nations Sustainable Development Goals (SDGs). The company has selected issues that are relevant to its business and stakeholders and are presented in this report.

For further information

If you have any questions or suggestions,
please contact the Sustainable Strategy Development Task Force.

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PPS

Project Planning Services (Public Limited Company)

"The Company" or PPS provides engineering and construction management services for public and private projects in Thailand. The Company develops innovations and technologies to improve work efficiency and expand its service offerings and coverage area to meet business needs across the real estate and construction industries. PPS focuses on achieving stable and continuous growth while adhering to good corporate governance and taking responsibility for the environment and all stakeholders. This commitment is considered a key principle for PPS's sustainable business growth.

Mission

Create Best People
Building the People
Bring the best out of our people

Build and Sustain Partner Relationships and Trust
Building Accomplishments
Build and sustain partner's
trust and relationship

Build and Maintain Excellence
Building Innovation
Build and maintain excellence

Vision

A Partner for Sustainable Business

Value

"TDD by PPS"

T **Trustworthiness**
Trustworthy
and reliable.

D **Continuous Development**
Committed to
lifelong learning.

D **Doing Great by Being Good**
Achieving success
through ethical practices.

Message from the Chief of Executive Officer

and Chairman of Sustainability Strategy Development

"Plucking a flower shakes the stars." Every action we take has rippling effects, impacting not only ourselves but also others and the environment. This is especially true in today's business world. Every time we go to work, develop a new construction project, or interact with people and things, we leave our mark on the world. We impose a significant impact on people, society, nature, and the environment. We cause both intentional and unintentional harm, and the environmental impact goes beyond just dust and smoke from construction sites. Air and global emissions from carbon-intensive activities, known as carbon footprints, have a wide-ranging impact on the world, affecting the environment, climate, and natural disasters beyond our control. Today, the world faces the consequences of these problems, and they are coming back to "humans," the source of carbon footprints. It's a problem everyone, every organization, must be aware of and help solve.

PPS Group, a provider of construction management and control services for public and private projects, declares its intention to become a leader in achieving carbon neutrality by 2030. We strive for a brighter future based on PPS's core values: to be a role model and lead by example. Our first goal is carbon neutrality, and we're ready to move forward as a sustainability consultant providing consulting services on sustainability in construction starting in 2024.

In 2023, PPS Group began its journey to become a leading organization that uses innovations in its operations. This means making construction management more efficient, and reducing costs, time, travel time, and carbon. Examples include Holo Builder, which builds on PPS Project Live and Site Walk, which has been in operation for many years. It can track construction site work immediately, automatically, and more easily. The use of document management software like KANNA makes it easy to record documents, keep data from leaking, and save costs. It can be used to create forms to record quantities and activities in each department, which can then be used to measure carbon emissions and use them more easily. In addition, Sustainability Strategy Development task force has been established to achieve the carbon neutral 2030 target and to become a consulting business specializing in sustainability in construction and real estate.

The sustainability strategy is as follows:

1. **Building the People** : Establish a committee and team to measure greenhouse gas emissions, build team members to be certified as consultants and auditors, and pass the qualification standards of the Thailand Greenhouse Gas Management Organization (TGO). This will ensure accurate and verifiable measurement and assessment of greenhouse gas emissions, and help the team develop effective strategies to reduce and offset greenhouse gas emissions.

2. **Building Accomplishment** : Start a sustainability consulting project that will bring sustainability knowledge to the PPS Group subsidiaries and communicate from within to stakeholders to see the importance of doing business on a socially responsible basis. Promote development to achieve the Sustainable Development Goals (SDGs) of the United Nations (UN) altogether.

3. **Building Innovations** : The PPS Group's greenhouse gas reduction team has been sourcing innovative materials that reduce carbon from both production and use, such as carbon fiber cables made from sugarcane. The company's entry into the EV charger business also promotes the country's infrastructure and encourages the reduction of greenhouse gas emissions through electric vehicle adoption.

This leads to the first goal of achieving carbon neutrality by 2030 which is to establish a team to measure greenhouse gas emissions by converting various activities into universal units, namely tons of CO_2 equivalents. Establish a team to reduce greenhouse gas emissions and a team to offset greenhouse gas emissions. The three teams will work together to achieve the goals.

In terms of carbon offsetting, PPS Group has been working on community reforestation and sustainable development with environmental considerations. The company has hired the Care the Wild planting team to plant trees in Chiang Rai province where this reforestation project will be eligible for carbon credit in 2024.

As a representative of the Sustainability Strategy Development Committee, the Board of Directors, and all PPS employees, I would like to affirm that sustainability is a strategy for the continuity of our business. We also aim to create partnerships with other communities to achieve the goal of being a sustainable business partner.

PPS GROUP is committed to building people, accomplishments, and innovations to strive for sustainability.

(Dr. Phongthon Tharachai)

Chief Executive Officer

(Asst. Prof. Dr. Pisit Saeng-Xuto)

Chairman of Corporate Governance and Sustainability Strategy Development Committee

PPS Group's Business Overview

PPS Construction and Engineering Consultant

SAPATT Construction Sustainability Consultant

PPS

PPS Group's Business Overview

PPSI Construction Innovation Consultant

Real Estate Joint Investment Projects

DESIGN MANAGEMENT

TENDER MANAGEMENT

1

F.S.

2

3

ENGINEER SERVICE

CM

PM

ADDITIONAL SERVICE

LEGAL SERVICE SCHEDULE

DESIGN
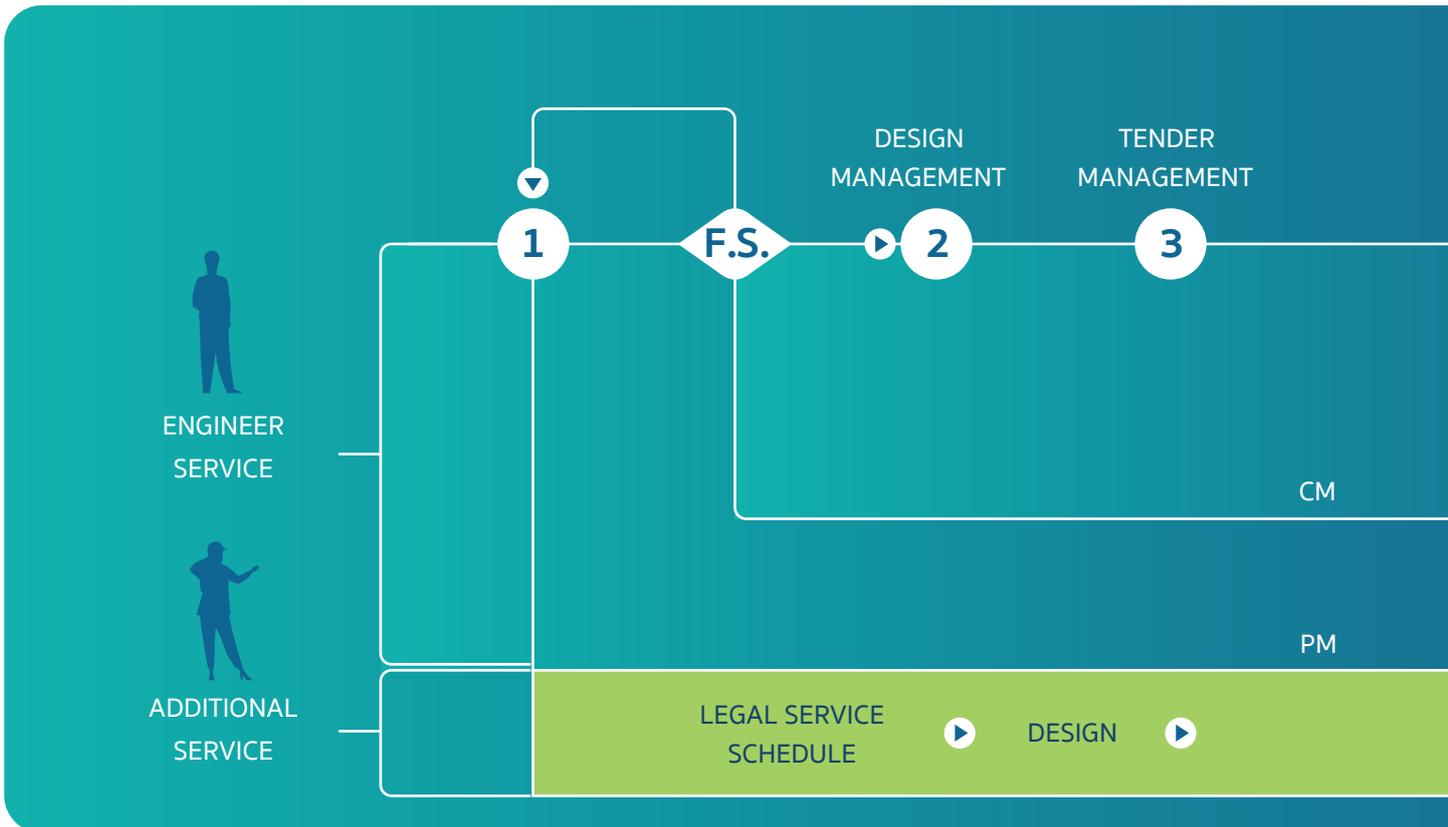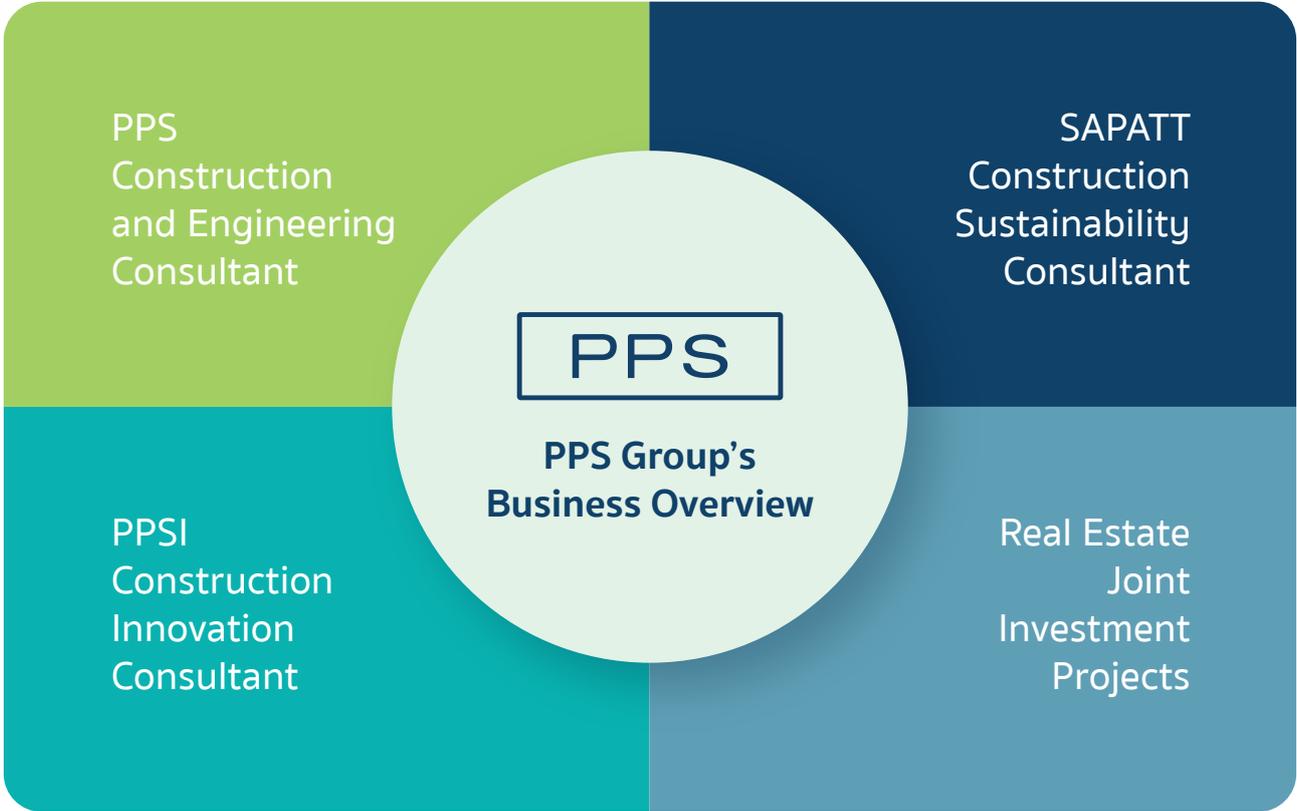
PM PROJECT MANAGEMENT
CM CONSTRUCTION MANAGEMENT

CS CONSTRUCTION SUPERVISION
FM FACILITIES MANAGEMENT

Project Planning Services Public Limited Company (PPS) has been providing construction project management service for over 37 years. We leverage our engineering expertise to act as a mediator between clients, designers, contractors, and partners. We are committed to setting and maintaining high standards in Thailand's construction industry. As the first engineering consultant to receive ISO certification, we continuously develop and improve our quality management system. This ensures projects are delivered with high quality, cost-effectiveness, and on time, exceeding client expectations.

PPS continuously develops working methods and incorporates innovative technologies. This enhances work efficiency, creates value, and provides a competitive advantage. We also strive to develop new services continuously to drive growth through investment expansion in both public and private sectors. With expertise and experience, PPS has successfully completed over 700 projects for both public and private clients. These projects include infrastructure development, for instance airports, mass transit systems, and expressways; high-rise buildings, for instance office buildings, residential buildings, hotels, and mixed-use developments; shopping malls and retail stores; hospitals and healthcare facilities; educational institutions; historical sites and special buildings.

For the past year, we've continuously worked on various huge projects including the construction of Ramathibodi Hospital, Nakhon Thon 2 Hospital, Thiraporn Hospital, and Inz Eye Hospital. We have also undertaken several heritage building conservation projects, such as the restoration of Sanam Chandra Palace with services covering the entire project lifecycle, from project initiation to maintenance.
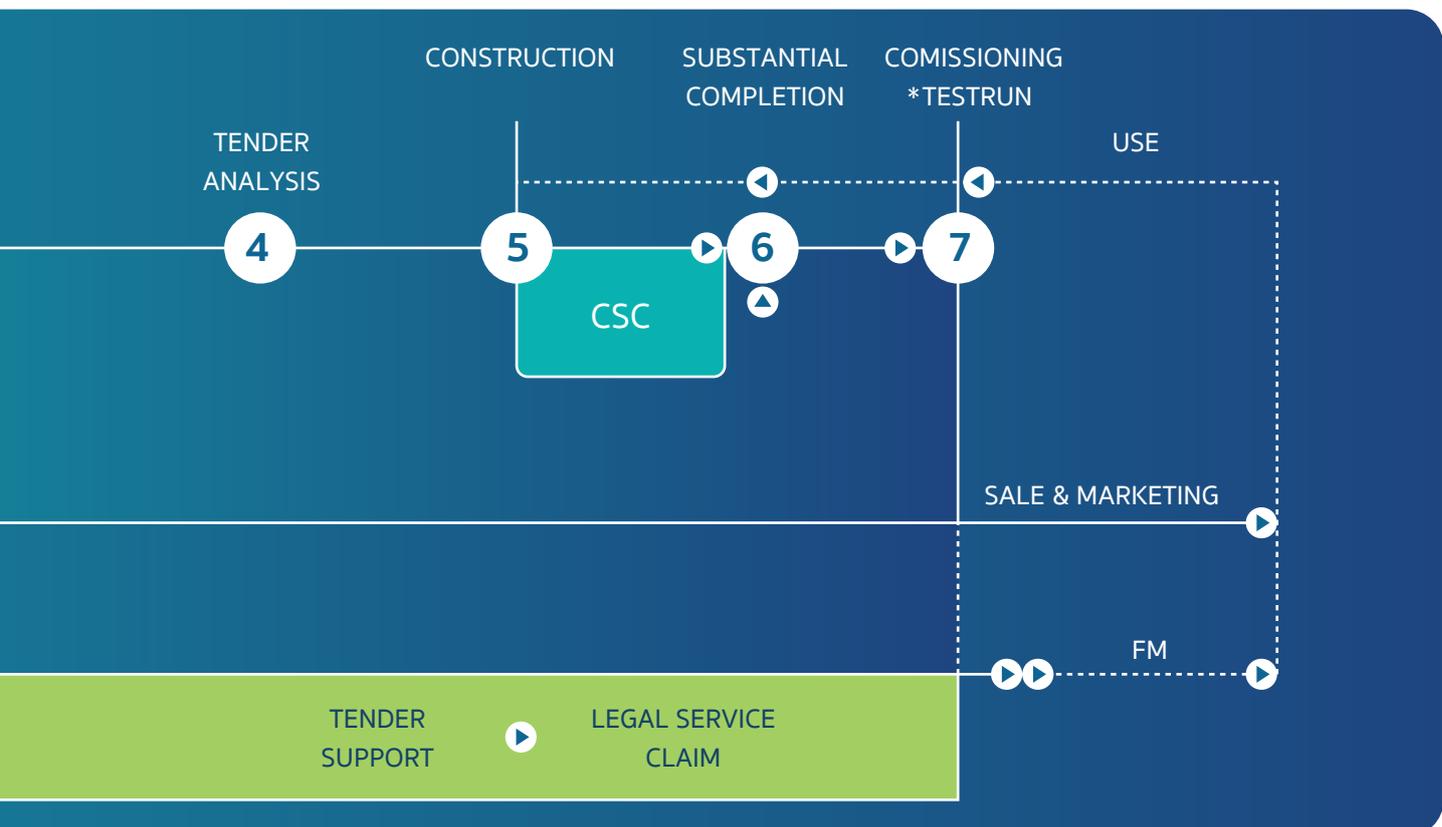
PMC	PROJECT MANAGEMENT CONSULTANT	**CSC** CONSTRUCTION SUPERVISION CONSULTANT
CMC	CONSTRUCTION MANAGEMENT CONSULTANT	**FMC** FACILITIES MANAGEMENT CONSULTANT (O+M)

PPS Group Shareholding Structure

List of companies under Project Planning Services
Public Limited Company

Construction-related Businesses

60%

SPP Development (SPP) - Registered capital: 1.00 million baht
Business : Smart building energy, smart city

50.99%

PPS OneWorks (PPSOW) - Registered capital: 10.00 million baht
Business : Design and construction project management,
quantity surveying (QS), building information
modeling (BIM)

PPS Public Limited Company

Listed on the Market for Alternative Investment (MAI)

Business type: Real estate and construction (PROPCON)

Date of establishment: June 25, 1988

Number of permanent employees: 354 (as of December 30, 2023)

Registered capital: 279,452,921 baht

Real Estate Development Businesses

99.99%

Project One Property Development (P1) - Registered capital: 20.00 million baht
Business : Real estate development

52.98%

Project Two Property Development (P2) - Registered capital: 1.00 million baht
Business : Land buying and selling

50.98%

Project Three Engineering Co., Ltd. (P3) - Registered capital: 1.00 million baht
Business : Real estate development, consulting, construction control,
and management including acting as a manager of benefits
and overseeing real estate assets and rights

Facility Management Related Businesses

95%

PPS Innovation Co., Ltd. (PPSI) - Registered capital: 10.00 million baht
Business : IT Media and advertising production services
and construction software services

Business Performance Overview 2023

What we achieved in 2023

The company operates in a business that requires high expertise and trust. It must have a portfolio of past projects to support its bid for future projects. This gives PPS, with over 37 years of experience in the consulting engineering business, a significant advantage over new players.

Key performance indicators in the past year:

- The company is profitable for the second consecutive year after the COVID-19 pandemic.

- The company's cash flow has improved, allowing it to start repaying some of its principal debt.

- The company was able to clear its accumulated losses and start paying dividends in 2023.

1.   We are committed to continuously developing risk prevention and stakeholder care. We have zero-tolerance policy for corruption and has been included in the Thailand Sustainability Index for several years. We have also received continuous certifications of the highest level from various institutions. In 2023, the company received a 5-star CG Scoring award for the 9th consecutive year. We have been in business for 37 years and has received a full score of 100 from the AGM Checklist 2023 assessment assessed by the Thai Investors Association. Additionally, the company is certified by the Collective Action Coalition Against Corruption (CAC).

Sustainability Dimension

We have demonstrated our potential for sustainable business operations through recognition from leading organizations in the country.

- Ranked in the THSI index (Thailand Sustainability Index) for 8 consecutive years.

- Received the Highly Commended Sustainability Awards for the 5th year from the Stock Exchange of Thailand at the SET Awards 2023.

- Received the Sustainability Disclosure Recognition Award at the 2022 Sustainability Disclosure Awards Ceremony by the Thaipat Insitute.

- Opened a TVER-Credit account with Thailand Greenhouse Gas Management Organization (PLC) and has purchased carbon credits to offset our operational activities. We have set a target of carbon neutrality by 2030.

PPS is committed to continuous development using sustainable strategies to drive business growth and become a leader in sustainability in the construction industry.

2. The company is committed to continuous development, understanding business and economic trends, and always looking for new business opportunities.

Operating results and indicators in the past year:

- Became a distributor and trainer for the construction management software KANNA from Japan. The company uses the software internally and has sold it to individuals and external companies in 2023. In 2024, we will develop KANNA reports to improve customer access and use.

- Developed new innovative products to support our services: Project Live 360. This builds upon Project Live, a construction inspection program for controlling work plans and reporting real-time progress.

- Introduced Holo Builder for easier site management. Unlike Project Live 360, it does not require taking pictures and waiting for processing. With a 360-degree camera, the program allow for site viewing, work coordination, and response within the program.

- Generates revenue from Virtual 360, a service that creates virtual spaces to support sales and marketing for customers. This eliminates the need for investment in construction through the usage of online sales galleries.

Awards
and Honors 2023

The company received a 5-star (Excellent) rating in 2023 CG for the 9th consecutive year from Thai Institute of Directors (IOD) with the support of the Stock Exchange of Thailand (SET).

The company received a full score of 100 (5 stars) for the 5th consecutive year from the "AGM Checklist 2023" an assessment of the quality of shareholder meetings conducted by Thai Investors Association.

The company received the Sustainability Disclosure Recognition Award, presented to organizations that disclose sustainability information that is beneficial to their stakeholders, at the Sustainability Disclosure Awards 2023 Ceremony by Thaipat Institute.

The company received the Highly Commended Sustainability Awards for listed companies on the Market for Alternative Investment (MAI) at the SET Awards 2023. This is the 5th year that we have received this award.

The company was awarded an AA rating (for the first year) 2023 SET ESG Ratings assessment, which is the highest ranking in its category. The SET ESG Ratings is a new rating system introduced by the SET in 2023, replacing the previous Thailand Sustainable Investment (THSI) index.

*In 2022, the company was included in the THSI (Thailand Sustainability Index) for the 8th consecutive year.

Internal Awards and Honors 2023

Run For Love

The company encourages employees to run and accumulate distances as part of the "Happiness Index for Sustainability" initiative.

The activity is divided into 2 total accumulated distances including 200 kilometers within 3 months and 2,023 kilometers within one year to win a coin in myPPS, running shirts, and jackets from the activity. In 2023, there were 89 runners with a total accumulated distance of 34,897.66 kilometers. The top 3 runners will receive trophies thus, it has increased the total running distance from 15,503 kilometers in 2022 to 34,897.66 kilometers in 2023 and an increase in index from 97.69% to 107.50%, an increase of 10.0420%.

CSR Award

This project is part of the environmental activities and aims to raise awareness of carbon reduction to achieve carbon neutrality by 2030. All employees is required to be aware and involved.

Therefore, PPS has organized a waste-for-goods exchange project called "Waste exchange for a full stomach" to sort waste before disposal. In addition to making waste disposal easier, those who bring waste to exchange will also receive goods in return. This also helps to reduce the amount of carbon emissions from landfilling by up to 246.56 tons of CO_2e. In 2023, the project that received the award was the project for Central Nakhonpathom.

Innovation Award

PPS supports the use and development of innovation within the company. Therefore, to encourage all employees in all departments to be aware of and use it, as well as to extend it to stakeholders in the department, thus in 2023, the company introduced KANNA and Holo Builder work support technologies. Therefore, there are awards to promote and encourage employees who have cooperated, with 3 sites that have been awarded altogether.

Customer Satisfaction Award

The most valuable compliment is a compliment from the customer. Therefore, PPS has created an award to honor these departments called the Customer Satisfaction Award, an award to the site that receives the highest customer evaluation score each year. In the past year, the average evaluation score was 8.2. The site that received the highest customer evaluation score of 9.5 was the Emsphere department store under The Mall Group.
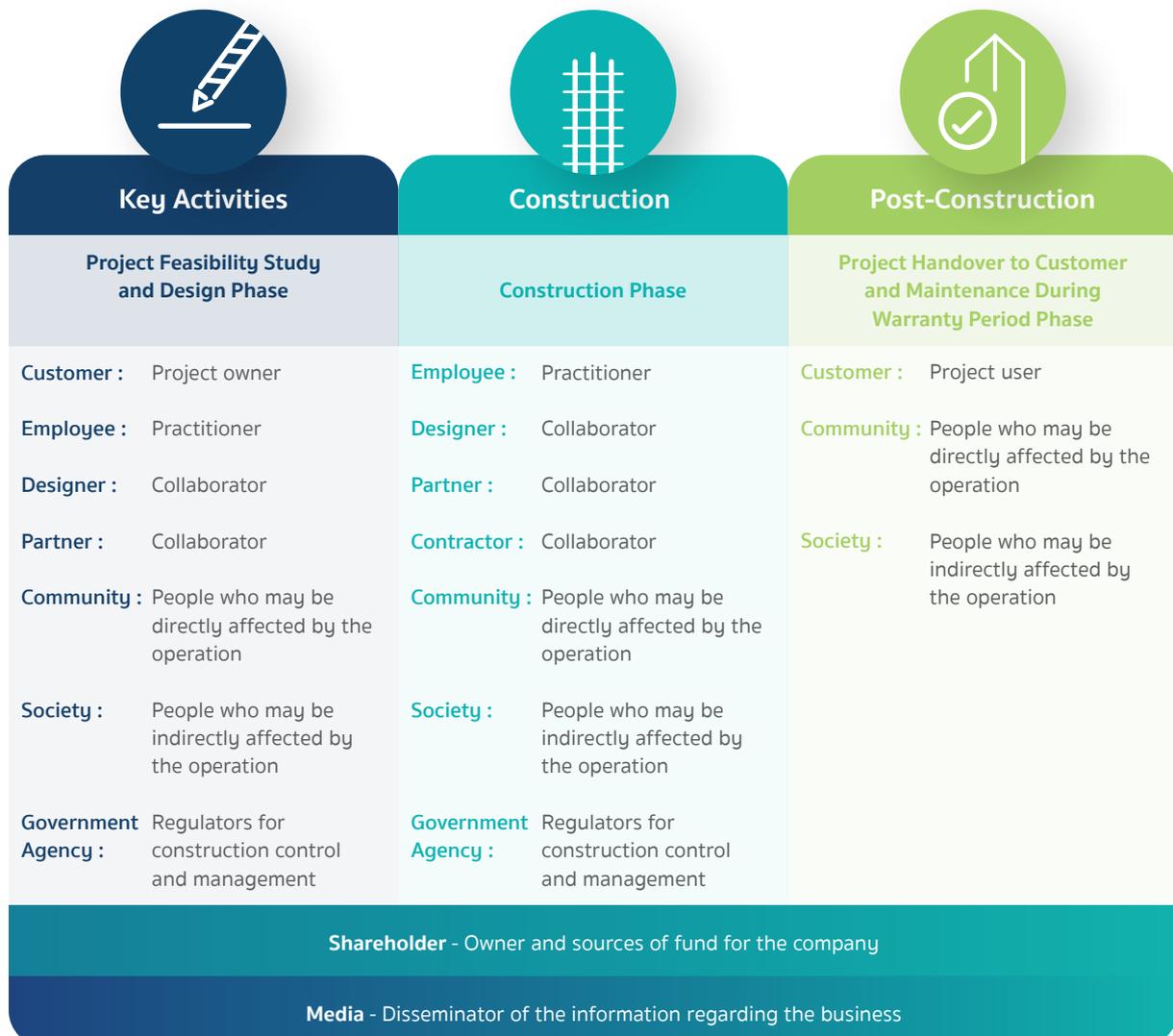

Continuous Development Training Award

As PPS is committed to becoming a PPS Academy training institute, it is necessary to develop instructors. This year, in addition to awarding employees who have continuously developed themselves and applied it in practice, the company has also added an award category for instructors.

Stakeholders Management

Sustainable Value Chain

PPS focuses on conducting business under the principles of good corporate governance with responsibility for the environment and society in every business process. Therefore, we have implemented a sustainable development approach to manage the supply chain from the beginning to the end, resulting in a network of good corporate governance that creates participation in expressing opinions and developing potential in operations, enhancing competitive potential, fostering business relationships, and leading to sustainability throughout the service cycle.

We have analyzed the stakeholders of the organization by considering the relevancy within the business value chain, starting from the beginning of the project planning and feasibility study before construction and the design phase, construction phase, and handover to the customer, up to the maintenance phase during the warranty period after the completion of the construction. We evaluate the relevance and impact of the operation among each stakeholders as follows.

Key Activities	Construction	Post-Construction
Project Feasibility Study and Design Phase	**Construction Phase**	**Project Handover to Customer and Maintenance During Warranty Period Phase**
Customer : Project owner	**Employee :** Practitioner	**Customer :** Project user
Employee : Practitioner	**Designer :** Collaborator	**Community :** People who may be directly affected by the operation
Designer : Collaborator	**Partner :** Collaborator	**Society :** People who may be indirectly affected by the operation
Partner : Collaborator	**Contractor :** Collaborator	
Community : People who may be directly affected by the operation	**Community :** People who may be directly affected by the operation	
Society : People who may be indirectly affected by the operation	**Society :** People who may be indirectly affected by the operation	
Government Agency : Regulators for construction control and management	**Government Agency :** Regulators for construction control and management	

Shareholder - Owner and sources of fund for the company

Media - Disseminator of the information regarding the business

PPS's Work Presentation and Service Delivery Process
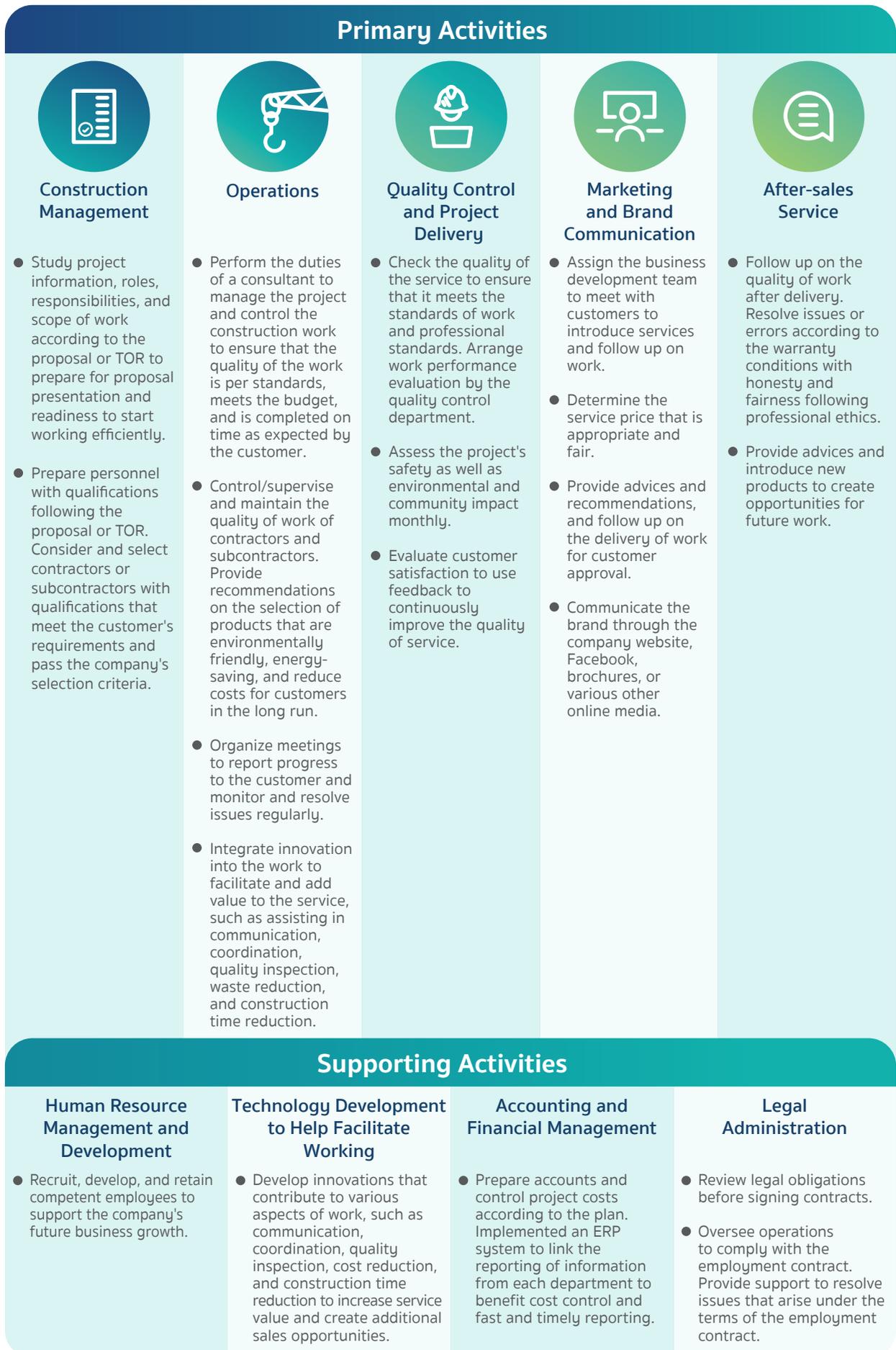
The company receives work from both public and private organizations, following these steps:

Project Owner (Private organizations)	Project Owner (Government agencies)
Receive letters inviting PPS to present services and participate in bidding.	Look for procurement/hiring announcements in media and on agency websites.
▼	▼
PPS meets with the project owner to discuss project details.	PPS receives project requirements documents (Terms of Reference: TOR).

Client contacts PPS directly

▼

PPS selects and assigns work
to the Project Director (PD).

▼

PD presents the proposal that includes scope of work,
work plan, personnel, and professional service fee to
PPS executive management team.

▼ PPS executives approve the proposal
that will be sent to the client
(private organization).

▼ PPS executives approve the proposal
for the bidding following the process
of a government agency

▼

PPS's executive and PD present the proposal
to the client and negotiate the conditions
and professional service fee.

▶ Record client and project data. **No**

Yes (Agree to sign the contract) ▼

Client and PPS sign
the hiring contract.

▼

PPS starts working in accordance with the contract.

▼

PPS's accounting department sends invoices and collects professional service fees from the client.

Activities in the Value Chain

Primary Activities

Construction Management

- Study project information, roles, responsibilities, and scope of work according to the proposal or TOR to prepare for proposal presentation and readiness to start working efficiently.

- Prepare personnel with qualifications following the proposal or TOR. Consider and select contractors or subcontractors with qualifications that meet the customer's requirements and pass the company's selection criteria.

Operations

- Perform the duties of a consultant to manage the project and control the construction work to ensure that the quality of the work is per standards, meets the budget, and is completed on time as expected by the customer.

- Control/supervise and maintain the quality of work of contractors and subcontractors. Provide recommendations on the selection of products that are environmentally friendly, energy-saving, and reduce costs for customers in the long run.

- Organize meetings to report progress to the customer and monitor and resolve issues regularly.

- Integrate innovation into the work to facilitate and add value to the service, such as assisting in communication, coordination, quality inspection, waste reduction, and construction time reduction.

Quality Control and Project Delivery

- Check the quality of the service to ensure that it meets the standards of work and professional standards. Arrange work performance evaluation by the quality control department.

- Assess the project's safety as well as environmental and community impact monthly.

- Evaluate customer satisfaction to use feedback to continuously improve the quality of service.

Marketing and Brand Communication

- Assign the business development team to meet with customers to introduce services and follow up on work.

- Determine the service price that is appropriate and fair.

- Provide advices and recommendations, and follow up on the delivery of work for customer approval.

- Communicate the brand through the company website, Facebook, brochures, or various other online media.

After-sales Service

- Follow up on the quality of work after delivery. Resolve issues or errors according to the warranty conditions with honesty and fairness following professional ethics.

- Provide advices and introduce new products to create opportunities for future work.

Supporting Activities

Human Resource Management and Development

- Recruit, develop, and retain competent employees to support the company's future business growth.

Technology Development to Help Facilitate Working

- Develop innovations that contribute to various aspects of work, such as communication, coordination, quality inspection, cost reduction, and construction time reduction to increase service value and create additional sales opportunities.

Accounting and Financial Management

- Prepare accounts and control project costs according to the plan. Implemented an ERP system to link the reporting of information from each department to benefit cost control and fast and timely reporting.

Legal Administration

- Review legal obligations before signing contracts.

- Oversee operations to comply with the employment contract. Provide support to resolve issues that arise under the terms of the employment contract.

Value Chain Stakeholders' Analysis

The company has analyzed the supply chain and divided stakeholders into 8 main groups. To achieve efficient business operations, the company has created opportunities for stakeholders to participate through various channels, such as organizing meetings, activities to listen to opinions, surveys, etc. This is to reaffirm that the company and stakeholders have the same perspectives, perceptions, and understanding of various issues that have arisen, including urgency prioritization and to manage expectations and actions towards stakeholders appropriately in the future.

Stakeholders Engagement

Employees

Engagement Level : Stakeholder Level 1 (Internal)
- Permanent employees
- Outsourced employees

Methods	Expectations	Responses to Expectations	Results
• Exchange of ideas and feedback between management and employees through monthly project meetings. Employee feedback is collected and considered in the meetings of the Board of Directors. • Organize an annual employee satisfaction survey. • Gather feedback and complaints through various direct and indirect communication channels, such as Line, PPS's Facebook account, letters, website (http://www.pps.co.th), and Whistleblower system.	• Career advancement and job security • Compensation and benefits • Learning and development opportunities • Safety in the workplace • Fair and equal treatment • Opportunities to provide feedback	• Improved salary structure and career paths to provide employees with more opportunities for career advancement. • Regularly reviewed and managed compensation and benefits structure to ensure that they are competitive and meet employee expectations. • Designed a human resource development plan to maximize potential and retain talented employees. • Implemented a safety and occupational health system to ensure a safe working environment for employees. • Treated all employees fairly and equally. • Organized activities to build employee engagement and morale.	• Employee satisfaction and engagement survey results was at 81% (conducted 5 surveys/year). • The employee turnover rate was at 16.1%. • Employees had an average of 21.62 training hours per employee per year, totaling 8,040 hours. • ISO was upgraded to the latest version 9001:2015 to ensure quality control and safety. • The company established an internal audit team and safety assessors to control and evaluate quality and safety in all of the company's construction projects. • As a result of the implementation of the safety policy, there were no serious accidents leading to work disruption or work-related accidents.

Customers

Engagement Level : Stakeholder Level 2 (Collaborate in a Project)
- Public sector
- Private sector

Methods	Expectations	Responses to Expectations	Results
- Arrange at least one monthly project meeting. - Visit client at least once a year per client. - Conduct an annual customer satisfaction survey to gather feedback and improve the quality of its services. - Collaborate with clients to develop new services. - Gather customer feedback and complaints through various direct and indirect communication channels, such as post-service feedback surveys, letters, websites (http://www.pps.co.th), and Whistleblower system.	- Good work quality - Reasonable price - On-time delivery - Ability to provide advice and resolve problem. - Safety of construction work - Transparency throughout the work process. - Compliance with laws and professional ethics.	- Operated professionally following international standards. - Committed to providing customer-centric service and ensuring high customer satisfaction. - Continuously improves its work process to achieve maximum efficiency. - Complied with all terms and conditions of the contracts strictly and fairly. - Operated under an anti-corruption policy.	- Customer satisfaction survey results was at 85%. - Customers trusted and have confidence in the company's operations. - Increased in number of new customers from referrals. - Received few complaints from customers, and all complaints are resolved to the satisfaction of both parties.

Partners

Engagement Level : Stakeholder Level 2 (Collaborate in a Project)

- Professional associates
- Contractors
- Suppliers
- Partners
- Designers

Methods	Expectations	Responses to Expectations	Results
• Arrange at least one project meeting per month. • Visit and meet with partners to exchange ideas and feedback at least one time per year per company. • Gather partners' feedback and complaints through various direct and indirect communication channels, such as letters, website (http://www.pps.co.th), and Whistleblower system.	• Long-term value creation and cooperation. • Fair and transparent business practices.	• Strived to build trust with partners by delivering efficient and standardized operations. • Committed to developing and expanding its business to achieve continuous growth and become a leader in the industry. • Complied with all terms and conditions of contracts strictly and fairly. • Treated all partners equally, transparently, and fairly, and does not solicit, accept, or tolerate any improper benefits. • Operated under an anti-corruption policy. • Promoted activities to develop service quality, such as organizing training and seminars to improve knowledge and work efficiency. Collaborated with partners to develop new services and innovations to streamline the work processes.	• Partners trusted and have confidence in the company's operations. • There were no complaints from partners. • There were no cases of paying, soliciting, accepting, or tolerating any improper benefits in commercial transactions. • Developed innovations that help streamline the work processes, such as the KANNA document control system and the use of Halo Builder to replace the previous program. These innovations help improve progress reporting, 360-degree work monitoring, and data backtracking, which helped with the approval and problem-solving promptly.

Communities

Engagement Level : Stakeholder Level 2

(Provide an Opportunity for the Community to Participate in the Project)

Methods	Expectations	Responses to Expectations	Results
• Visit community to assess community impact and needs regularly once every quarter.	• Effective safety and environmental impact management.	• Conducted community needs and impact assessments.	• Earned acceptance from the community for business operations.
• Organize various activities to support and promote community-organization engagement.	• Quick and efficient complaint management.	• Strived to build good relationships between community members and the company.	• Community members had a better understanding of engineering and mechanical works.
• Conduct surveys to gather complaints and feedback 1 time per year.	• To participate in the sustainable development of the community.	• Operated professionally based on international standards.	• Successful implementation of the company's sustainability project with the cooperation of all sectors.
• Communicate with the community accurately and timely through various channels.	• To provide assistance and support in various aspects.	• Implemented a systematic environmental and safety management system.	• Underprivileged groups have access to education and self-development opportunities.
• Act as a partner, providing advice, and promotes community development through CSR initiatives.		• Organized knowledge-sharing activities to raise awareness and understanding among community members.	• No serious complaints or impacts had disrupted the company's operations.
		• Implemented various sustainable development projects covering economic, social, and environmental aspects to contribute to the sustainable development of the community.	
		• Supported and promoted the community through various projects, activities, and foundations.	

Government Agencies

Engagement Level : Stakeholder Level 2 (Self-owned Projects)

Methods	Expectations	Responses to Expectations	Results
● Hold monthly meetings and progress reporting sessions with government agencies and local authorities. ● Join the government networks. ● Government agencies can file complaints through PPS complaint channels or the Whistleblower system.	● Collaborate in a systematic plan development based on government plans, policies, and measures, and the company's operational plan. ● Impact and situation assessment and collaboration in problem-solving.	● Complied with all relevant business laws. ● Communicated and participated in meetings with government agencies and local authorities to build awareness and understanding. ● Organized activities to promote collaboration with government agencies and other relevant stakeholders.	● Complied with relevant laws, thus business operations are carried out according to plan. ● Business operations were accepted by the government agencies. ● Coordinated and cooperated with government agencies in areas related to its business operations, and participated in community development initiatives. ● There were no serious complaints or impacts that have disrupted business operations.

Societies

Engagement Level : Stakeholder Level 3
(Not directly involved in projects but has an influence on business operations)

Methods	Expectations	Responses to Expectations	Results
• Organize various activities to support and promote community-organization engagement. • Gather feedback and suggestions through its communication channels, such as letters, website (http://www.pps.co.th), and Whistleblower system.	• Effective management of energy and the environment. • Access to useful information that can be applied to various situations. • Support and assistance in various aspects.	• Operated professionally based on international standards. • Implemented systematic and efficient energy and environmental management to maximize benefits. • Organized knowledge-sharing activities, such as the White Engineer Facebook page, Chang Muns Blog, Animation, and Tips and Tricks with Uncle P. • Supported and promoted society through various activities and projects.	• The company's activities were continuously accepted and supported by society. • The company's systematic energy and environmental management had improved its corporate image. • The public had better understanding of engineering and mechanical works. • PPS Academy had been certified by the Council of Engineering Thailand while training courses offered for employees and the public to develop engineering skills has produced over 3,456 Continuing Professional Development (CPD) units.

Shareholders/Investors

Engagement Level : Stakeholder Level 1
(Not directly involved in projects but has an influence on business operations)

Methods	Expectations	Responses to Expectations	Results
• Arrange an annual general meeting of shareholders. • Provide accurate and timely information to investors/shareholders. • Communicate with investor relations. • Organize analyst's meetings 2 times per year. • Participate in roadshows to meet with investors 2 times per year. • Report performance results through annual reports and sustainability reports. • Gather feedback and suggestions through the company's communication channels, such as letters, website http://www.pps.co.th, and Whistleblower system.	• Return on investment • Good and continuously growing business performance. • Business sustainability • Transparency and accountability • Prompt, accurate, and complete disclosure of information for decision-making.	• Built trust with shareholders/investors. • Developed a sustainable business plan. • Developed and expanded the business for continuous growth and to become the industry leader. • Provided various communication channels for shareholders/investors to reach out to the company. • Disclosed accurate, complete, and timely information for decision-making.	• Shareholders/investors trusted and have a good relationship with the company. • Maintained good business performance and profit margin continuously. • Received various awards from credible external organizations such as the Stock Exchange of Thailand, the Council of Engineering Thailand, Thaipat Institute, and the Thai Private Sector Collective Action Coalition Against Corruption.

Media

Engagement Level : Stakeholder Level 3
(Not directly involved in projects but has
an influence on business operations)

Methods	Expectations	Responses to Expectations	Results
• Communicating business plan progress and performance results at least 1 time per quarter.	• Prompt, accurate, complete, and verifiable information.	• Disclosed business information promptly, accurately, completely, and verifiably.	• Earned acceptance from the media with the publishing of positive news and corporate brand image.
• Media interviews with executives/investor relations.	• Participation in the disclosure of business information and operations that meet expectations.	• Created communication channels that provide easily accessible and credible information.	
• Participating in Opportunity Day 2 times per year.		• Gathered feedback through various communication channels.	
• Organize Media Appreciation event 1 time per year.			
• Various communication channels of the organization, such as letters, website http://www.pps.co.th, and Whistleblower system.			

Technology has
lifted humans
from Stone Age
quality of life,
however,
climate change
has the potential
to take us back to
"the Stone Age way of life."

- William Haus -

SUSTAINABILITY FRAMEWORK

Our Approach to Sustainability

Our vision for sustainable development is to ensure that our business can coexist with the community, society, and the environment in a mutually beneficial manner. We operate our business ethically, with transparency, honesty, and integrity. The company's board of directors has established a Corporate Governance and Sustainability Strategy Development Committee to oversee ethics in our business operations. We have also developed a Sustainable Development Roadmap (SD Roadmap) and are committed to achieving our goals. In addition, we have selected employees to join the Sustainable Strategy Development task force, which consists of employees from the Quality Control Department, Human Resources and Organizational Development Department, Innovation Research and Innovation Development Department, and Corporate Communications Department. They are involved in brainstorming ideas for organizational development and acting as a central point for communicating sustainability policies. This ensures that all employees in the company understand the policies, follow them, and participate in activities to develop the business alongside helping society and the environment. This creates a foundation for sustainability that all employees are involved in developing together.

**Driving Sustainability Policy
to Employees at all Levels**

Organizational Structure

Board of Directors

- Company Secretary
- Compensation and Benefits Committee
- Corporate Governance & Sustainability Strategy Development Committee
- Executive Committee
- Risk Management Committee
  - Risk Management Department
- Audit Committee
  - Internal Audit Department
  - Compliance Department

Chief Executive Officer
- Executive Secretary

Deputy Chief Executive Director
- Legal Counsel
- Investor Relations
- Sustainble Strategy Development Task Force

- Innovation Business
  - PPS Innovation
- Real Estate Business
  - Project One
- Construction Project Management Business
  - PPS OneWorks
- Construction Project Management Business
  - PPS
- Business Development and Strategy
  - Business Development and Strategy
- Support Function
  - Finance Department
- Support Function
  - Central Administration Department

- Customer Relations Department
- Human Resources and Organizational Development Department
- Accounting and Finance Department
- Central Administration Department

Note: The Board of Directors approved the revised organizational structure at its meeting No. 5/2019 on November 14, 2019, and it has been in effect since November 15, 2019.

Comparison of Sustainability Performance

PPS has assessed sustainability issues by considering key factors affecting its business operations. This includes analyzing business goals and plans through a SWOT analysis, as well as external factors such as stakeholder expectations, global development goals, and industry trends. The company collects input and expectations from internal and external stakeholders and analyzes them.

The Corporate Governance and Sustainable Strategy Development Committee then considers the results. It prioritizes issues based on their impact on stakeholders and the company in the economic, social, and environmental dimensions. PPS manages and addresses sustainability issues following the Global Reporting Initiative (GRI) Standards.

Identifying Key Issues	Prioritization	Validation and Review of Sustainability Issues for Continuous Development
The Sustainability Strategy Development Task Force Team collects key issues affecting the organization's sustainability, considering business strategy, SWOT, business risks, stakeholder feedback and expectations, and other reliable sources of information. These include: ● The UN Sustainable Development Goals (SDGs) ● The Global Reporting Initiative (GRI) ● Global trends ● Issues that has an effect on business operations within the industry for instance, real estate, construction, education, and innovation industry	The Sustainability Strategy Development Task Force filters out the key sustainability issues collected and conducting a survey regarding sustainability issues prioritization to assess stakeholder's feedback and expectations.	Key sustainability issues are presented to the Corporate Governance and Sustainability Strategy Development Committee for validation and confirmation of prioritization, considering the level of influence on economic, social, and environmental impacts, as well as stakeholder decisions. The issues are reviewed annually for effective management.

PPS
Promise to become
Carbon Neutral
by
2030

Moving Towards Becoming a Sustainability
Consultant in Construction Work

Aiming for a Sustainable Development

PPS Group declares our commitment to becoming a carbon-neutral organization by 2030. This will be achieved through a sustainability framework that focuses on building a role model and leveraging our existing expertise as a construction consultant. Thus, PPS aims to equip our employees with the knowledge and skills to integrate sustainability principles into their consulting projects allowing our projects and our partner projects to be conducted sustainably.

This will be done through the PPS Academy as a tool and operated through our subsidiary company, SAPATT Project Co., Ltd, with an expertise in energy management. We will leverage on this expertise to achieve carbon neutrality through initiatives such as greenhouse gas emission management, and conversion of energy consumption to carbon equivalent unit. These data collected directly and through our partner will be used to develop a carbon reduction and offset plans.

PPS aims to become a leading sustainability consultant in the construction industry. This will involve providing clients with advice on how to reduce the environmental impact of their projects.

Construction Management Goals

1) To improve the ISO 9001 system to include the use of the following technologies, KANNA, a document management system; and HoloBuilder, an inspection and 360-degree documentation system. This will be done by incorporating construction work into the Work Instruction, ensuring that the PPS System is consistent and clear in its work processes. We also aims to incorporate technology and environmental and stakeholders management in the process.

2) To train staff and supervisors regarding the impacts and new standards to ensure that employees understand, follow, and pass on knowledge to others.

Sustainable Construction Development Goals

1) PPS, a subsidiary of PPSI, is the sole distributor and training and service center for KANNA construction management software from Japan. KANNA is an application that helps manage coordination and collect reports on construction sites in digital file format. It is currently being installed and used in several leading construction companies in Thailand.

2) PPS manages its own data using PPS Drive via NAS Storage and aims to develop a system to further extend the network and add as PPS's new services.

3) PPS has implemented the HoloBuilder construction inspection system, to replace the company's previously used Project Live 360 system. Currently, all of our construction projects are on the HoloBuilder system, which allows us to work more efficiently, reduce working time, reduce errors and arguments, and free from disputes.

4) The company aims to be certified to the ISO IT standard or ISO 27000, which is an international standard for managing IT services.

Sustainable Development Strategy

For business operations to be in line with the sustainable development policy and goal, we have been constantly rethinking and developing our business strategies to be up to date with the current situation, but preserve our long-maintained organizational culture that emphasizes transparency, directness, and professionalism for over 37 years.

Sustainable Development Framework PPS: Universe

PPS's view of sustainability is development that expands indefinitely, like a universe that has no end. It has the Sun as the central point of origin and passes on progress towards the right direction by being the role model. Thus, our sustainable development approach is called the PPS Universe, which emphasizes human resource and organizational development as the priority. Then, sending out our people to share their knowledge and skills to develop projects for the surrounding communities and society. This expansion is like a mirror that allows the community and society to see, understand, and get to know the true identity of PPS which includes being 'well-equipped', with expertise in our profession and being 'good', with ethical practices in our work. This gives customers, shareholders, and stakeholders confidence and builds trust in the company.
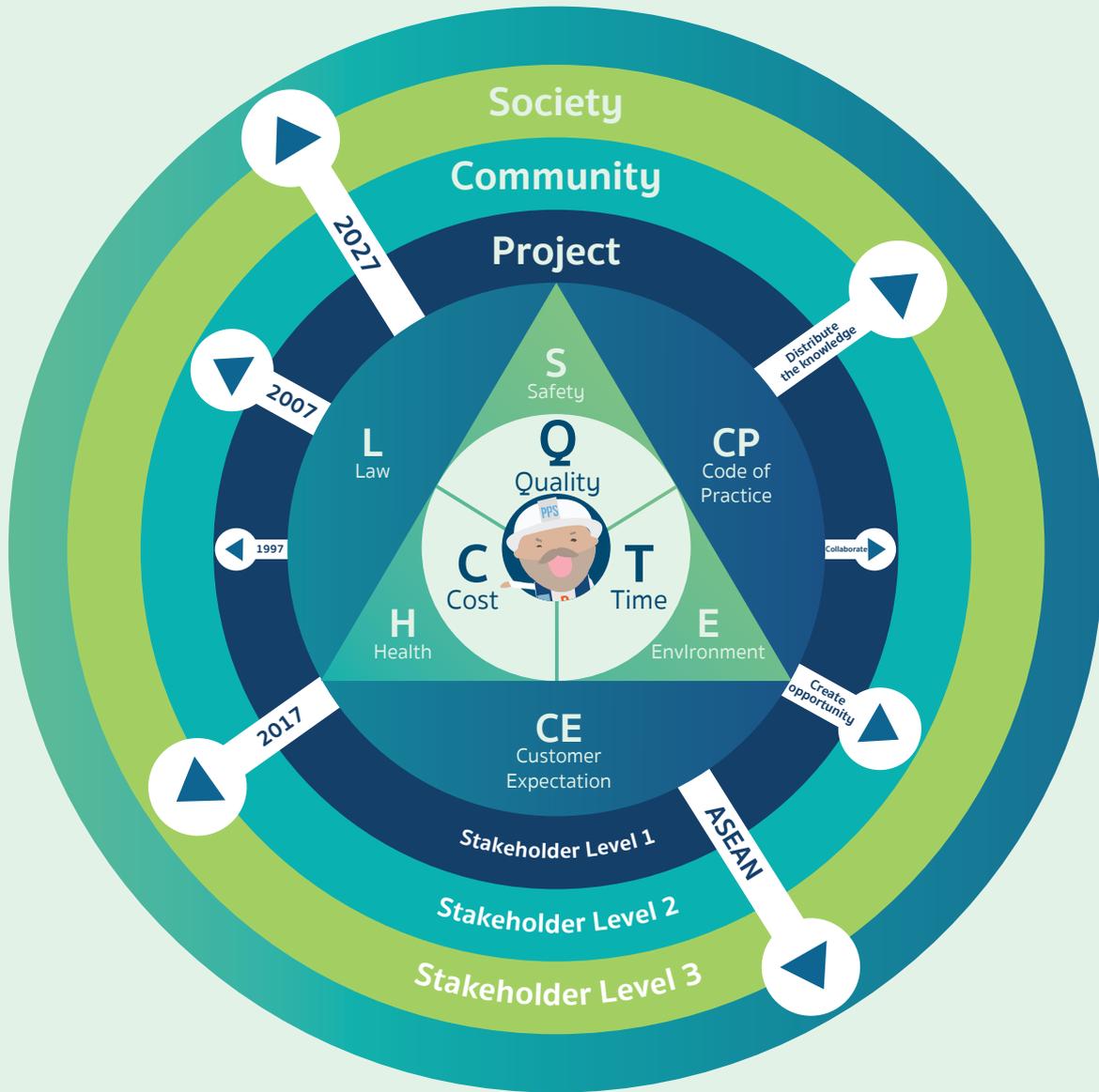
Sustainable Development Strategy PPS Ignite

PPS Ignite is the spark that ignites the PPS Universe. We believe that before the first ray of sunlight, the universe was filled with darkness. After the light appeared, the world knew about brightness and the first light. It is like a mechanism for the infinite expansion of the PPS Universe, which is conveyed through the 3B strategy: building people, building accomplishments, and building innovation.

Sustainability strategies are as follows:

1 Building People

In addition to developing skilled personnel in construction management and obtaining certification from the Engineering Council and the Department of Labor to provide safety training, this year PPS has established a committee and team to measure greenhouse gas emissions. We are also developing team members to become certified consultants and auditors bypassing the qualification standards of the Thailand Greenhouse Gas Management Organization (TGO). This will ensure accurate and verifiable measurement and evaluation of greenhouse gas emissions. It will also enable the team to effectively develop strategies for reducing greenhouse gas emissions and offsetting them in the future.

2 Building Accomplishments

Initiating the sustainability consulting project by bringing in sustainability knowledge to create new business opportunities for PPS Group while communicating internally and with stakeholders to raise awareness of the importance of sustainability. Embedding sustainability principles into business operations and contributing to the achievement of the United Nations Sustainable Development Goals (SDGs).

③ Building Innovation

The PPS's Group Greenhouse Gas Reduction Team has selected innovative materials with lower carbon footprints during production such as low-carbon cable made from bagasse as well as the uses of an application to record material quantities and processes to facilitates easy and accurate carbon accounting. These enable us to be able to develop carbon reduction plans for clients. Additionally, we also offers products such as EV chargers to support carbon reduction plans both internally and externally for our clients which help promote national infrastructure development and encourages the use of electric vehicles to reduce greenhouse gas emission.

PPS Framework
Sustainability Development

Context	Input

Home

1. Good Corporate Governance
2. Business Ethics and Delivery of High Quality Work
3. Responsible Supply Chain Management
4. Market Expansion to Increase Business Value
5. Trasforming into a Technology-driven Organization

Society

6. Energy and Natural Resource Conservation
7. Environment and Biodiversity Conservation
8. Response to Climate Change
9. Promote Occupational Health and Safety through Work Processes

Planet

10. Respect for Human Rights at all Levels
11. Fair Employment and Creating Good Employee Engagement
12. Promote Learning and Development for a Better Quality of Life
13. Collaboration to Improve Quality of Life and Community Development

SD Strategy
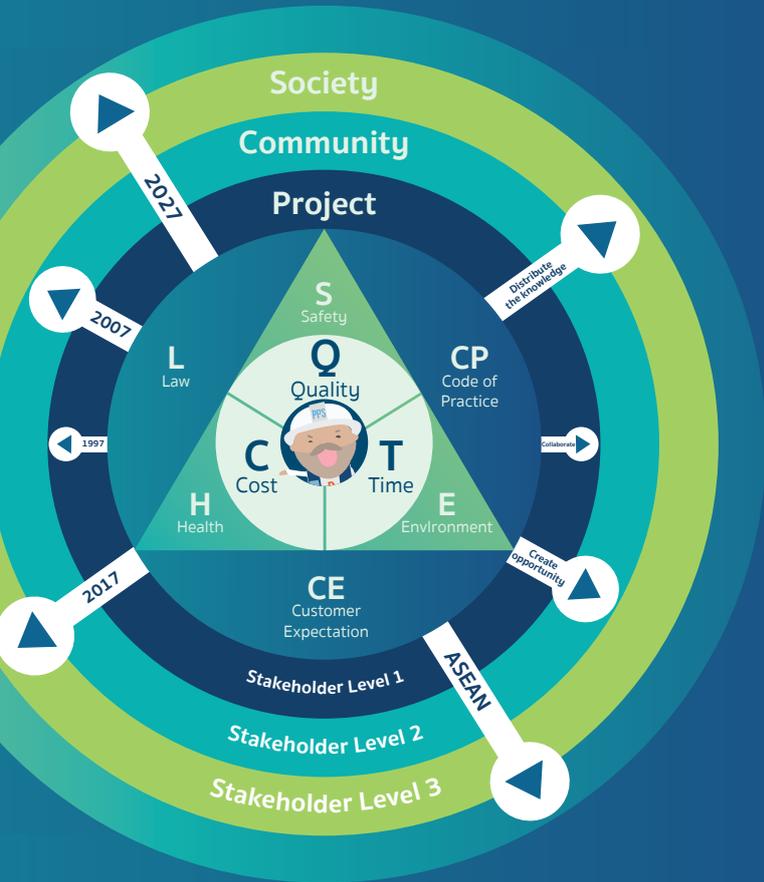
Primary Goals

4 QUALITY EDUCATION
11 SUSTAINABLE CITIES AND COMMUNITIES
8 DECENT WORK AND ECONOMIC GROWTH
13 CLIMATE ACTION
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Secondary Goals

3 GOOD HEALTH AND WELL-BEING
7 AFFORDABLE AND CLEAN ENERGY
5 GENDER EQUALITY
15 LIFE ON LAND
6 CLEAN WATER AND SANITATION
17 PARTNERSHIPS FOR THE GOALS

Other Goals

1 NO POVERTY
10 REDUCED INEQUALITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SDPI
Sustainability Progress Indicator
=
EBITDA/tCO$_2$e
(Current)

EBITDA/tCO$_2$e
Year / 2023
(PPS Group uses this year as the base year)

ECO
=
Sustainability Progress Indicator
=
EBITDA/tCO$_2$e

Society
Community
Project

2027
2007
1997
2017

S Safety
L Law
CP Code of Practice
Q Quality
C Cost
T Time
H Health
E Environment
CE Customer Expectation

PPS

Distribute the knowledge
Collaborate
Create opportunity
ASEAN

Stakeholder Level 1
Stakeholder Level 2
Stakeholder Level 3
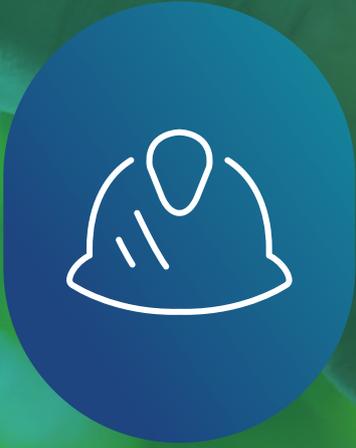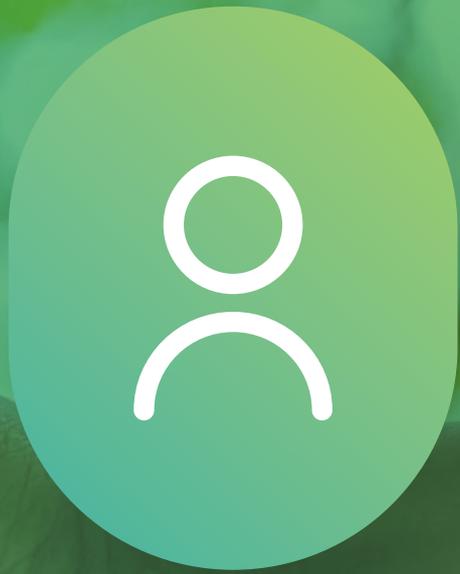
CREATING SUSTAINABLE PERFORMANCE

Driving Sustainable Business

> ## "Unity of the group brings happiness."

Sustainability is the continuation of business operations. Therefore, it requires everyone's efforts and commitment from generation to generation. At PPS, we have a saying called "PPS Spirit," which is the instillation of the PPS spirit from one generation to the next. This is to maintain and develop the company to have sustainable business growth and prevent risks that may arise from the impact of our business operations. Therefore, we have implemented various measures as follows:

Policy and Goals for Sustainability Management

The company operates in accordance with the UN's goals for sustainable development (Sustainable Development Goals, SDGs) and considers risks that may affect the company's operations in the future. We have selected relevant SDGs goals and developed them into PPS's sustainability policy and goals (PPS SD Roadmap) that covers the company's ESG operations. We also have an action plan to address risks and stakeholders' concerns at all levels.

Since 2022, the company has revised its sustainability goals for 2022-2027 into a complete policy and published it on the company's website. We also monitor and follow up on the implementation of the goals through the "Happiness Equation" for sustainable happiness, leading to the development of an Action Plan for 2024.

Sustainability Projects Progress Report

Sustainable
Happiness Index

$$Happiness = \sqrt[3]{\heartsuit \times \text{B} \times \text{💪}}$$

= Sustainability

Run For Love

	2023	2022
Number of runners	83	124
Total accumulated distance	29,596.36	15,503
Sick leave rate	0.82	0.97

Data collected as of October 28, 2023

Sustainability Index Graph

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	2022
39.98	55.2	64.07	69.06	75.52	82.87	91.34	97.68	98.26	100.15	97.69

Training

	2023	2022
Number of learners	392	129
Total training hours	5,459	3,804
Participants	1	1

Data collected as of October 28, 2023

Sustainability Index Graph

Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	2022
37.74	68.91	77.77	95.32	113.37	137.97	145.47	152.79	93.52

Green Cycle Bank

33
(PPS 9 / External 12)

69,485.70 baht
(Total sales value)

198.85 tCO$_2$e
Helps reduces carbon emissions from landfilling (sanitary landfill)

Projects
- Central Nakhon Pathom,
- Chaengwattana Government Center (South Building)

Data collected as of October 31, 2023

Sustainability Index Graph

Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct
32.01	110.84	228.6	303.77	377.83	453.51	547.96	634.98	712.91	769.68

In 2023, the Corporate Governance and Sustainability Strategy Development Committee reviewed and approved the identification and prioritization of material sustainability issues for PPS's 2023 business operations. These issues are as follows:

Materiality Matrix

1 Good Corporate Governance

2 Business Ethics and Delivery of High Quality Work

4 Market Expansion to Increase Business Value

9 Promote Occupational Health and Safety through Work Processes

12 Promote Learning and Development for a Better Quality of Life

13 Collaboration to Improve Quality of Life and Community Development

3 Responsible Supply Chain Management

8 Response to Climate Change

11 Fair Employment and Creating Good Employee Engagement

5 Transforming into a Technology-driven Organization

6 Energy and Natural Resource Conservation

7 Environment and Biodiversity Conservation

10 Respect for Human Rights at all Levels

Level of Importance to the Stakeholders

Level of Importance to PPS

Level of Importance

Low	Moderate	High

Economy

Issue 1	Good corporate governance	Issue 2	Business ethics and delivery of high quality work	Issue 3	Responsible supply chain management
Issue 4	Market expansion to increase business value	Issue 5	Transforming into a technology-driven organization		

Environment

Issue 6	Energy and natural resource conservation	Issue 7	Environment and biodiversity conservation	Issue 8	Response to climate change

Social & Community

Issue 9	Occupational health and safety through work processes	Issue 10	Respect for human rights at all levels	Issue 11	Fair employment and creating good employee engagement
Issue 12	Promote learning and development for a better quality of life.	Issue 13	Collaboration to improve quality of life and community development		

Sustainability Development Goals 2022-2027

Vision

Partner for Sustainable Business Operations

Home

Good Corporate Governance
Build trust in society through good governance. No complaints about non-transparent operations.

Alignment with SDGs:
- 8 DECENT WORK AND ECONOMIC GROWTH
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
- 17 PARTNERSHIPS FOR THE GOALS

Business Ethics and Delivery of High Quality Work
Be an organization trusted by customers, partners, and stakeholders for being responsible, fair, and delivering quality work.

Alignment with SDGs:
- 8 DECENT WORK AND ECONOMIC GROWTH
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Responsible Supply Chain Management
Manage the supply chain from upstream to downstream. Expand the network of good governance. Develop partners and strengthen competitiveness.

Alignment with SDGs:
- 4 QUALITY EDUCATION
- 8 DECENT WORK AND ECONOMIC GROWTH
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Health

Energy and Resource Conservation
Be an organization that promotes the value of energy and resource use.

Alignment with SDGs:
- 6 CLEAN WATER AND SANITATION
- 7 AFFORDABLE AND CLEAN ENERGY
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 13 CLIMATE ACTION

Environment and Biodiversity Conservation
Develop processes that reduce environmental impact. Manage waste to reduce operational waste and protect ecosystems and biodiversity.

Alignment with SDGs:
- 6 CLEAN WATER AND SANITATION
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 13 CLIMATE ACTION

Response to Climate Change
Develop processes that reduce the impact of climate change. Drive the organization towards carbon neutrality. Set goals to reduce greenhouse gas emissions.

Alignment with SDGs:
- 13 CLIMATE ACTION
- 15 LIFE ON LAND
- 17 PARTNERSHIPS FOR THE GOALS

Harmony

Respect for Human Rights at All Levels
Be an organization recognized for respecting human rights.

Alignment with SDGs:
- 5 GENDER EQUALITY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 10 REDUCED INEQUALITIES
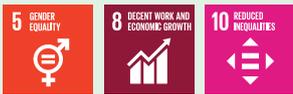
Fair Employment and Creating Good Employee Engagement
Be an organization that does not employ illegally, maintains satisfaction levels, and has a low turnover rate.

Alignment with SDGs:
- 5 GENDER EQUALITY
- 8 DECENT WORK AND ECONOMIC GROWTH
- 10 REDUCED INEQUALITIES

Promote Learning and Development for a Better Quality of Life
Promote lifelong learning for employees, stakeholders, and vulnerable people through the PPS Academy training institute and knowledge sharing activities.

Alignment with SDGs:
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 8 DECENT WORK AND ECONOMIC GROWTH

Success Measurement Tool

$$\text{Happiness} = \sqrt[3]{\heartsuit \times ฿ \times \text{💪}}$$

= Sustainability

Happiness Equation
A measure of happiness that comes from people's participation, rewards, good health, and abundant natural resources, which equals sustainability.

Values

"TDD by PPS"

PPS

T Trustworthiness
We are trustworthy and reliable.

D Continuous Development
We are committed to lifelong learning.

D Doing Great by Being Good
We believe that doing good things leads to great results.

Market Expansion to Increase Business Value
Become a strong and sustainably growing organization. Adapt to change and seek opportunities for business growth.

Alignment with SDGs:

8 DECENT WORK AND ECONOMIC GROWTH
11 SUSTAINABLE CITIES AND COMMUNITIES

Transforming into a Technology-driven Organization
Adapt to digital transformation. Develop innovations that meet customer needs. Build competitive advantage and create business opportunities.

Alignment with SDGs:

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
11 SUSTAINABLE CITIES AND COMMUNITIES

Promote Occupational Health and Safety through Work Processes
Be recognized as an organization with high standards of quality and safety in the workplace. Provide safety training.

Alignment with SDGs:

3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
11 SUSTAINABLE CITIES AND COMMUNITIES

Sustainability Strategy

Building the People
Bring the best out of our people

Building Accomplishments
Build and sustain partner's trust and relationship

Building Innovation
Build and maintain excellence

Collaboration to Improve Quality of Life and Community Development
Assist and organize activities to improve the quality of life and develop society. Collaborate with partners and various agencies.

Alignment with SDGs:

1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
11 SUSTAINABLE CITIES AND COMMUNITIES
15 LIFE ON LAND
17 PARTNERSHIPS FOR THE GOALS

Our Achievements following the Sustainable Development Goals

Good Corporate Governance

Building trust in society through good governance. No complaints about non-transparent operations.

Performance Results
- ✔ Received a CGR 5-star rating.
- ✔ Ranked in the SET ESG Ratings.
- ✔ Received CAC certification.
- ✔ No complaints about illegal and non-transparent operations.

Business Ethics and Delivery of High Quality Work

Recognized as an organization that is trusted by customers, partners, and stakeholders for its responsibility, fairness, and quality of work.

Performance Results
- No complaints about unfair competition or unfair treatment of customers or partners.
- All projects have been evaluated and passed the quality control criteria.
- Received a customer satisfaction rating of 85%.

Energy and Natural Resources Conservation

Promoting the efficient use of energy and resources among employees. Setting a policy for all employees to participate.

Performance Results
- ✔ Controlled water, electricity, and paper consumption according to targets.
- ✔ Developed innovations to reduce paper and consumable usage.
- ✔ Collaborated with sites on waste-for-goods projects.
- ✔ Collaborated with sites on paving projects.

Environment and Biodiversity Conservation

Developing processes to reduce environmental impact. Managing waste to reduce the amount of waste from operations. Caring for ecosystems and biodiversity.

Performance Results
- Reduced the amount of waste in the company's business processes by 20%.
- Restored ecosystems and biodiversity by creating 20 rai of green space.
- No complaints about environmentally non-compliant business operations.

Promote Occupational Health and Safety through Work Processes

Recognized as an organization with quality and safety standards in work.

Performance Results
- All projects passed the safety assessment criteria.
- Controlled the number of accidents in projects to zero.
- No employees or partners suffered serious accidents leading to work disruptions.

Respecting Human Rights at All Levels

Recognized as an organization that respects human rights.

Performance Results
No complaints about disrespect or violation of human rights.

Responsible Supply Chain Management

Managing the supply chain from upstream to downstream. Expanding the network of good governance. Developing partners and strengthening their competitiveness.

Performance Results

- Selecting suppliers that have passed the ESG screening criteria.
- All suppliers have been evaluated on their performance and passed the sustainability risk assessment criteria. No suppliers were found to be at high risk.
- Developing innovations that help suppliers work, such as ProjectLive, Virtual 360, and Holo Builder, to help with work acceptance and solve problems on-site on time.
- No complaints have been filed against any of the company's suppliers regarding legal violations, human rights abuses, or ESG issues.

Market Expansion to Increase Business Value

Becoming a strong and sustainably growing organization. Adapting to change and seeking opportunities for business growth.

Performance Results

- Generating revenue from services other than supervision work, accounting for 1.25% of service revenue.

Transforming into a Technology-driven Organization

Adapting to digital transformation. Developing innovations that meet service needs to create competitiveness and business opportunities.

Performance Results

- Developing innovations and improving the efficiency of existing innovations.
- Using document control with the KANNA program, which can also be used to generate sales.
- Generating revenue from innovation services.

OUR HOME

Response to Climate Change

Developing processes to reduce the impact of climate change. Driving the organization towards carbon neutrality.

Performance Results

Reducing greenhouse gas emissions by using approximately 30% of renewable energy of total electricity consumption.

OUR PLANET

Fair Employment and Creating Good Employee Engagement

Being an organization with no illegal employment. Maintaining a high level of satisfaction and a low turnover rate.

Performance Results

- No illegal employment.
- Received an employee satisfaction rating of 81% and a turnover rate of 16.1%.

Promote Learning and Development for a Better Quality of Life

Promoting lifelong learning for employees, stakeholders, and vulnerable people through training institutes and activities. Disseminating PPS knowhow.

Performance Results

- Achieved employee training at 21.62 hour/person/year overachieved the target at 18 hour/person/year
- Encouraged 3 employees to take professional certification exams.

Collaboration to Improve Quality of Life and Community Development

Providing assistance/organizing activities to improve the quality of life and develop society through a network of collaboration with partners and various agencies.

Performance Results

Hiring vulnerable groups according to Act No. 35 on Promoting and Developing the Quality of Life of Persons with Disabilities to work in 3 positions at the vocational training center for mentally ill patients.

OUR PROJECTS

The company has prepared a sustainability report that covers the areas of corporate governance, environment, and society. The report is included in the 2023 sustainability report, which is published on the company's website.

OUR HOME
OUR PROJECTS
OUR PLANET

OUR HOME

Creating livable homes
to be a role model for others.

———

Good Corporate Governance
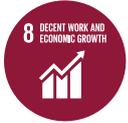
Target for 2027
To be ranked among the top quartile of listed companies in terms of corporate governance by international organizations.

Target for 2023
Ranked in terms of corporate governance by international organizations.

Performance in 2023
- Received the SET ESG RATINGS Award for 2023. PPS was ranked AA among 193 listed companies that passed the evaluation.
- Received a 5-star rating "Excellent" in the Corporate Governance Rating (CGR) assessment from the Institute of Directors (IOD) of Thailand (for the 9th consecutive year).
- Received a score of 100% in the Shareholder's Meeting Arrangement 2023 quality assessment conducted by the Thai Investor Relations Association (TIR) and the Stock Exchange of Thailand (SET).
- All employees at all levels have completed the "Law and Ethics in Business Conduct" course.
- No complaints were found about illegal and non-transparent operations of both PPS and its business partners.

PROJECT PLANNING SERVICE PUBLIC COMPANY LIMITED (PPS)

AGM Check List 2023

By THAI INVESTORS ASSOCIATION

AGM Level 5 TIA Excellent

PPS **100** Scores
AGM Score [Full 100]

100.00 Scores
Average Score of all listed companies

Good Corporate Governance

To drive the organization to be a role model for the society, PPS has established a systematic corporate governance framework based on the principles of ethics and good governance as follows:

Shareholder's rights	Equality of shareholders	Recognition of the role of stakeholders
	Disclosure and transparency	Board of Director's responsibility
Business ethics and integrity	Risk management	Anti-corruption
	Prevention of conflicts of interest	Data control and security

We have also set out related policies and practices within the corporate governance policy, the code of business ethics and conduct manual, and the anti-corruption policy. We ensure that all employees at all levels are aware of and understand these policies through regular training on the principles of law, ethics, and professional conduct along with monitoring to promote applications.

1) Transparency and Communication

To promote transparency in operations, PPS has a policy of disclosing information equally and fairly. This is to prevent the misuse of information for improper purposes and to ensure that employees at all levels are aware of and practice following the policy. The company and its executive management are expected to communicate the vision, mission, strategy and business objectives clearly both internally and externally to make sure that the employees, shareholders, partners, customers, and the media understand the company's business direction through both online and offline initiatives organized by the company itself or in collaboration with external organizations for instance: the Opportunity Day, organized 2 times per year; PPS Company Snapshot and online articles to present information on operations and business strategies quarterly; the attendance of the Analyst Meeting to disclose company information, financial data, and business plans to investors, analysts, and the public; the arrangement of an Annual General Meeting (AGM) 2023, held via e-AGM and broadcasted live on the PPS Group website and Facebook Live. Received a score of 100% Shareholder's Meeting Arrangement 2023 quality assessment conducted by the Thai Investor Relations Association (TIR) and the Stock Exchange of Thailand (SET) for many consecutive years. Additionally, we have also implemented the MyPPS system, a channel for communicating policies and organizational rules and regulations, and PPS NEWS for disseminating news regarding internal changes and employee's benefits within the organization monthly. This platform is used as a medium to connect the organization with our employees.

2) Risk Management

PPS is aware of the risks and opportunities that may affect the business in various aspects, including global economic volatility, political instability, market competition, rising financial costs, inflation, climate change, geopolitical issues, and potential pandemics.

To ensure sustainable business operations and achieve business goals, PPS uses risk management as a tool to deal with uncertainties in traditional business operations and create opportunities for business expansion carefully to maintain profitability, competitiveness, sustainability, and organizational survival. For this reason, the Board of Directors has announced a risk management policy and has set out to make risk management the responsibility of all employees who must be aware of the risks associated within their department and organization. They must also emphasize risk management under internal control systematically and appropriately. In addition, the Board of Directors has appointed a Risk Management Committee to be responsible for managing and implementing the policy and appointed a Chief Risk Officer (CRO) as the highest responsible person in the operational level to monitor, manage, and handle risks in each area to ensure that the company's risk management is effective and efficient.

The Risk Management Committee has a duty to report its performance to the Audit Committee and the Board of Directors for monitoring and risk management in line with the risk management framework quarterly.

Governance Team

Reports quarterly

Board of Directors

Audit Committee

Internal Audit Department

Reports quarterly

Compliance Department

Management Team

Risk Management Committee

Operational Team

Risk Management Office

Business & Strategy Department

Project Management Department

Human Resources & Organizational Development Department

Quality Control Department

Innovation Department

Accounting & Finance Department

Procurement Department

Corporate Communications Department

Risks to PPS's Business Operations

PPS has conducted a comprehensive analysis of sustainability issues that impact its business sustainability, including strategic risks, operational risks, financial risks, compliance risks, safety and environmental risks, corruption risks, and emerging risks such as risks from digital technology changes and climate change. PPS has developed a risk management plan that includes monitoring, evaluating, preventing and mitigating risks from the aforementioned issues that may affect the organization's image and governance and to ensure smooth business operations. In 2023, the Risk Committee has emphasized and prioritized strategic risk management to ensure stability and sustainability in business operations and compliance with the Personal Data Protection Act B.E. 2562 by setting out measures for controlling personal data and continuously developing control systems to enable PPS to manage risks effectively and comprehensively in all dimensions, including financial, operational, and geopolitical risks that could lead to war.

Key ESG Risks for PPS

Economic Dimension

Risk Factors	Risk Management Approaches
1. Business Competition Risk Causes ● Market competition from existing and new players and price competition. Impact ● Revenue disruption. ● Decreased net profit.	● Expanding the scope of services beyond construction supervision to related businesses, such as project management during the pre-construction phase. Utilize KANNA and Holo Builder innovation. Offer training courses at PPS Academy, a knowledge center for sustainability in the real estate and construction industries. Leverage on work process improvement innovation and technology technology and develop them into new services. ● Expanding the customer base to include new entrepreneurs. ● Maintain customer relationships and continuously monitor service quality.
2. Regulatory Compliance Risk Causes ● Illegal acts or non-compliance with company regulations or those of relevant agencies. Impact ● Damage to reputation and social trust. ● Contract termination by clients. ● Revenue disruption	● Assign responsibility for monitoring and updating laws related to business operations and coordinate with various agencies to ensure compliance. ● Provide legal training to employees to ensure proper understanding at all levels.
3. Digital Transformation Risk (Emerging Risk)* Causes ● Technological advancements impacting business operations. ● Adoption of new technologies in construction work. Impact ● The company needs to adapt to new working methods, which may require increased R&D expenses. ● Increased work constraints, impacting customer demand and future job opportunities.	● Assign the innovation and development department to keep up with new technology development in the construction industry. ● Research and develop innovations for internal use or collaborate with external partners to bring technology to the next level and improve work efficiency. ● Encourage employees to study and learn about new technologies in construction. ● Implement a system to maintain security and restrict access to internal data to prevent data leaks and cyber threats.

Economic Dimension (continue)

Risk Factors	Risk Management Approaches
4. Risk from Partner Management Causes • Poor product and service quality. • Illegal acts against society, the environment, or human rights violations. Impact • Quality of work below standards. • Work delays or disruptions. • Damage to reputation and social trust.	• Set standards for selecting and auditing potential partners. Select and hire only partners who pass the environmental, social, and governance (ESG) assessment criteria. • Communicate and monitor all partners to comply with business ethics. • Establish a supplier rating system, collect data, and rank the importance of the company's suppliers. Evaluate work performance and assess the sustainability risks of partners. • Create communication channels or activities with partners and share knowledge and work experience to improve the partner's quality of work.

Social Dimension

Risk Factors	Risk Management Approaches

1. Labor Market Conditions and Rising Wages
Causes
• High demand for labor.
• Recruiting in a competitive job market.
• Changing demographics of the world population, entering the aging society era.
 	
Impact
• Labor shortage.
• Loss of work opportunities.
	1. Create incentives for talent to join the company.
	  • Provide benefits and compensation that are more competitive than competitors.
	  • Establish a clear and attractive career path.
	2. Build partnerships with universities to provide internship opportunities for students who are about to graduate and encourage them to join the company.
	3. Advertise job recruitment opportunities through various communication channels.

Social Dimension (continue)

Risk Factors	Risk Management Approaches
2. Human Resource Management to Support the Company's Future Growth **Causes** • The increasing number of company projects. • Existing personnel has qualifications that is not fit with some projects requirements. • The majority of key personnel are approaching retirement age. • Not enough new personnel with the right skills. **Impact** • Lost opportunities due to insufficient qualified personnel. • Missed opportunity to generate revenue from new project.	**Recruitment** • Develop a human resource management plan to assess the workforce and recruit qualified personnel. **Development** 1. Develop employee capabilities by focusing on hard skills that are relevant to current job assignments and soft skills that are necessary. 2. Encourage promotion within the line and profession. 3. Assign experienced personnel to transfer experience to new employees. **Retention** • Build relationships through activities that create closeness and bonding between employees, managers, and the organization. • Provide opportunities for employees to participate in decision-making and to express their opinions and needs. Consider improving compensation and benefits for work performance.
3. Human Rights Risks **3.1 Safety Risks** **Causes** • Accidents from construction work, collapsing buildings, or fires. **Impact** • Employees, partners, or communities may be injured or sick. • The project may be delayed or not completed. • The company may be fined or forced to pay compensation. • The company loses its reputation and social trust.	• Control employees and partners to follow the ISO 9001: 2015 quality control policy, SHE Policy, and safety manual. • Organize safety training for employees, including activities to provide knowledge, understanding, and instill a sense of safety in the community, such as fire evacuation and basic first aid. • Establish an internal audit team to inspect and monitor the quality of work processes and evaluate work performance in all projects at least once a quarter.

Social Dimension (continue)

Risk Factors	Risk Management Approaches
3.2 Risks from Illegal Employment **Causes** ● Illegal employment, both direct and indirect, where partners may use child labor, forced labor, or illegal labor. **Impact** ● Damage to reputation and social trust.	● Communicate and require all stakeholders to comply with business ethics. ● Monitor the performance of partners through partners self-assessment in the areas of environment, society, and corporate governance. ● Monitor and investigate complaints through complaint channels. ● Establish a supplier rating system, collect data, and rank the importance of the company's suppliers. Evaluate work performance and assess the sustainability risks of partners.
4. Corruption Risks **Causes** ● Employees or partners who corrupt and do not comply with the company's regulations, such as corruption in work, inappropriate behavior under the company's branding. **Impact** ● Damage to reputation and social trust. ● Client contract termination.	● Establish an anti-corruption, ethics, and business ethics policy and require employees and partners to comply. ● Have a policy and practice manual that is relevant and always updated. ● Monitor, audit work performance, and establish whistle-blowing channels for corruption and impose appropriate penalties.
5. Data Privacy Risks **Causes** ● Leakage of confidential data. **Impact** ● Clients may terminate contracts. ● The company may be fined or required to pay compensation. ● The company loses its reputation and social trust.	● Establish a data management system, define responsibilities, and restrict access to data. ● Require employees, partners, and stakeholders to understand and comply with the personal data protection and confidentiality policy strictly. ● Establish measures for data protection and prevention of cyber threats. ● Monitor, audit work performance, and establish whistle-blowing channels.

Environment Dimension

Risk Factors	Risk Management Approaches
1. Risks from Climate Change and Natural Disasters *Emerging Risk Causes • Climate change or global warming, such as floods, earthquakes, fires, and droughts. Impact • Work delays or disruptions. • Loss of business opportunities.	• Monitor news and updates closely. • Control and establish measures to prevent and mitigate environmental impacts from work in construction projects. • Encourage and recommend customers and partners to choose products that are environmentally friendly as a priority. • Choose clean energy and encourage employees to participate in carbon reduction. Set targets to control electricity consumption and use innovation to reduce paper and consumable waste.
2. Risks from Environmental Control Causes • Construction work that impacts communities, such as air pollution, noise, dust and fumes. Impact • Environmental monitoring of the project does not meet standards. • Employees, partners or communities may have health issues. • The project may be suspended, delayed, interrupted. • The company may be fined or required to pay compensation. • The company might loses its reputation and social trust.	• Control employees and partners to operate in accordance with the ISO 9001: 2015 quality control policy, SHE policy and environmental impact mitigation measures according to EIA Report. • Monitor and control pollution emissions to be within the standard figures. • Organize activities to provide knowledge, understanding and instill a sense of environmental protection and waste disposal for employees, partners and communities. • Establish an internal audit team to inspect and monitor the quality of work processes and evaluate work performance in all projects at least once a quarter. • Monitor and investigate community impacts through complaint channels and take corrective action immediately.

3) Complaint Management and Corruption Cases

Operating with an ideology of **"acting with transparency, practices good governance, and anti-corruption policy,"** we have created channels for reporting complaints and receiving information about wrongdoing, whether it occurs from the employees or stakeholders. We have established a system to investigate corruption and a policy to protect and provide confidentiality to the whistleblowers. This ensures confidence and safety for those who report the information.

**Inbox Facebook Fanpage :
PPS Group
Tel : 02 718 2785**

**Website : https://pps.co.th/whistleblower
E-mail : cgcommittee@pps.co.th
or whistleblow@pps.co.th**

**Submit complaint via
feedback boxes
at construction sites**

Complaints receival and reviewing process

```
                    Report a clue or complaint

    Case of allegations              Case of allegations
    against employees                against Board of Directors
                                     or Managing Director

    Report to the Corporate          Report to the Audit Committee
    Governance and Social            E-mail : Whistleblow@pps.co.th
    Responsibility Committee
    E-mail : cgcommittee@pps.co.th

    Call the accused                 Call the accused
    for questioning                  for questioning

            Inform the results of the consideration
            to the Board of Directors

            Inform the results of the consideration
            to the complainant/ whistleblower and the accused

    Wrongful                         Not guilty

    Punishments                      Close the case
    ● Disciplinary action
    ● Compensation for damages
    ● Termination of contract
    ● Legal action
```

Information Security

To ensure the reliability and security of the operations of the group of companies, PPS and its affiliates have established a policy and practice on information technology security to ensure that the organization's information technology system operates efficiently, effectively, securely, and can control risks from cyber threats that may affect the operations of the company in the future. PPS has therefore established the following policies and practices:

- Control and oversee operations to maintain confidentiality and prevent unauthorized access to data by controlling access to networks, operating systems, or applications, including setting access rights and users roles and responsibilities.
- Maintain the accuracy and completeness of data, prevent it from being modified or lost, and keep it ready for use by making backups and being prepared for emergencies.

- Assign a person responsible for auditing, overseeing, and monitoring work performance to maintain the security and integrity of the system, including assessing risks, developing and improving to reduce potential risks on an ongoing basis, and reporting important work performance to the company's Board of Directors.
- Promote knowledge and understanding to system users to be aware of the risks that may arise from carelessness or lack of knowledge.
- Maintain the organization's information technology policy to be consistent with the environment or changing laws.
- Provide ISO/IEC 27001 training on information security management system standards to maintain security for important data and reduce risks that may disrupt operations or affect the confidence of users and stakeholders and proceed with certification of the standard for the company in the future.

Business Ethics and Delivery of High Quality Work
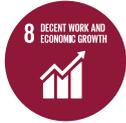
Target for 2027
- No complaints received about violations of ethical standards towards customers and partners.
- Continuously develop work efficiency and maintain customer satisfaction at no less than 80%.

Target for 2023
- Compete in business fairly, provide quality services according to standards, and receive no complaints about violations of ethical standards towards customers and partners.
- Continuously develop work efficiency and maintain customer satisfaction at no less than 80%.

Performance in 2023
- No complaints were received about violations of ethical standards towards customers and partners.
- Customer satisfaction scores were at 85%.
- 100% of all projects followed quality control standards and no operations were found to be inconsistent with quality management requirements.

To create an impressive service experience, PPS has instilled the following service value through its vision which is to be a partner for sustainable business operations by conduct business responsibly, competing fairly, at a fair price, with care, and develop efficiency throughout all work processes to deliver superior quality work following the commitments made to our customers.

1) Responsibility to Customers and Consumers

PPS has a policy of protecting and providing fairness to customers and consumers. We care about and are committed to providing responsible service to our customers. We adhere to professional ethics, establish standards, control the quality of work from the beginning of the project, offer fair prices, and operate ethically in accordance with the terms and conditions offered or agreed upon. This is to ensure high satisfaction and continuously improve the service. In addition, we have a system in place to protect the confidential and personal data of customers. Before disclosing any data, we must obtain consent from the customer first. We have also prepared a channel for feedback and complaints, a process for measuring and evaluating satisfaction to gather feedback, monitor, and solve problems in a timely manner. In 2022, PPS has received a customer satisfaction survey score of 85%, with the Emsphere commercial project receiving the highest customer satisfaction rating of 95%.

2) Quality Control with International Standards

To deliver quality work to our customers, PPS uses a quality management system based on international standards to control and plan work processes. We have a manual and training to ensure that employees follow the quality manual that we have set, and to record data correctly. This includes checking, recording, and storing documents systematically to be a guideline for operations and to prevent errors that have occurred. This is beneficial for those who come to take over so that they can search and verify the accuracy of the data. Currently, PPS continuously improves and updates the quality standards. Currently, we are using the ISO 9001:2015 version, which has additional requirements for understanding the organization and organizational context, understanding the expectations of stakeholders, and opportunities and risks that affect operations, which are the main factors in developing a sustainable organization. With a policy to promote and conserve natural resources by reducing the amount of paper consumption, PPS has changed the format of document storage from hard copy to digital file by storing it through the PPSDrive system. with specified workflow to manage data storage and user access rights. Create a database and develop a data management system leveraging data from projects with high efficiency. In 2023, PPS has a quality inspection according to the aforementioned standards in all projects by both internal quality inspectors (IQA) who are our own employees and external auditors. It is confirmed that all projects have strictly complied with the standards and there are no operations that are inconsistent with the requirements for quality management. This is a guarantee of the quality of work in every project that we deliver. In addition, PPS has also organized ISO 9001:2015 Internal Auditor training for employees, which employees who have passed the certification will be able to become quality inspectors (IQA) for the company. This strengthens the emphasis on compliance with quality control standards so that every PPS project is inspected for complete operations and high efficiency. Continuously in 2023, PPS improved the ISO 9001 system to specify the use of technology in construction work into the Work Instruction, aligning the PPS System and improving consistency by adding the use of technology and environmental management and stakeholders into the process and having a goal to train the new standard system so that all employees understand, able to apply, as well as train others.

## The Results of Responsibility towards Customers and Consumers and Delivery of High Work Quality

1. The company has developed the Holo Builder application to monitor and solve problems during construction, along with setting up construction data and safety data storage through the PPSDrive system.

2. Appointed Internal Quality Auditors to inspect and evaluate work performance according to ISO standards. It is found that all PPS construction projects comply with quality control standards in all projects. Safety officers have been assigned to work as safety assessors in the project, which all projects have passed the safety assessment criteria and received an assessment score of more than 80%.

3. From regular environmental quality monitoring, including dust, gases, carbon monoxide, sulfur dioxide, nitrogen dioxide, hydrogen gas, and vibration levels, it is found that the results of environmental monitoring in all projects do not exceed the standard values according to the announcement of the Office of the National Environment Board.

4. The company has used customer feedback and evaluations as part of the project performance evaluation. Customer satisfaction surveys have been conducted and feedback has been used to improve and develop services throughout our work processes. From the latest survey, we received a customer satisfaction score of 85%, with no complaints about receiving substandard service quality or employee behavior that violated the company's laws and regulations.

Responsible Supply Chain Management
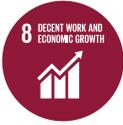
Target for 2027
Manage the supply chain responsibly with a risk management system that covers operational efficiency of suppliers and has no complaints about violations of laws, human rights, or ESG by PPS's business partners.

Target for 2023
● Select suppliers that pass the ESG criteria.
● All suppliers are evaluated on their performance and sustainability risk, with high-risk suppliers receiving on-site assessments and improvement recommendations.
● Take part in the development of our partner capability.
● None of the company's suppliers are subjected to complaints about violations of laws, human rights, or ESG.

Performance in 2023
● 100% of new suppliers passed the initial screening criteria based on experience, environmental, social and governance (ESG) performance.
● PPS's business partners have a sustainability risk level ranging from low to medium, and there have been no legal cases or complaints in any projects that the company and its partners have worked on together.
● Suppliers are regularly evaluated on their performance. A supplier registration system is maintained and updated annually to serve as a reference for decision-making in selecting suppliers for future work.

PPS is committed to operating its business responsibly towards society and the environment throughout the supply chain. We have established a supplier code of conduct to serve as a guideline for compliance with the company's expectations and ethics, and to promote cooperation and a common stance on conducting business responsibly towards society and the environment.

Partner Screening	Monitoring and Compliance	Partner Development for Sustainability
• Initial screening of potential partners is conducted based on their self-assessment, which includes environmental, social, and governance (ESG) performance. • Communicate the company's expectations, business ethics, partner code of conduct, agreements, work procedures, and key policies to partners.	• Monitor partners to ensure compliance with a greed-upon standards. • Implement measures to manage work-related risks and human rights risks for prevention and impact reduction. • Oversee partners' compliance with the company's quality policy, SHE Policy, safety manual, and environmental impact mitigation measures (EIA Report). • Establish a working group to evaluate partners' performance, collect data, and maintain a partner registry to inform future collaboration decisions.	• Organize activities to improve partners' quality and service, such as training and seminars to enhance knowledge and work efficiency. Collaborate with partners to develop quality products, services, and innovations that contribute to the operations. In 2023, PPS has provided an opportunity for partner to try to apply KANNA and Holo Builder with various sites to enhance work efficiency. We've collected feedbacks from our partners for further improvements especially the UX and UI resulting in increased satisfaction rate.

ESG and Human Rights Risk Assessment

PPS conducts ESG assessments through client self-assessments as an initial information for futher collaboration. In addition to performance evaluations, the company also conducts ESG and human right risks assessments, covering areas such as employment, legal compliance, safety management, and environmental control. In 2023, PPS's business partners had low to medium ESG and human rights risks, and there were no legal cases or complaints in projects that the company and our partners worked on together.

Nevertheless, PPS has established ESG selection criteria and continuously monitors partners' performance. A partner list is regularly maintained, and partners are evaluated annually. If a partner is assessed by the initial screening team as having high ESG or human rights risks or receives a low-performance evaluation, the company will consider assigning the working group to inspect the partner's work, conduct a comprehensive assessment, and provide recommendations for improvement based on operational standards. Continuous monitoring and management will be carried out.

Market Expansion to Increase Business Value
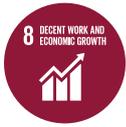
Target for 2027
- Generate 20% of service revenue from non-construction projects.

Target for 2023
- Generate 5% of service revenue from non-construction projects.

Performance in 2022
- Generated 1.25% of service revenue from non-construction projects.
- Expanded the scope of project management services to include pre-construction services, such as BIM management, quantity survey, and feasibility study. Served as a consultant for construction claims and disputes.
- Developed technology services and expanded business growth opportunities through subsidiaries.
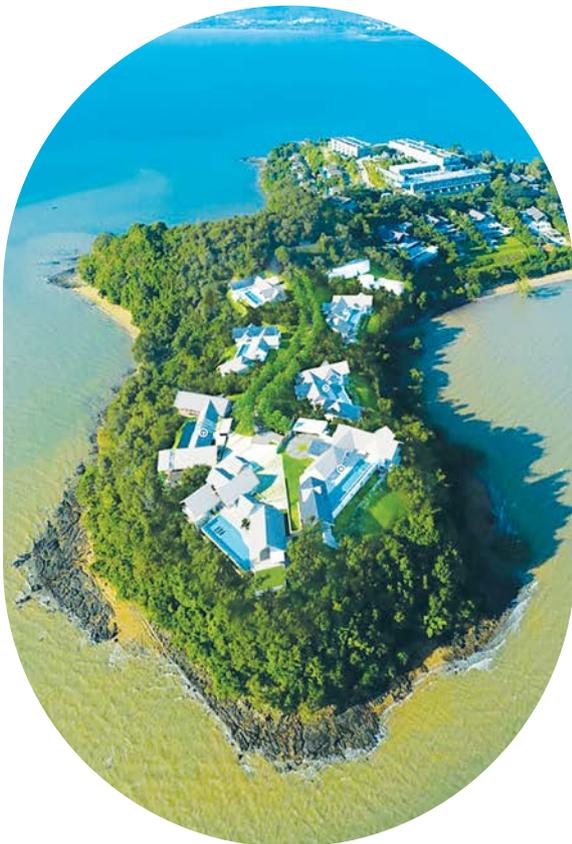
In 2023, we have developed excellent construction innovation because we want to reduce reliance on personnel, increase efficiency in work and increase overall net profit. We had the opportunity to work with a partner company from Japan, Aldragam, to develop the KANNA program for Thai market, which has generated incremental revenue and customers continuously. Based on data in the KANNA system, PPS Group was able to reduce reliance on personnel according to the goals set.

In terms of customers, PPS Group has expanded its work and services to the wellness and hospital businesses. We have been trusted by Ramathibodi Hospital to oversee construction per international standards. In addition to construction, the company is also looking for business growth opportunities to create new revenue growth opportunities through subsidiaries, including:

PPS OneWorks

PPS Oneworks Company Limited

PPS has partnered with an Italian design firm Oneworks, which has extensive experience in airport, railway, marine and urban design. This aligns with the Thai government's infrastructure development plan and will significantly increase the company's ability to undertake such projects. The past two years our projects have been disrupted by the COVID-19 pandemic, however, the business will resume in 2024 onwards. Currently, the revenue comes mainly from infrastructure maintenance and repair for Sriratch expressway.

PPSI: PPS Innovation Company Limited

PPSI has expanded its technology service offerings beyond graphic design, media and content development, and fanpage management with MAI focus programs, as well as various other programs Additionally, we also provides influencer services and generates revenue from being an influencer ourselves. In 2023, the company launched a website for PPS Academy under the name Richer Better and has already been generating a certain amount of revenue. In 2024, we plan to further expand our business.

Last year, the company has introduced Virtual Tour technology, which creates realistic virtual images for the design and modification of real estate projects on real land without the need for construction. In 2023, the company also used Farro technology, commercially known as Holo Builder, to further develop virtual tour for construction work without having to visit the construction site. This makes work much easier and can be used in conjunction with the KANNA system, a document management and collaboration program, which was launched earlier. The revenue from these development will go to PPSI.
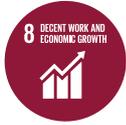
Project One Property Development Company Limited

Project One (P1) is a real estate development company that focuses on acquiring lands for properties development. It is currently developing The Head Land Cape Yamu in Phuket, which will consist of 8 villas. We have sold 2 villas last year and it's now being rebranded as a branded residence, which will increase the total project value from 2 billion baht to around 3 billion baht. This year, we expect that the opening of the country, free visa, and the booming of Phuket luxury beachfront market will lead to success and sales shortly.

SAPATT: Sapatt Project Company Limited

Sapatt has changed its shareholding structure by transferring shares from external shareholders to PPS employees with potential to become future leaders. We also plan to become a consultant on sustainability, including energy and carbon credit management, as well as consulting engineering services. In addition, we also aim to become a carbon footprint assessor for organizations accredited by the Thailand Greenhouse Gas Management Organization (Public Organization) within this year.

Transforming into
a Technology-Driven Organization

8 DECENT WORK AND ECONOMIC GROWTH   **9** INDUSTRY, INNOVATION AND INFRASTRUCTURE   **11** SUSTAINABLE CITIES AND COMMUNITIES

Target for 2027
- Transform the organization to adapt to digital technology changes.
- Increase revenue and organizational value through innovative services.

Target for 2023
- Transform the organization to adapt to digital technology changes.
- Increase revenue and organizational value through innovative services.

Perfomance in 2023
- Continued development of the KANNA innovation and generated revenue from them.
- Used on-site data generated from Project Live and Virtual Tour with Holo Builder for construction work monitoring and management.

Currently, the transformation of technology has become an important part of people's daily lives. This includes changes in tools and work styles that may disrupt the business model of PPS. Therefore, PPS identifies this aspect as a risk that should be monitored and could be an opportunity to develop new services and create business opportunities. We therefore have a policy of researching and developing our own innovations, as well as collaborating with external partners to create synergies or bring in new technologies to use and develop further. In order to improve efficiency and work processes continuously. Since 2013 until now, we have developed innovations that respond to service challenges, build competitive capabilities, and create future business opportunities for the group. It also helps to create convenience for customers, partners, benefits to society, and reduce environmental impact. It is considered as another part of CSR in Process that creates positive benefits together through innovations that PPS has developed.

PPS Innovation Development Timeline

Developed the Project Live application to respond to data storage and construction project management needs. The application was registered with the Department of Intellectual Property.

Developed the Sitewalk application for defect inspection to track progress and generate reports in real-time.

2013

2014

Developed the Web Report system to generate progress reports for construction projects.

2018

2016

Developed the PPSDrive system to store and manage project information, as well as back office data through cloud storage system.

Developed the MyPPS system to serve as a central hub for employee communication.

2019

2020

Developed the MyPPS application for recording work hours, communication, and activities among employees. Replaced paper-based reporting with online reporting.

Further developed the PPSDrive system by migrating it to Nas Storage for data management and cost reduction.

2022

Developed the Project Live 360 innovation for real-time project progress reporting.

Implemented the Holo Builder software for inspection and comparison of construction models.

Developed the Virtual Tour innovation to create virtual spaces for sales and marketing support.

Added online expense reimbursement functionality to the MyPPS application.

Developed the DMS system for online data management and document storage.

2023

Implemented the KANNA software to support communication and project management.

1) Innovation in Construction Project Management

Project Live and Sitewalk: PPS has a policy of encouraging employees to participate in innovation development, and to improve efficiency throughout all work processes. Since 2013, PPS has organized the Future Leader project, a brainstorming initiative to find and create innovations that will help improve work efficiency. This led to our first innovation called Project Live, which was registered for an intellectual property patent in 2014. It is a mobile application for tracking project progress and managing and controlling projects. We have developed it to be able to store data and generate project reports on mobile phones, helping to reduce work processes, reduce paperwork, and make work more efficient and faster. Later, we separated the Defect module from the Project Live application into the Sitewalk application for use in inspecting defects and reporting handover to customers. It helps in controlling work and can also display data and track project progress in real-time.

Project Live 360 and Holo Builder: In 2023, PPS implemented 360-degree photography technology for real-time inspection and reporting of project progress, integrated with the project data management system previously created in Project Live. It was developed into Project Live 360, which can upload construction models, compare construction work to models, and compare project progress each month. Users can select the work location that they want to inspect and display errors in a 360-degree format. This is useful for inspection, reducing construction errors, and helping to solve problems promptly. It also helps to link communication between customers, contractors, and partners to see the construction project in the same direction. In addition, PPS has implemented construction control innovation from abroad, namely Holo Builder, which was tested in our Siam Paragon department store renovation project. It is used to inspect and track defect reports through 360-degree images, which will help the relevant personnel to fix errors correctly and accurately, and reduce conflicts in the work.

2) Innovation in Document Management

PPSDrive: The PPSDrive is implemented to support the Quality Control department which requires all projects to report data according to quality control standards and also needs to store project data as a central database. In addition, this system also helps support the back office department which is required to store large amounts of documents. PPS therefore sees the importance of data management and the need to reduce the amount of paper documents that are increasing every year. Since 2018, we have developed an electronic document storage system as a central hub for collecting and storing data. It also allows for easy and quick inspection, approval, and searching of data behind the scenes. In 2020, PPS changed the data storage system from a traditional server rental to a cloud-based server. It was developed into our data storage platform, accessible through various channels such as web services, applications, and WebDAV with system upgrades for document versions and access rights control. This helps to control data and security and also helps PPS to reduce server rental costs by up to 600,000 baht/year. In 2023, we co-developed KANNA, which can be used to store documents, generate chat reports, and manage human resources.
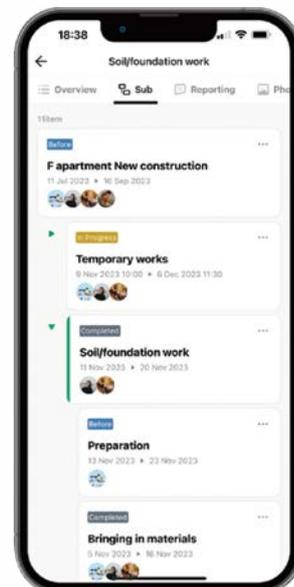
Business Performance and Benefits from Innovation 2023

KANNA
Project Management Made Easy

KANNA is a project management tool that focuses on quality control, cost management, and on-time delivery. It allows users to connect all work data from every department through a single application. KANNA is easy to access, and users can share and view data at any time. It reduces paperwork, enables fast communication, and stores documents on a secure platform with high-level security.
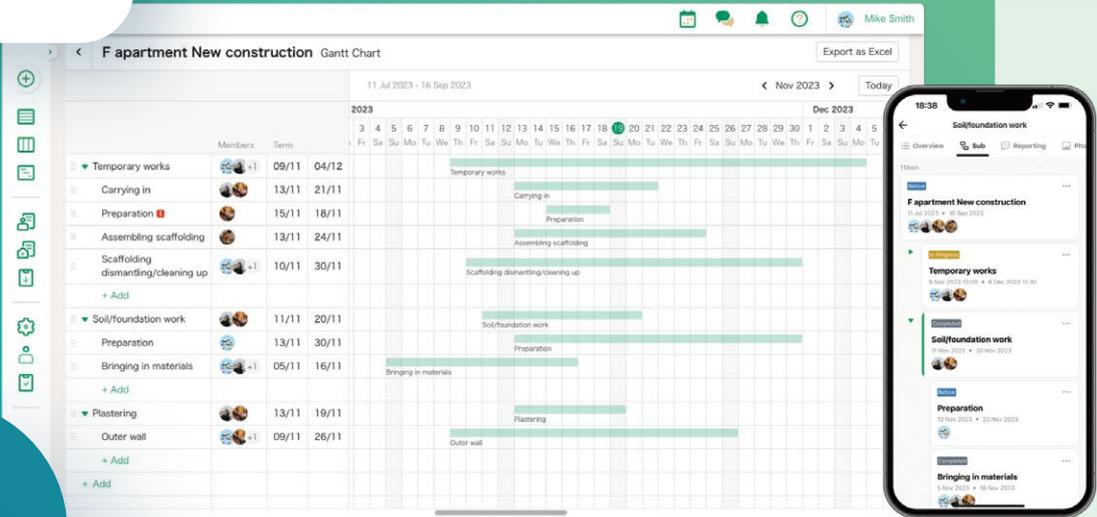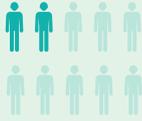
Improved Business Efficiency
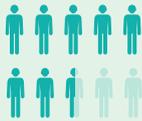
Benefits to the Employees

38 PROJECTS ▸ **100%**

KANNA has been implemented in all 38/38 projects (100%).

▸ **20%**

Set a goal to achieve a 10% of employees understanding: More than 60 employees (20%) can use the system proficiently and train others.

▸ **76%**

Set a goal to achieve 50% employee adoption: 76% of PPS employees (227 out of 300) have data access and use the system.

Invited project stakeholders, owner and contractor, to join the system. The system has been well received by the stakeholders with positive feedback, improving reporting and communication and construction efficiency. (AOT / CPN / BAANSETTHAKIJ / MIDEA / ITD / FIRST TEC. / RITTA / SDB / PLE)

Benefits to the Business

▸ **60 ORGANIZATION**

Over 60 organizations have visited the booth and expressed interest in the system with 30 organizations activating the demo and receiving training, with follow-up on both private and public organizations.

Developed a new feature, KANNA Report, to respond to customer needs. This new feature allows users to customize digital forms and improves stability and usability allowing the existing customer base to use the system with increased opportunity and accessibility alternatives.

The system has been successfully implemented for SJC Concrete (1-year contract/value of 240,000 baht).

SJC Concrete has been using KANNA continuously since its implementation from sales to production to delivery. SJC's management and team members have praised the system. (It has helped them to achieve their goals of improving the efficiency of their operations, responding to customer needs quickly and effectively, and preventing information leaks by centralizing communication in a single system.) SJC can reduce work processes, commuting time, and depletion of resources.

KANNA Timeline 2023

Started using the system and testing features. Implemented the system in projects and trained employees and project stakeholders on the system.

Exhibited the software at the Building Future with Digital Transformation PPS event.

Provided training to customers and introduced new features.

PPS project
×
Holo Builder

2023
What Have We Achieved?
Started Using Halo Builder on April 2023

16 Total Projects Created
Has Been Created

8 Active Projects
Central Nakhon Pathom
The Custom House
The Spheres
Dusit Central Park
Sanam Chandra Palace
Teeraporn Clinic
Central Chidlom
inZ Opthalmology Hospital

6 Completed Projects
Village Hub Pracha Uthit
Design Village Bangna
Siam Paragon
Makro Samut Prakan
Central West Gate
Wasukri Royal Pier
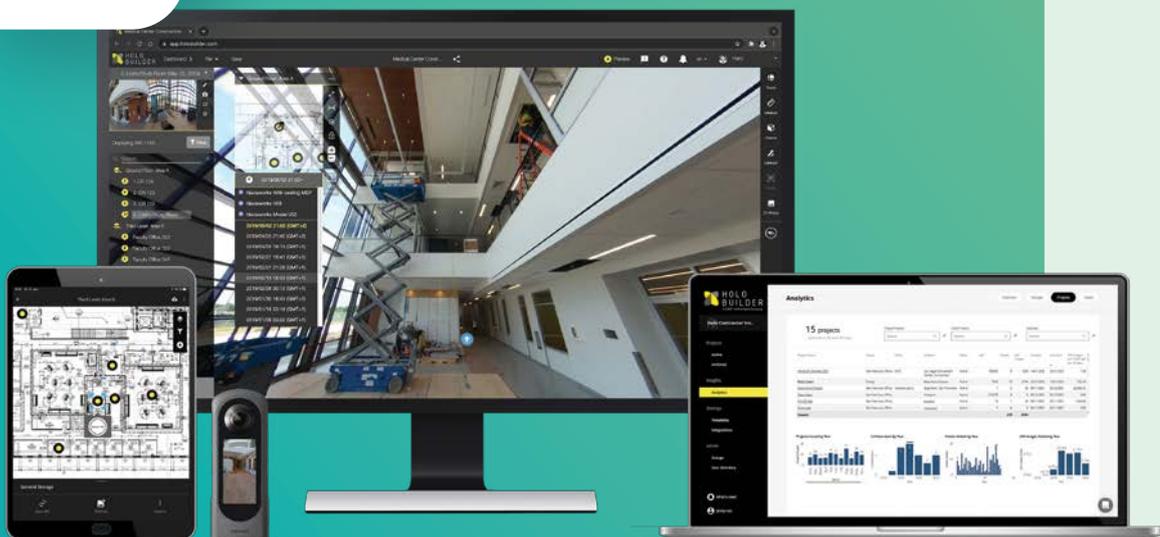
1 Suspended (By Owner)
Suntri

8 Active
Projects

6 Completed
Projects

HOLO
BUILDER

Previously, PPS used a 360-degree camera to take site photos and manually stitch them together to track site progress and create monthly reports like The Custom House project. This process was time-consuming, required a programmer to edit or merge anything, and could not be done on-site.

In 2023, PPS began implementing HoloBuilder with a contract applicable for use with our other projects. This elevates our competitiveness and create further business opportunity.

HoloBuilder is a construction management program that captures 360-degree images at each location and arranges them in a timeline by date and time. This makes it easy to view the site work at each stage and compare past and present images. All that is needed is a 360-degree camera.

Its strong point is convenience, it can be used on-site and does not require a server. Owners and collaborators from other companies can join and comment on the project without having to visit the site. Helps reduce disputes, and improve efficiency as the information is stored in one place and can be viewed in chronological order.

As of 2023, 35 PPS employees have been trained on HoloBuilder, representing more than 10% of the field staff. This allows them to use the tool on their own without having to send someone from the central administration office.

Feedback from HoloBuilder Users

1.Royal Palace Project

Project Type : Renovation
Site : Sanam Chandra Palace, Wasukri Royal Pier
Usage • For multiple parties to see progress
at each location before the meeting.
• Photos of the throne hall were taken before it was moved, assembled, and checked for accuracy.

2.Community Mall

Project Type : Construction, Architecture,
Building Systems, Landscape
Site : Village Hub, The Spheres
Usage • The owner can see the overall picture of each construction point
• For comparing the site with the 3D model and see a 3D image of each location.
• For viewing the wastewater treatment system. Allow tenants to come in and view the space before construction is completed, as well as to see the location, and see the neighboring stores.

3.Department Store

Project Type : Construction, Architecture,
Interior Design, Renovation
Site : Siam Paragon, Central Nakhon Pathom, Central Westgate
Usage • For reviewing pre-renovation images, comparing site work
• For creating monthly reports in comparison with the 3D perspective images to actual site work.
• Some locations do not use it because the owner is already on-site.
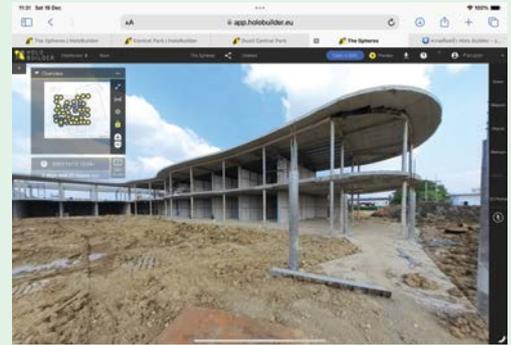
Next Steps

We need to analyze the feasibility and business needs to determine whether we will continue to use it or how we will develop for future site viewing.

Panupan Sansernsirikul
Head of HoloBuilder

3) Innovation in Human Resources Management and Internal Communication

**MyPPS:** is a centralized platform for internal communication within PPS. It was launched in 2016 as a platform for sharing announcements, news, PR, and activities to build employee engagement and organizational commitment. In 2019, the MyPPS mobile app was developed, adding features such as timekeeping, allowing employees to clock in/out from construction sites located in different provinces, which saved PPS money on fingerprint scanner installation and maintenance costs. Employees can now clock in and out via their mobile phones, and the app can track their location and report daily working hours. Additionally, a leave request function has been added, and an online expense reimbursement system is being developed for launch in Q1 2023. This will significantly reduce paper usage and assist the HR and OD department in data management. To further engage and connect employees, the app includes an activity function where employees can participate in running distance accumulation, surveys, quizzes, and company events, and earn coins that can be redeemed for rewards.

4) Innovation for Sales and Marketing

Virtual Tour: Expanding its service offerings, PPS developed the Virtual 360° innovation, an app that creates realistic virtual models of projects. This allows project owners and potential investors to visualize the project before construction begins, and they can even customize the finishes and furniture. The model can be adjusted according to customer needs. Virtual Tour serves as a marketing tool and reduces construction time and costs for project owners. PPS is committed to continuous innovation and improvement. In 2023, the company plans to focus on three areas. Firstly, seeking innovation to support construction project management. PPS plans to implement KANNA software, a leading construction management software from Japan, to support project communication and management among various related parties. This will improve the efficiency of data sharing among project stakeholders. It works similarly to the LINE messaging application which helps reduce communication hassles, but allows real-time updates on reports, photos, and files without file expiration and is more secured. Secondly, to adopt an innovation for document management, PPS has developed a Document Management System (DMS) with WI function to control document import and export, create an activity dashboard for task tracking and reporting, and perform OCR to convert image files into editable text files. DMS has saved over 400,000 baht/year compared to renting storage space, outsourcing document scanning and organizing, and hiring staff to manage the document system. It only cost 200,000 baht, allowing PPS to save and recover the investment within 5 months. It also helps reduce greenhouse gas emissions from paper waste. Third, PPS is committed to implementing the ISO 20000 IT standard, which is an international standard for IT service management. This will further enhance the company's IT service management and delivery capabilities, ensuring high-quality and reliable IT services to its customers.
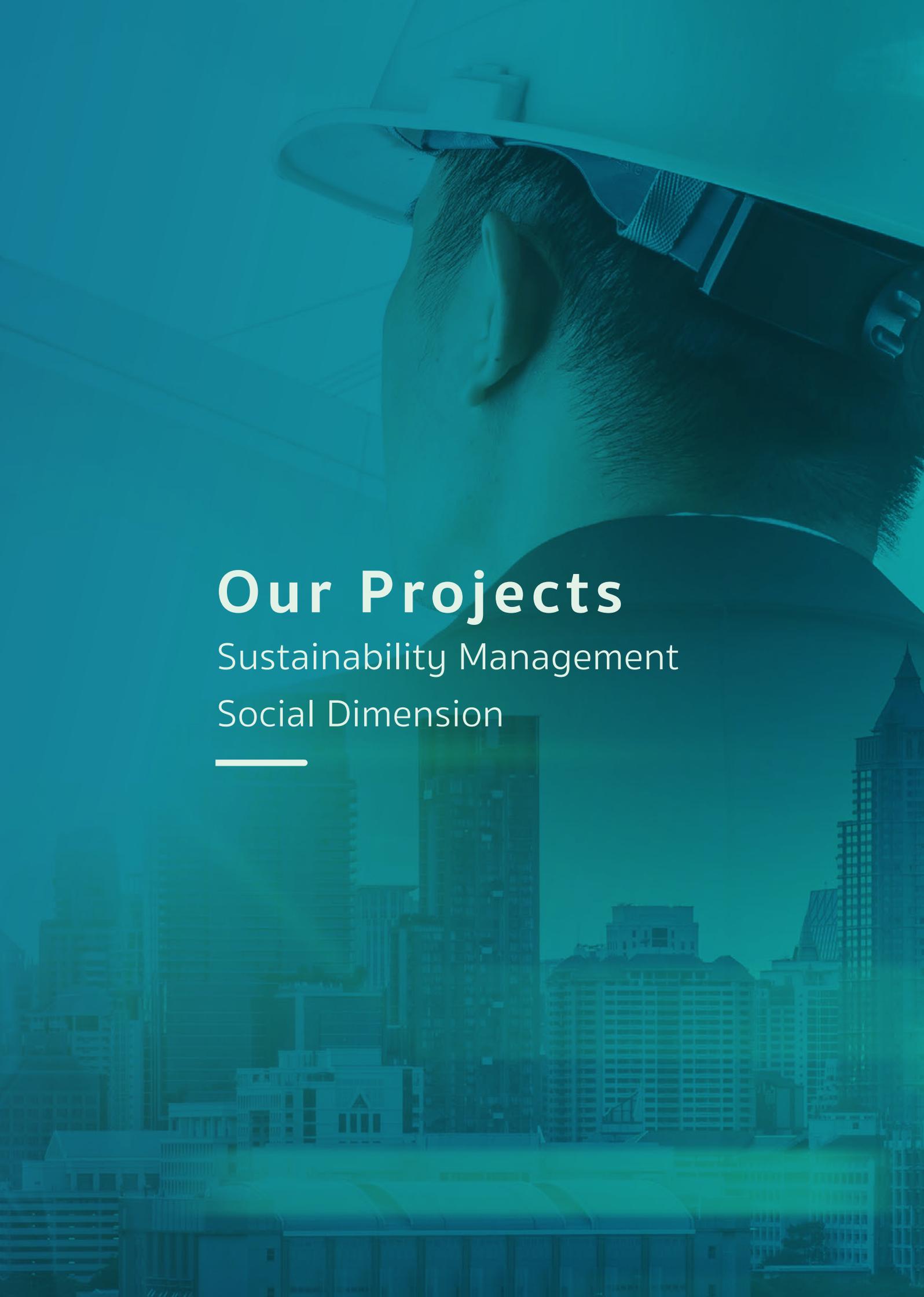
Our Projects

Sustainability Management

Social Dimension

_____

Social Sustainability Policy and Practice

The company believes that long-term business operations are not enough for business sustainability. It must be sustainable in its foundation which derives from the support and cooperation of all parties inside and outside the organization in laying a robust foundation and being ready to grow together with society in a supportive and beneficial way, through cooperation, unity, and a sense of shared ownership, we will be able to live together in the same society sustainably and happily. Therefore, the company has established a social responsibility policy as a guideline for action that reflects its commitment to social responsibility and stakeholders. This policy is publicly published on the company's website. The company's board of directors considers and approves the guidelines for implementation and monitors the results of operations every year, as detailed below.

> **An initiative to "encourage cooperation to drive towards sustainability goals."**

Respect for Human Rights at all Levels

5 GENDER EQUALITY   **8 DECENT WORK AND ECONOMIC GROWTH**   **10 REDUCED INEQUALITIES**
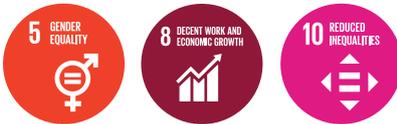
Target for 2027
To be an organization that is recognized for its commitment to human rights, has zero tolerance for human rights abuses, conducts human rights due diligence, and is committed to zero cases of human rights violation.

Target for 2023
Aim for zero cases of human rights violation.

Results in 2023
● There were no cases of being accused of not respecting or violating human rights.
● 100% of all employees at all levels received human rights training through legal courses and professional work ethics workshops.
● Conducted an assessment of human rights risks in key business operations of PPS. There is a monitoring and evaluation of operations by the risk management framework.

1. Respect for Human Rights at all Levels

The company stresses great importance in respecting human rights and considers it as a principle in conducting a business and sustainable stability. In addition, the company believes that employees are the key drivers in creating excellent work for the company. Therefore, the company treats all employees fairly following ethical principles and good corporate governance, including respect for human rights and employee dignity. Provide fair treatment and no discrimination based on race, religion, color, gender, language, origin, or education. Free from forced labor and child labor. The company has declared a human rights policy to serve as a guideline for the actions of the company's board of directors, executives, and employees.

Key areas covered by the policy including employee data privacy such as their names, histories, health, work history, etc. Moreover, the company will only disclose or transfer employee personal data to the public only if it has obtained consent from the employee.

Guidelines for Implementation

1. Do not engage in business that violates human rights principles or intentionally leads to unethical practices.

2. Train and educate employees to understand the policy of not being involved in human rights abuses.

3. Emphasize that all employees must not act in a way that violates or harasses others, whether through words or actions, based on cultural beliefs, race, religion, gender, color, education, age, disability, sexual orientation, identity, and/or gender expression, physical and mental disabilities, including opinions, ideas, and work styles that are different or novel.

4. Create a communication channel for reporting that is appropriate and safe for all stakeholders, including receiving complaints or reporting tips. In cases where it is believed that company employees or the company's board of directors do not comply with laws, regulations, company rules, ethics, and ethical codes of the company.

5. Set a policy to protect and provide fairness to employees, including stakeholders, of the company that discloses information or provides tips about unethical practices or non-compliance with laws, regulations, company rules, ethics, and ethical codes of the company (Whistleblower Policy). Details of the policy will include the process of handling, investigating, investigating, considering facts, keeping records, keeping information confidential, and imposing penalties for the accused.

**Fair Employment and
Creating Good Employee Engagement**
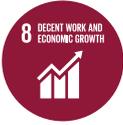
Target for 2027
To be an organization that employs fairly, has no illegal employment, maintains employee satisfaction, and has a low turnover rate.

Target for 2023
- No illegal employment.
- Maintain employee satisfaction at 70%.
- Control employee turnover to not exceed 10%.

Results in 2023
- No unfair or illegal employment.
- Declaration of commitment from senior management to employees.
- Received employee satisfaction survey results at 81%.
- Employee turnover rate at 16.1%. Still missed the target.
- Compensation and benefits structure adjustment for new employees.
- Conducted a survey to assess employee engagement to adjust employee benefits in 2023.

2. Fair Treatment and Fostering Good Employee Engagement

The company is committed to fair treatment of workers as we see the value of each employee and understand that every employee is essential to our business. Therefore, we are committed to treating all employees fairly, following ethical and code of conduct.

2.1) Employment and Respect for the Right to Work

The company has a clear policy on fair employment and dismissal. We stand for equal treatment, free from discrimination based on race, religion, color, gender, language, origin, or education. No forced child labor and child labor, no usage of illegal foreign labor, and no forcing employees to work without consent.

In addition, the company also promotes the employment and development of people with disabilities. By providing opportunities for knowledge and skill development to help them develop their abilities, generate income, and enable people with disabilities to take care of themselves.

Implementation Guidelines

1. Strictly follow the company's regulations on employment, including regulations on hiring new employees and regulations on the treatment of current employees. Consider adjustments such as salary adjustments, promotions, and bonus payments on work performance, knowledge, and abilities of employees regardless of age, race, religion, nationality, skin color, gender, or personal beliefs.

2. Establish appropriate and safe channels for stakeholders to report concerns or complaints. Allow employees to report any cases of harassment, discrimination, unfair treatment, or unethical practices. Implement a system to protect whistleblowers.

3. Promote and develop employment for people with disabilities following the Royal Decree on the Promotion and Development of the Quality of Life for Persons with Disabilities.

2.2) Social Protection and
Creating Good Employee Engagement

In addition to employment and respect for human rights in the workplace, the company also cares about the well-being of all employees. We are committed to developing processes for attracting and retaining talent. We have a fair treatment policy including providing competitive compensation and benefits following the law and offering additional benefits, such as a provident fund.

Implementation Guidelines

1. Provide training and dissemination of employee manuals to ensure that all employees are aware of the employment terms and conditions as well as employee benefits. Salary adjustments should be based on performance evaluation. Employees should have annual leaves, compensation, and basic social welfare following the law. Moreover, the company also provides a provident fund, employee joint investment program (EJIP), retirement fund, social security, life insurance, and health insurance.

2. Set clear and transparent policies on compensation and benefits. Ensure that compensation and benefits are competitive and sufficient to retain talented employees with the following details:

2.1 Short-term compensation consists of salary and bonuses, which depend on the individual employee's abilities and the company's performance each year including other benefits such as travel allowances, phone allowances, health insurance, and social security.

2.2 Long-term compensation consists of provident fund, retirement compensation, and Employee Joint Investment Program (EJIP).

Establish a benefits committee to allow employees to participate in providing feedback or negotiating benefits and employee rights..

Promote Occupational Health and Safety through Work Processes

3 GOOD HEALTH AND WELL-BEING   **4** QUALITY EDUCATION   **11** SUSTAINABLE CITIES AND COMMUNITIES

Target for 2027
Recognized as an organization with standards in quality and safety in operations, having measures to control safety risks and keeping the number of accidents in projects at zero.

Target for 2023
- All projects meet safety assessment criteria.
- Control the number of accidents in projects to zero.
- Ensure employees or partners do not experience severe accidents that may lead to work stoppage.

Results in 2023
- Conducted safety assessments in both the head office and construction sites, with all projects meeting the criteria.
- Controlled accidents in the projects at zero.
- No employees or partners experienced severe accidents leading to work stoppage.
- Provided safety and fire safety drill and evacuation trainings to the employees and the surrounding communities.

Due to the nature of the company's business, employees must be present at construction sites to supervise and control the quality of construction projects. Therefore, the company's employees are at high risk of accidents during work. We consider these highly and has therefore established the following guidelines for protecting the health and safety of employees at work:

Implementation Guidelines

1. Provide additional health and accident insurance for all employees in addition to social security and other benefits required by law.

2. Establish a safety health management, and environmental management plan in the office and at construction sites.

3. Provide necessary personal protective equipment to employees who need to be stationed and work at construction sites, including safety helmets, safety shoes, and safety belts.

4. Provide regular training for employees on safety, health, and environmental regulations, procedures, and management, especially before starting work to reduce the risk of accidents and incidents.

Promote Learning and Development for a Better Quality of Life

Target for 2027
Promote lifelong learning for a total of 100,000 employees, children, youth, adults, stakeholders, and vulnerable groups through the academy and PPS knowledge-sharing activities.

Target for 2023

Internal Activities Target
- Set a target for employees to receive training of at least 18 hours/person/year.
- Encourage employees to pursue professional certifications.

External Activities Target
- Create educational opportunities for children, youth, adults, stakeholders, and vulnerable groups through the academy and PPS knowledge-sharing activities.

Results in 2023

Internal Activities
- Conducted employee training for 21.62 hours/person/year.
- 3 employees were able to obtain engineer's professional certifications.
- Improved employee training modules to be relevant to required skills, customer needs, and business direction by conducting 28 internal training courses for employees.

External Activities
- Opened opportunities for the general public to participate in all training courses, totaling 28 courses.
- Created educational opportunities for 700 children, youth, adults, stakeholders, and vulnerable groups.

3. Promoting Employee Development

The company continuously promotes employee development because employees are the key force that will help drive the business to success. Therefore, we focus on developing our employees' capability to bring out their true potential and maximize their benefits. We aim to develop our employees alongside the development of our organization, so we provide continuous human resource development plans for employees at all levels. Employees can undergo training through the "PPS Academy" training center, which is a network organization for the continuous development of engineering skills and is certified by the Council of Engineers. Employees can use this to their advantage in applying for professional engineer licenses from the Council of Engineers.

Implementation Guidelines

1. Prioritize employee skill and capability development by providing learning opportunities thoroughly and regularly.

2. Regularly review and update the employee training plan. Ensure that it is aligned with the company's business needs.

3. Provide training programs that are tailored to the individual needs of employees by considering the employee's position, length of service, and experience.

4. Collect feedback from employees and supervisors. Use this feedback to improve the training program and ensure that it is meeting the needs of employees.

5. Promote career advancement by offering opportunities for employees to develop their skills and advance their careers.

4. Conducting Business Fairly

Project Planning Service (Public Limited Company) is a company that has been in operation for an extended period of time. With a team of experienced and qualified Thai engineers, the company has a proven track record of delivering quality work and building trust with customers in a professional manner. The company also has long-standing relationships with its customers. Over the past 30 years, the company has emphasized and promoted fair, honest, and ethical competition with all parties. The company has divided its business operations with ethical practices into 3 main categories:

4.1) Fair Competition

The company has a policy of conducting business fairly and responsibly towards its competitors. It operates within the framework of competition law and does not engage in unethical or illegal business practices. The company focuses on competing based on value, customer satisfaction, and excellent quality of work. It does not engage in price wars. In cases where price is a key consider-

ation, the company has been offering a reasonable price in all respects.

Implementation Guidelines

1. Compete fairly in business dealings. Do not use unethical methods such as obtaining confidential information about competitors illegally or violating ethical and professional standards.

2. Focus on offering fair prices that are commensurate with the quality of work and customer expectations.

3. Strictly comply with the terms and conditions specified in contracts.

4. Provide quality services and deliverables that meet customer expectations at a fair price.

4.2) Encourage Partners to be Socially Responsible

Partners are considered one of the important drivers of the company's business growth. They help ensure that the company's business management is sustainable in the long term, along with the economy, society, and the environment. We define "partners" as individuals, groups, or legal entities that do business with the company. This includes business partners, suppliers, service providers, and creditors. We have a strict policy of complying with the terms and conditions agreed upon with partners including various agreements specified in contracts for business partnerships.

Implementation Guidelines

1. Comply strictly with contractual obligations to partners. This includes the terms and conditions and agreements specified in the contract or purchase order. If the company is unable to comply with a particular term or condition, it must notify the partner and work together to find a solution.

2. Treat partners fairly and ethically. This includes not soliciting or accepting bribes or other benefits from partners.

3.   Establish a policy on gifts, entertainment expenses, and any kind of items received from partners.

4.   Establish criteria for selecting partners that ensure they have the qualifications and capabilities suitable for the work to be carried out together, for instance:

4.1   Business partners must be honest and ethical. They must operate their business in an ethical manner that is consistent with our commitment to combating corruption in business operations.

4.2   Business partners must have a proven track record of doing business honestly. They must not have received any warnings or sanctions from customers for their work.

4.3   There must be no cases of labor law violations or human rights abuses. They must comply with the law and have ethical business practices.

4.4   Adopt risk and environmental management to prevent harm to the stakeholders and the environment as well as operate with safety standards.

4.5   Maintain an approved vendor list created based on an assessment of the business partners' performance and includes business partners that have quality control, safety, and standard service. They are the first choice for consideration when selecting partners.

4.6   Encourage the arrangement of activities to improve the quality of service of its business partners. This includes organizing training/seminars to develop knowledge and improve business ethics. We also work with partners to develop quality products, services, and innovations that contribute to the work.

4.3) Respect for Intellectual Property Rights

The company respects the intellectual property rights of others. This includes copyrights, trademarks, and patents. We have a clear policy on this matter, as outlined below:

Implementation Guidelines

1.   Have a code of business ethics and a good governance manual for directors, executives, and employees.

2.   Respect and comply with laws related to intellectual property and copyrights.

3.   Campaign against employees using pirated products.

4.   Encourage and promote the use of legal products seriously. For example, all computer programs used in the organization must be licensed and legal.

Collaboration to Enhance Quality of Life and Community Development

Target for 2027

Support continuous organization of activities to diminish problems and respond to the needs of communities and the environment. Enhance the quality of life and develop community through collaboration with partners in all sectors.

Target for 2023

● Organize activities to support local communities.
● Promote livelihoods and generate income to improve the quality of life for people in society and the disadvantaged.

Results in 2023

Internal Activities

● Arrange social service activities, such as the waste for food and utensils initiative, support the community reforestation initiative, and the purchase of carbon credit from the local community forest.
● Promoting livelihoods and income generation to improve the quality of life for 100 individuals in society and the disadvantaged.

5. Knowledge Sharing and Organization of Activities for Sustainable Social Development

The company operates its business based on knowledge and expertise in providing design and construction management services. The professionalism and expertise of our personnel are important, thus the Board of Directors, therefore, emphasizes the responsibility and contribution to society, including participation in activities related to community development in appropriate times and opportunities. We focus on disseminating knowledge, expertise, and innovation to communities and society to enhance engineering professionalism.

Implementation Guidelines

1. Co-develop communities and society.
2. Develop the potential and skills of personnel.
3. Promote positive attitudes towards the engineering profession.
4. Be a role model for engineers through the White Engineer initiative.
5. Build a network of cooperation between organizations.

Policy Review and Implementation Guidelines for Social Dimension 2023

The Board of Directors has reviewed the policy and guidelines and monitors the operational performance annually. In 2023, the Board of Directors 4/2003 meeting on November 9, 2023, concluded that the current social policies and guidelines are still appropriate. Therefore, it was agreed to continue using them. The company has disclosed the social policies and guidelines to all directors, executives, and employees through the MyPPS application, which is the company's internal system. They have also been published on the company's website for stakeholders and external parties to access.

Results Summary for Social Dimension through 4 following topics:

1) Results on Respect for Human Rights at all Levels

1. The company has strictly followed the guidelines previously outlined.

2. The company has created a comprehensive and safe channel for employees and stakeholders to file complaints or express their opinions. All parties can file complaints or express their opinions freely. Throughout 2023, the company has not received any complaints of human rights violations.

2) Results on Fair Employment and Creating Good Employee Engagement

2.1) Employment and Respect for the Right to Work

1. The company has strictly followed the guidelines previously outlined.

2. The company has created a comprehensive and safe channel for employees and stakeholders to file complaints. All parties can file complaints or express their opinions freely.

3. The company has promoted the employment of people with disabilities by providing them with jobs in the Living Enterprise following the Royal Decree on Promoting and Developing the Disabled Persons' Quality of Life, Section 35, which complies with the law.

Employee data

Male	Female
242 Permanent employees	**109** Permanent employees
0 Disabled employees	**3** Disabled employees
242	**112**

Total employees
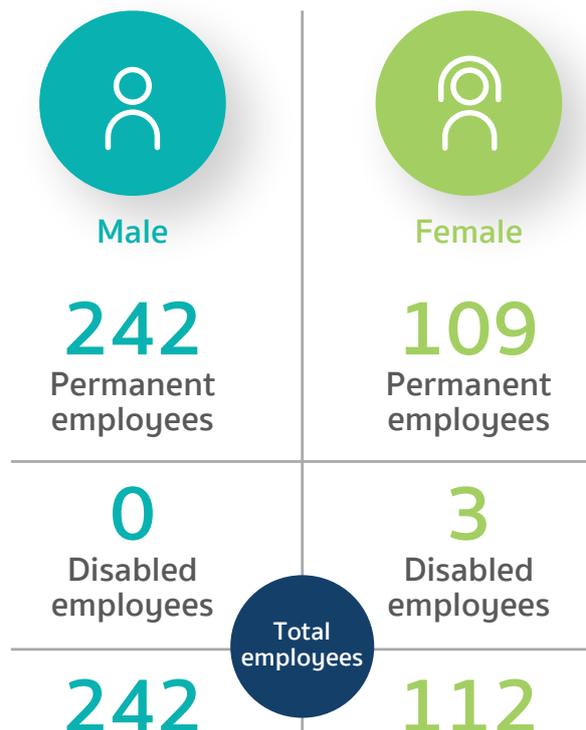
2.2) Social Protection and Employee Engagement

1. The company has established a provident fund scheme for employees since August 2004, which has been in operation for 19 years. Currently, 189 employees have joined the scheme, representing 52.94% of the workforce.

2. The company provides life insurance and health insurance for all employees.

3. The company adjusts salaries and bonuses annually based on employee performance evaluations.

4. In 2023, the company's turnover rate was 16.1%, which is lower than 23.5% in 2022. However, it still did not meet the target of 10%. The employee satisfaction rate is not less than 70%, which meets the target.

2.3) Occupational Health and Safety

Our employees strictly follow the guidelines to ensure that there are no accidents or injuries at work, thus there were no cases of accidents that led to work disruption or any sickness derived from working.

3) Results on Employee Development

1. The company has established its training center, PPS Academy. In 2023, it organized 28 training courses for employees, with 375 employees participating and an average training time of 21.62 hours per person. The target is for each employee to receive no less than 18 hours of training per year.

2. The "Encouragement for Professional License Acquisition" initiative was initiated to encourage the company's engineers and architects to develop their knowledge and skills, the company has a policy to subsidize employees who can obtain professional licenses at each level. In 2023, 3 employees of the company were promoted to professional engineers, and the company awarded them 30,000 baht each as an incentive.

4) Results of Fair Business Practices

4.1) Fair Competition

The company has participated in price bidding following the terms and conditions required by the project owner.

To date, all projects that we have bid on have not resulted in any complaints or allegations of unfairness related to our bidding practices among the company's competitors and subsidiaries.

4.2) Practices Towards Business Partners to Promote Social Responsibility

1. The company gives importance to and strictly complies with the following guidelines in its operations, especially in terms of contract compliance and installment payments. Throughout 2023, we have not received any complaints from any business partners.

2. The company has cautiously selected business partners who have passed the criteria, evaluations, and conditions set, which is 100%. This includes conducting annual performance evaluations of business partners to improve partner behavior and use as a guideline for selecting partners to collaborate in the future. It is found that the our partners have passed the performance evaluation in all cases.

3. The company has developed innovations that help improves work efficiency, such as ProjectLive, Virtual 360, and reporting work progress in real time, helping to inspect and solve problems within our partner's project in a timely manner.

4.3) Respect for Intellectual Property Rights

1. The company has provided training for employees to understand the laws and practices related to non-infringement of intellectual property and copyright.

2. The company has issued a prohibition on all employees using pirated software in the offices since July 7, 2020.

5) Results of Knowledge Sharing and Initiatives for Sustainable Social Development

1. The company conducts its business with responsibility towards the community and society, emphasizing the reduction of environmental impact and mitigating potential negative impacts on the quality of life of communities around the workplace. In 2023, the company has not received any complaints from the community on social issues. In addition, we emphasize participation in community and social development. Therefore, it has encouraged and supported its employees to initiate and operate various projects, as follows:

1.1 The company has initiated the "Run for Love" project since 2013 from the initial idea of a few employees who were running for their own health. Later, it has expanded to become the PPS Run for Love network, which is an activity that builds relationships between employees even if they are in different departments. They collect running mileage within the employee group to help support employees who have health problems for cases where there are high medical expenses, in addition to social security and insurance. They also participate in donating money to help children with disabilities and people who are in need of help through various charity runs.

In 2023, the company organized a running mileage collection activity, divided into 2 phases: a 200-kilometer phase within 3 months and a 2,023-kilometer phase within a year.

In 2023, there were 89 runners who were able to collect a total running mileage of 34,897.66 kilometers to earn coins in myPPS, running shirts, and

jackets from the activity. In addition, the top 3 runners will receive additional prizes from the activity.

As a result of the activity, the running mileage increased from 15,503 kilometers in 2022 to 34,897.66 kilometers in 2023, and the achievement rate increased from 97.69% to 107.50%, an increase of 10.0420%.

2. The company recognizes the importance of continuous human resource development. Therefore, it has set a policy for developing potential and skills in work through various activities, as follows:

2.1 "Bachelor's Degree Scholarship Program (for 2 consecutive years)" was initiated to support organizational development and personnel development within the company to have knowledge and expertise in specialized fields.

3. The company believes that sharing knowledge in engineering and being an engineer to the community and society will be able to elevate the profession and develop society sustainably. Therefore, we have organized various activities, as follows:

3.1 Sharing knowledge with project stakeholders through collaborations, which means collaborating with our quality personnel who work systematically, using innovation in work, and allowing customers, designers, contractors, or subcontractors to see examples of good practices and follow them.

3.2 Sharing knowledge with the community by creating opportunities for the community to participate in the project, such as allowing students to work in real construction sites, including

organizing training for communities around the construction project, and providing knowledge on safety, fire prevention, accident prevention, and basic first aid.

3.3 Sharing knowledge and experience that we specialize in with the community allows the society to benefit on a wider scale.

- Initiated the "White Engineer" project to show what a good engineer should be like, we use the "White Engineer" Facebook Fanpage as a medium to connect the network of engineers and share knowledge and experiences in engineering and technology in the industry to those who are interested.

- Created an animation "Kred Kwarm Roo Gub Loong P (Knowledge Nuggets with Uncle P)." This is another way for us to share outstanding innovation and knowledge. It comes from the creativity and combination of information technology and innovation that the we have researched and developed, resulting in an animation to share these innovations and new knowledge to society. It is packed with engineering content, mixed with humor and entertainment. It is easy to understand and can attract young people to participate. You can watch the animation "Kred Kwarm Roo Gub Loong P (Knowledge Nuggets

with Uncle P)" on "Changmuns" Youtube Channel and "White Engineer" Facebook Fanpage.

4. Building Inter-organizational Collaboration Networks

- The company has participated in the Care the Wild Project "Plook Pong, Plant & Protect" activities with the Stock Exchange Thailand and Royal the Department of Forestry, which is a reforestation initiative, allowing people in the community to share the responsibility of taking care of the forest. Allowing the forest to grow sustainably with care from the community network itself. We have selected Ban Mai community in Chiang Rai Province, following the concept of "exchanging the working area with the reforestation area". A total of 20 rai of community forest plants were planted. Currently, it is being monitored for 3 years and the plant species in the project will be evaluated to see what they are and how much they have grown. This will lead to further carbon footprint assessment.

Our Planet

Building Safe Cities,
Creating a Sustainable
Green World

—

Energy and Natural Resources Conservation

Target for 2027
Promote the use of alternative energy, research and develop new products and technologies to reduce electricity and paper consumption by 20% compared to the base year.

Target for 2023
- Control water, electricity and paper consumption to be within the target by setting it as a company policy to get all employees involved.
- Encourage all employees to reduce greenhouse gas emissions by using 10% less electricity.
- Expand the scope of energy consumption control to include subsidiary office buildings.

Results of 2023
- Controlled water, electricity and paper consumption to be within the target by setting it as a company policy.
- Reduced greenhouse gas emissions by replacing the use of fossil fuel energy with solar cell energy. Reduced electricity consumption by 32,890.32 units/year, saving 155,000 baht or 32%.
- Developed new technologies to reduce paper consumption. Reduced paper consumption by 160 reams, saving 16,800 baht or 36%.

To achieve the short-term and long-term goals on energy and natural resources conservation aligning with the Paris Agreement which aims to limit global warming to no more than 1.5°C, we will use 2016 as the base year to measure performance in environmental management. However, to align with TGO's standard, also known as the Carbon Footprint Organization, we have selected 2023 as a base year for environment, climate change, and greenhouse gas management. The data is reliable and has been verified by the auditor registered with TGO. Currently, we're in the process of registering the auditing results with the TGO.

The company have set targets for controlling electricity and paper consumption within the organization. As well as, promote innovations that help the PPS business process to be more environmentally friendly. Instill and encourage employees to see the importance of using natural resources wisely through activities related to energy and natural resources conservation.

Environmental Sustainability Management

Environmental Policy and Guidelines

The company is committed to conducting business with care and responsibility for the environment. We recognize that the impact of our business activities on the environment will eventually have a negative impact on the sustainability of human life. Therefore, we have a policy to promote resources conservation, the use of resources efficiently and maximize benefits, and avoid encroachment or destruction of ecosystems, which is in line with the organization's sustainable development issues: energy conservation, environmental care, and environmental risks assessment in our business processes and promote innovations that make our business processes environmentally friendly. We instill in employees involved in every process to see the value of environmental protection and be a role model for others to take care of the environment through initiatives including resource management and control, the use of alternative energy, the use of environmentally friendly building materials, and green innovation. Moreover, we also promote the use of alternative energy, for instance solar energy and electric vehicles. The company also implements the circular economy concept in its operations.

The company has disclosed its environmental policy and practices to all directors, executives, and employees through the MyPPS application, which is the company's internal system. It has also been published on the company's website for stakeholders and external parties to be aware of. The Board of Directors reviews the guidelines and monitors the performance on a regular basis.

Environmental Management Guidelines

1. Train employees on safety, environment, and resource use to create understanding and instill it as an organizational culture. Employees are involved in environmental and community activities to lead to sustainable practices.

2. Provide advice to customers and designers on designing and managing buildings to be energy efficient and environmentally friendly, or green buildings. This is done by selecting environmentally friendly materials, maximizing energy efficiency, and cost-effectiveness in the long run.

3. The company encourages employees to use the 3R principles: Reduce, Reuse, and Recycle. Employees are encouraged to be mindful of resource use and to minimize environmental impact. The company also implements the circular economy concept in its operations.

Reduce: Conserve water, electricity, and paper. Organize Big Cleaning Day to promote the use of electric vehicles instead of fuel vehicles, for instance.

Reuse: Use reusable materials, such as tote bags.

Recycle: The company sort waste, such as plastic bottles, and sell them to reduce waste disposal.

Circular Economy: The company applies the concept and principles to all projects to find ways to reuse materials in the work process.

This allows the company to manage energy and the environment efficiently and without petition.

4. Prevention of environmental impacts from business operations which may affect the environment. This is done by controlling pollution and waste from business processes. The company regularly monitors and takes corrective actions systematically to maintain environmental biodiversity.

5. Consideration for surrounding communities and ecosystems. The company takes into account natural biodiversity, including natural resources and marine resources surrounding the project. This is done by complying with environmental regulations, environmental impact assessment (EIA), and safety manuals.

6. Ensure that contractors with SHE (Safety, Health, and Environment) regulations and various laws and regulations strictly, such as:

6.1 The construction site must have a nontransparent, strong fence at least 2 meters high.

6.2 Tarpaulin or other suitable materials must be used to prevent construction debris from falling and dust from spreading.

6.3 Prepare equipment and area for cleaning the tires and chassis before leaving the construction site. The company must maintain the cleanliness of access roads, sidewalks, and public areas adjacent to the construction site.

6.4 Noise and light pollution must be prevented to avoid disturbing neighboring communities. The use of hazardous construction materials must be avoided.

6.5 Pollution, waste, waste water, and noise must be under controlled and monitored to be within the standard.

6.6 Construction workers must wear safety helmets, safety shoes, and safety belts when working at heights, for instance.

6.7 The safety officer must inspect and monitor the implementation of safety, health, and environmental work weekly. Any non-compliance must be corrected.

6.8 All wastewater and wastes generated in the construction project must be drained through a drainage system. Disposal must not cause pollution or disturbance to others.

6.9 The company promotes the efficient use of resources and materials. The company considers using environmentally friendly materials as the first priority to minimize environmental impact.

Results of Environmental Management in 2023

Since the abovementioned implementation guidelines are part of our professional service, thus we stresses great importance to implementing them in the head office and all construction sites. The company continues to focus on developing efficiency in safety, health, and environment management and complying with various laws and regulations. We also emphasize the efficient use of resources to enhance the organization's potential for continuous development. In the past, the company has not had any operations that have impacted ecosystems or natural resources. We have also never received any complaints about environmental violations. In addition, the company organizes environmental activities to raise awareness and encourage personnel to realize the value of using natural resources efficiently and to create high benefits for themselves, the organization, and the surrounding society. This is done through various projects, including:

Energy Management:

The company emphasizes instilling a sense of energy conservation in all employees. We have a policy of resource management for value, promoting the reduction and use of resources only as needed. We monitor electricity consumption every month and set annual reduction targets to demonstrate that the office has reduced resource consumption. We have also replaced all fluorescent lamps in the office with energy-saving LED lamps and expanded this to our subsidiaries. LED energy is cost-effective and helps reduce global warming to some extent. The production process generates greenhouse gases. Throughout the year, we have been promoting awareness of alternative energy since late 2018, when we installed a solar panels at the head office building to reduce pollution both inside and outside the building. Because solar energy is clean and free, it helps the company save electricity costs to some extent. The generated electricity will be connected to the existing power distribution system of the office building (On-Grid System). There is a monitoring system to record and display electricity generation data that can be accessed via a mobile application. In 2023, PPS will expand the installation of solar panels to an additional subsidiary office building on March 15, 2023, with maximum capacity of 15.37 kilowatts peak (kWp) or an average generation of 4.7 kilowatthours (kWh). This is an additional part of the use of renewable energy that allows us to reduce electricity consumption even more.

PPS Head Office
Electricity Consumption Target

Unit/Year

Base Year 2016
- **50,000**
- **58,400**

2021
- **50,000**
- **33,507**

2022
- **50,000**
- **30,310**

2023
- **50,000**
- **31,818**

Target (Old Base Year)

Total Electricity Consumption (Before Policy)

Unit/Year

Head Office
- **29,000** **31,818**

Branch Office 103
- **64,000** **71,820**

Branch Office 101
- **250** **258**

Total Electricity Consumption
- **93,250** **103,896**

Target in 2024

Total Electricity Consumption 2023 (New Base Year)
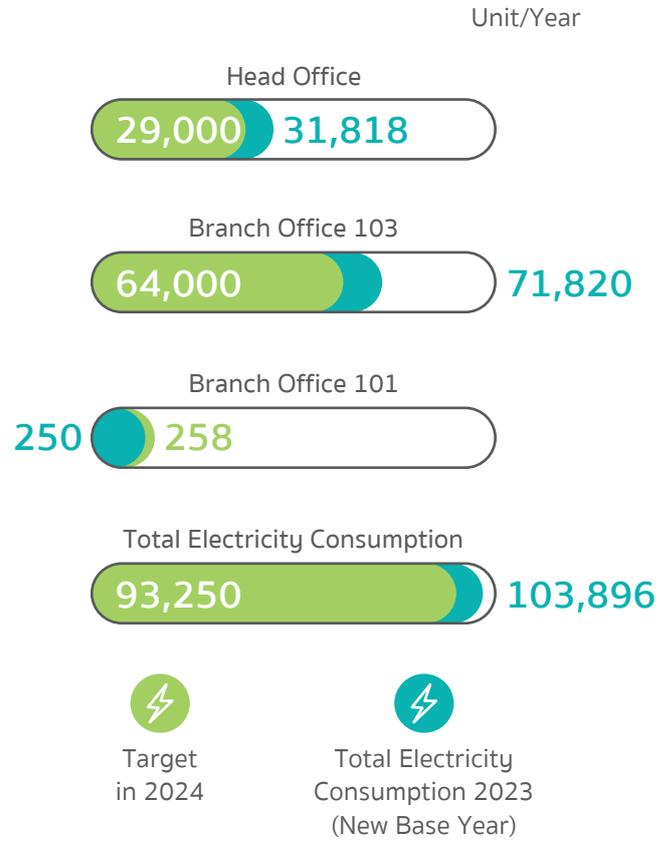
Electricity Generation
from Solar Energy in 2023

	Average Generation (Unit/Year)	Total Generation since Installation (Before the Policy)	Electricity Cost Reduction (Baht/Year)	Average Greenhouse Gas Reduction (tons of CO_2e/Year)
	15,145.58	77,000	75,000	7.57
	17,744.74	17,000	80,000	8.87
	32,890.32	94,000	155,000	16.44 or 32% of Scope 2
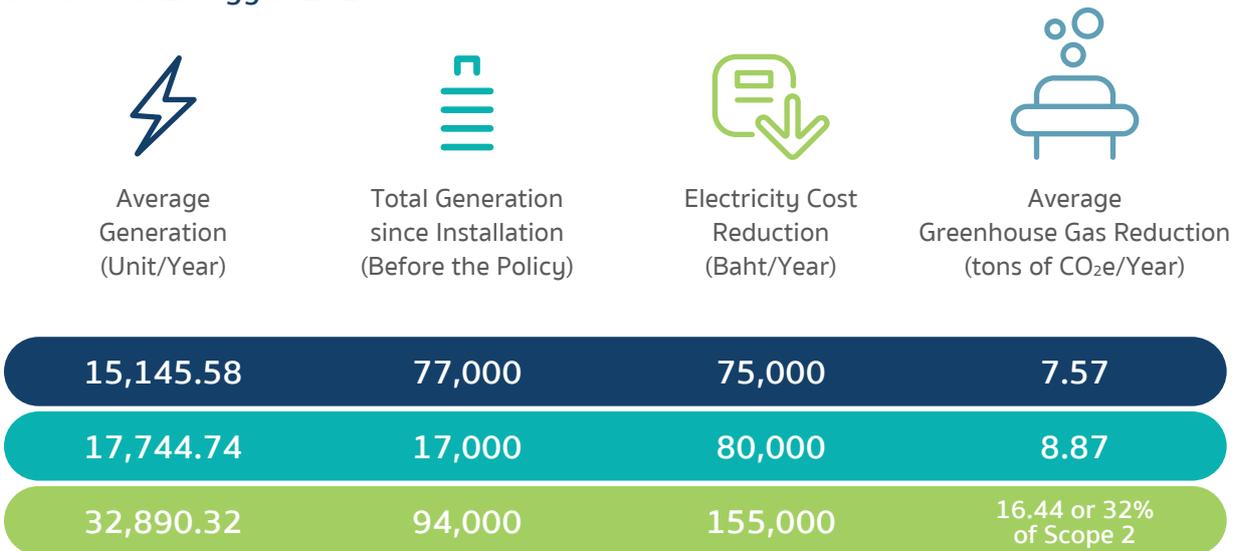
Note: Average electricity price of 5 baht per unit is estimated based on the Office of Energy Regulatory Commission and EF Factor for greenhouse gas emissions of 0.4999 (kg of CO_2e/Unit) referenced by the TGO.

Head Office   Branch Office Building 103   Total

Water Management

To control the use of water to promote efficiency and maximum benefits, we have encouraged our employee to see the importance of water conservation, minimize wastewater, and promote water reuses by reusing water from hand wash basin or rain gutter to water the plant and wash the car. Additionally, we also monitor water usage and identify leakage area. We have set an annual target and monitor result quarterly. We have earned collaboration and serious determination from all related departments in promoting an efficient water resources management. For water management within the construction project, all of our contractors are willing to comply with the EIA regulations and safety manual with regards to water conservation, wastewater treatment, as well as controlling water quality to be within the standard.

PPS Head Office
Water Consumption Target

Unit/Year

Base Year 2016	0
	497
2021	500
	377
2022	500
	612
2023	500
	397

Target (Old Base Year) Total Water Consumption (Before Policy)

Unit/Year

Head Office
350   397

Branch Office 103
545   586

Branch Office 101
4.69   5

Total Water Consumption
900   987.69

Target in 2024   Total Water Consumption 2023 (New Base Year)
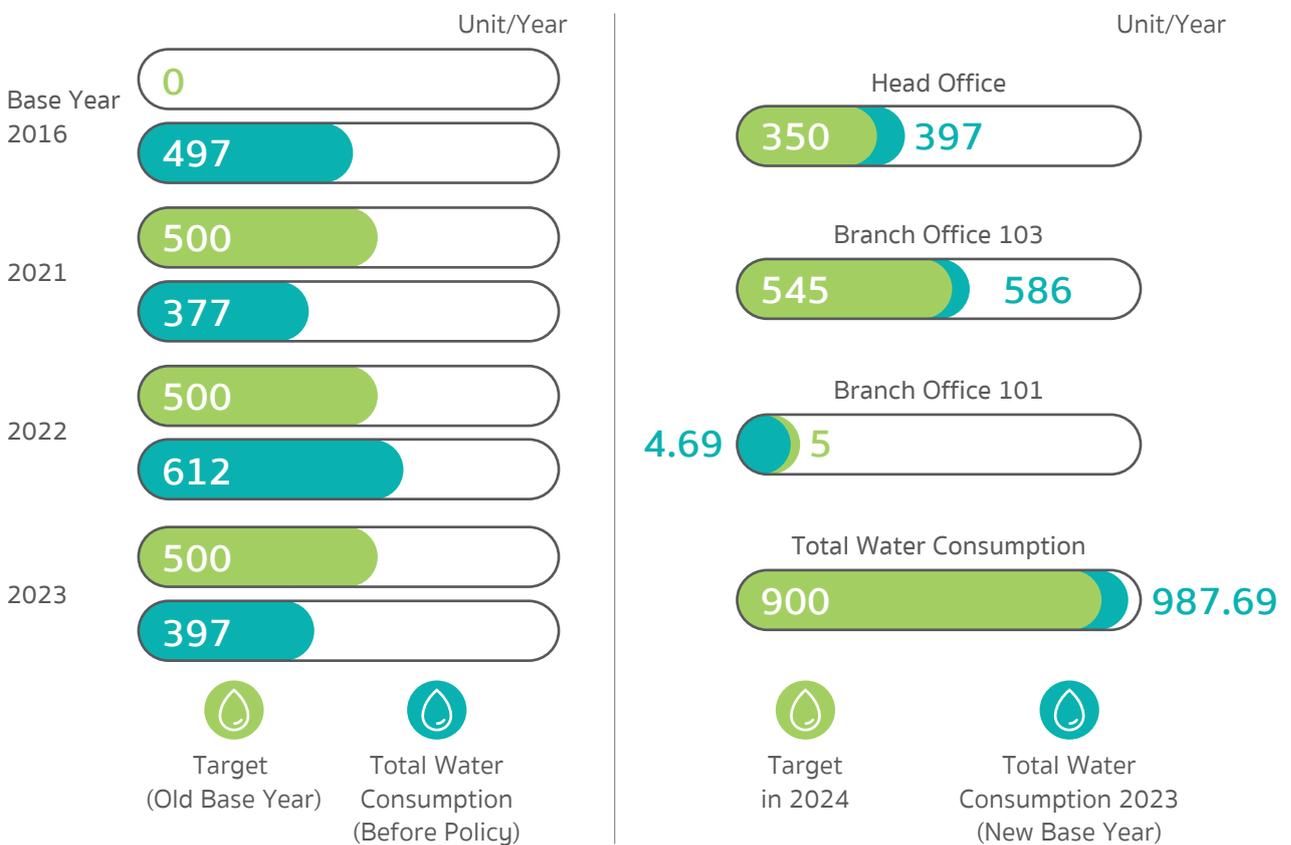
Note: In January to March 2023, there was a problem with the head office water pumping system, resulting in a higher than average level of water consumption and resulted in water consumption that was higher than our annual target.

Environment and Biodiversity Conservation

Target for 2027
- Reduce the amount of waste generated from company operations by 50%.
- Control the emission of pollutants, waste, wastewater, and noise from construction projects to be within the standard.
- No complaints arising from environmental violations.
- Promote and collaborate with stakeholders to participate in activities to care for and protect the environment and restore ecosystems.

Target for 2023
- Reduce the amount of waste generated from company operations by 20%. Start collecting waste separation data in 2023.
- Restore ecosystems and biodiversity.
- Control the emission of pollutants, waste, wastewater, and noise from construction projects to be within the standard.
- No complaints arising from business operations that violate the environment.

Results in 2023
- Collected data for 5 months, from August to December 2023. Use 2024 as the base year for making a waste reduction plan for future landfilling.
- Recycled a total of 79.5 kilograms of waste.
- Maintained and cared for 20 rai of forestation project in 2023 to restore the ecosystem and biodiversity.
- Controlled the emission of pollutants, waste, wastewater, and noise from construction projects to be within the standard.
- There have never been any cases of complaints arising from business operations that violate the environment or encroach on and destroy ecosystems.

Waste and Hazardous Waste Management

The company segregates hazardous and non-hazardous waste. We control the odor and have prepared an area for waste storage to ensure safe storage before sending it to licensed disposal companies in accordance with the law. We also take measures to prevent public exposure during transportation. In addition, we have initiated the "Waste for Food" project, which allows employees and construction workers to bring recyclable waste from home and construction sites to exchange for points that can be redeemed for consumption goods from the company, such as electric appliances, eggs, instant noodles, cooking oil, laundry detergent, and beverages. With the cooperation of everyone involved in the project, including employees, contractors, the community, and local government waste collectors, the project has raised awareness of the importance of cleanliness and recycling in the project. As a result, the project has been able to effectively control and manage waste.

Reduction of Waste from Operations
Summary of Waste Separation
at PPS Head Office and Branch Offices

Waste Types in 2023
(kg)

21.6
Plastic bottles

48.2
Paper

9.7
Plastic bags

79.5
Total
recycled wastes

296.1
Other wastes

375.6
Subtotal

Note: The company collected data between August – December 2023, covering the head office and branch offices.

Air and Noise Pollution Control

For construction sites, to prevent and reduce dust and emissions from vehicles and work processes, the company and its contractors strictly follow air quality control and emission standards. These includes sprinkling water to clean roads, requiring trucks to be covered to prevent spillage of materials and dust dispersion, limiting the speed of transportation vehicles, checking and maintaining engines and machinery to ensure they are in good condition and ready for use, and preventing noise pollution by controlling noise levels to be as low as possible and not affecting the public. We regularly monitor air quality for dust, carbon monoxide, sulfur dioxide, nitrogen dioxide, hydrogen gas, and noise levels every month. The results of environmental monitoring in all of the company's projects did not exceed the standard values according to the announcement of the National Environment Board. There have also never been any complaints about air and noise pollution.

Results of Pollution and Waste Control and Monitoring in Construction Units

Control issues	Monitoring targets	2022 Result	2023 Result
Gases emission ● Greenhouse gases ● Carbon monoxide (CO) ● Sulfur dioxide (SO_2) ● Nitrogen dioxide (NO_2) ● Total hydrocarbons	Not exceeding the standard values (CO< 30 ppm, SO_2 < 0.30 ppm and NO_2 < 0.17 ppm)	Did not exceed the standard values	Did not exceed the standard values
Pollution and waste control Such as odor, dust, noise, smoke, radiation, waste, wastewater, or other wastes	Not exceeding the standard values in accordance with the announcement of the National Environment Board (Average noise level at 24 h not exceeding 70 dB(A) and the maximum peak does not exceed 115 dB(A). Total dust < 0.33 mg/m3 and PM10 <0.33 mg/m3. The water quality index does not exceed the standard)	Did not exceed the standard values	Did not exceed the standard values

Paper and Consumables Management

The company has conducted activities to monitor and control paper usage by collecting the consumption data by department. In 2023, the company reduced paper usage by up to 50% through continuous effort to promote the use of online system. Additionally, we have implemented green innovation that not only facilitates working and improve operational efficiency but also promotes resource conservation for instance:

1. **The Use of BIM Technology in Construction Design:**

The use of Building Information Modeling (BIM) in design work for construction helps us identify errors before actual construction. This reduces the working time, resource usage, and costs incurred due to construction errors.

2. **PPSDrive:**

This is a system for collecting data on construction materials and quantities used in various projects. Through the use of PPS Document Control, we have detailed information on resource usage in each project. This allows us to control and reduce unnecessary resource usage. Additionally, the data collected enables us to provide customers with other alternative resources, thereby reducing resource and energy consumption, as well as material costs. More-over, it helps us quickly gather information from the beginning of the construction process, enabling us to certify buildings to LEED standards within the project.

3. **Application Usage for Reporting Results:**

We use the KANNA application for inspecting construction defects, Holo Builder for efficient project progress monitoring, and the MyPPS application for managing vacation leaves and overtime reimbursement. Video presentations are used for reporting project progress, which helps reduce the amount of paper used for reporting purposes. These applications also facilitate data search and analysis, providing convenience to users.

PPS Head Office Paper Consumption Target

(reams/year)

	Target (Base Year)	Total Paper Consumption (Before Policy)
Base Year: 2016	0	1,085
2021	800	510
2022	800	439
2023	800	279
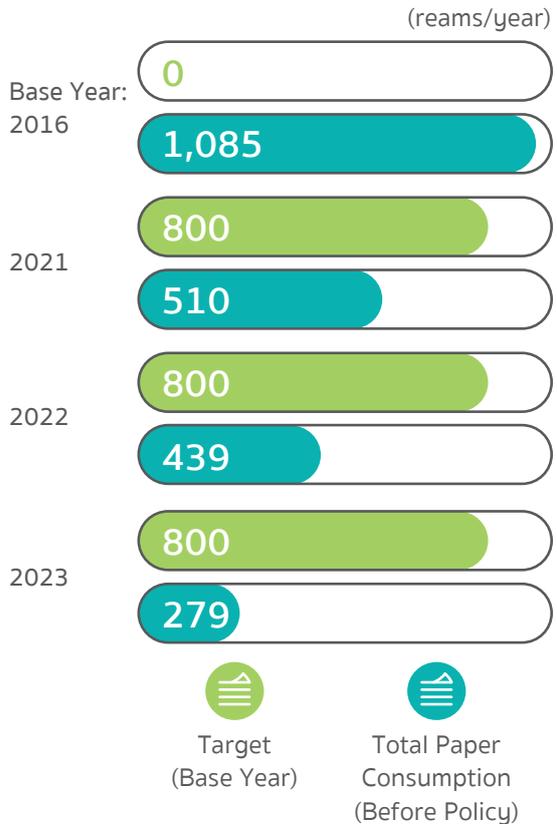
Innovations Helped Reduced Paper Consumption up to

160 reams/year

Equivalent to

16,800 baht/year

Response to Climate Change

Target for 2027
- Reduce greenhouse gas emissions from operations by 16.8% in line with SBTi criteria.
- Develop and implement a carbon neutrality roadmap by 2030.
- Aim for net zero greenhouse gas emissions and be certified as a net zero greenhouse gas emissions organization.

Target for 2023
- Reduce greenhouse gas emissions from business operations by 4.2% in line with SBTi criteria. Use 2023 as the base year, which is the year the company received certification.
- Registered and was certified for corporate carbon footprint (CCF) by TGO.

Results in 2023
- Reduced greenhouse gas emissions by 30% through the use of renewable energy.
- Increased green area to absorb 36 tons of CO_2e per year.
- Opened a T-VER credit account with the Thailand Greenhouse Gas Management Organization (Public Organization) and purchased carbon credits to offset emissions from business operations.

Greenhouse Gas Mitigation

PPS is aware of the business risks posed by climate change, such as natural disasters, resource scarcity, and economic problems, which can disrupt our operations and cause missed business opportunities. These issues are becoming increasingly serious, and organizations around the world, both public and private, have announced policies and are working together to seriously address this issue. We have set a goal to achieve carbon neutrality and develop a pathway to reduce carbon emissions from our operations to net zero. This is in line with the Paris Agreement, which aims for Thailand to achieve carbon neutrality by 2050 and net zero greenhouse gas emissions by 2065. As a consulting engineering company, we encourage and recommend that our clients and partners choose products with low environmental impact as a first priority. We control and develop measures to prevent and mitigate environmental impacts from our work in construction projects and within the organization itself. We have a policy of using renewable energy and encouraging employees to participate in carbon reduction. We have targets to control electricity consumption and use innovation to reduce paper and consumables consumption. We also encourage the development of green areas to help absorb carbon and have set a policy for carbon foorprint's report.

1.   Carbon Footprint Measurement

We measure carbon footprint to understand the amount of greenhouse gas emissions and removals, and to be used as a guideline for greenhouse gas management in the future. Moreover, to raise awareness among employees of the organization about methods for reducing greenhouse gas emissions, systematic calculation and reporting of carbon footprint, and collection of data on greenhouse gas emissions related to the company's operations to assess the amount of greenhouse gas removals directly and indirectly. The emissions can be categorized into 3 scopes as follows. Scope 1, direct emissions and removals from the organization, such as the use of company vehicles. Scope 2, indirect emissions from energy consumption, such as electricity consumption from the transmission line. Scope 3, other indirect emissions, such as water consumption, paper consumption, and employee commuting. We have calculated greenhouse gas emissions using the TGO's (Public Organization) carbon footprint calculation methodology.

To reinforce our determination to achieve carbon neutrality, we plan to join the Thailand Carbon Neutral Network (TCNN) and to prepare a report on the assessment of greenhouse gas management 2024 to become a climate action leading organization.

Breakdown of PPS Greenhouse Gas Emissions

432 Total Emissions

284 Scope 3

52 Scope 2

96 Scope 1

Total Greenhouse Gas Emission 2023 (tCO_2e)

414 Total Emissions

272 Scope 3

50 Scope 2

92 Scope 1

Total Greenhouse Gas Emission 2024 (tCO_2e)

Scope 1 22%

Scope 2 12%

Scope 3 66%
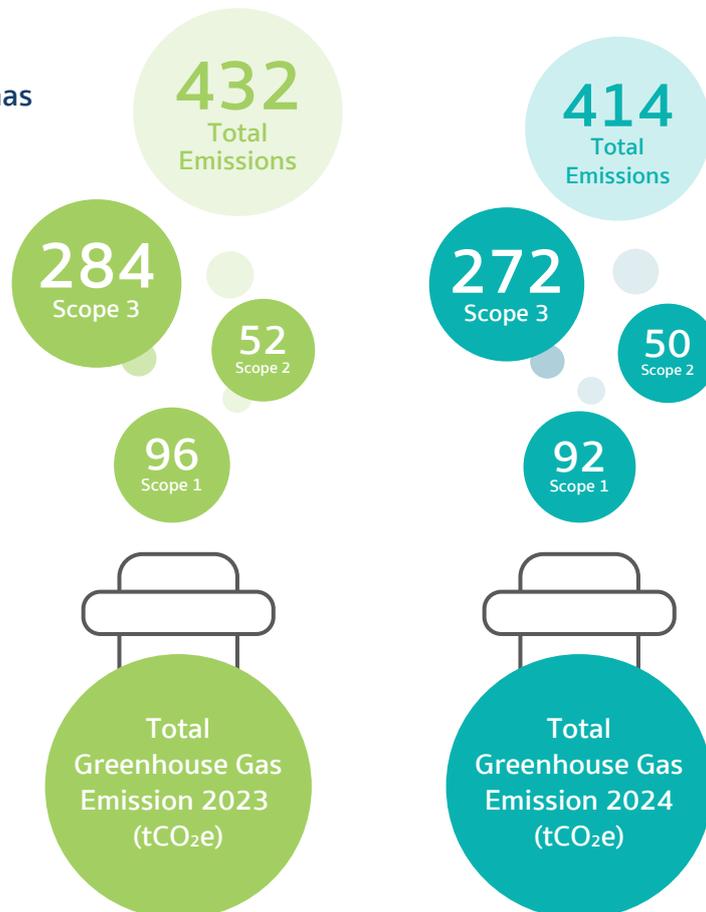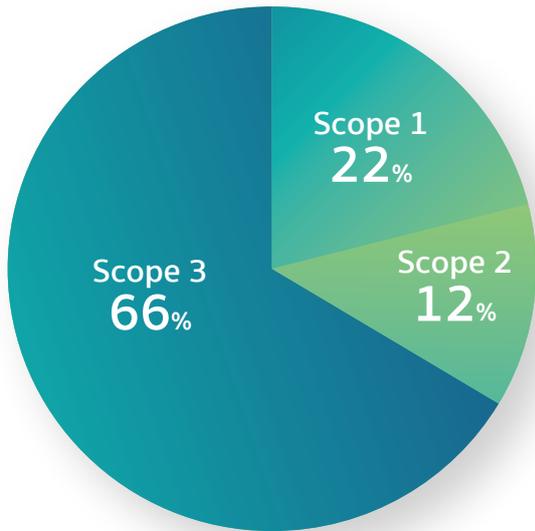
Note: In 2023, PPS is in the process of aligning its methodology with TGO and has set 2023 as the baseline year for measuring and developing a greenhouse gas reduction plan.

2. Strategy for Reducing Greenhouse Gas Removal (GGR) and Carbon Offsetting

PPS has opened a TVER-Credit account with the Thailand Greenhouse Gas Management Organization (Public Organization). Currently, the company has 221 tCO_2e carbon credits. In 2023, the company has booked to purchase 100 tons of carbon dioxide equivalent (tCO_2e) credits from the Baan Kong Ta Bang community forest in Phetchaburi province, which is the first community forest in Thailand. This will be used to offset carbon from the company's operations, such as organizing activities like a New Year party.

T-VER Voluntary Project Carbon Credit Purchase

Community biogas production from swine farm project in Tadindam Sub District, Chai Badan, Lopburi Province

Waste Management (WM)

Credit Issuance Date: 07/02/2023

Number of Carbon Credits:

221

Campus Power Project in University of Phayao

Alternative Energy (AE)

Credit Issuance Date: 07/02/2023

Number of Carbon Credits:

47

3.   Greenhouse Gas Reduction Guidelines

The company has set a guideline for reducing greenhouse gas emissions to achieve the goal of carbon neutrality as follows.

Guideline 1:

Promote the use of alternative energy

In 2023, in addition to installing solar panels on the office building, the company has also installed EV chargers in the office building to encourage employees to use electric vehicles for commuting. The company has also replaced some of its executives' gasoline vehicles with electric vehicles. In addition, the company is expanding its EV charger business by providing services and installations to customers. The company also encourages the construction of infrastructure for the use of alternative energy in Thailand.

Guideline 2:

Campaign and promote the efficient use of resources and energy both internally and externally

As mentioned in the section on energy and natural resource conservation, the company has campaigned for the use of water, electricity, and paper in a more efficient manner under the 3R principle.

In summary, based on the SBTi greenhouse gas reduction strategy, the company will achieve net zero by 2047, no later than 2050, which aligns with the Paris Agreement.

Greenhouse Gas Reduction Target
According to the SBTi Pathway

GHG Emission Compared to Base Year (%)

- Carbon Emission Compare to Base Year (%)
- SBTi Target of 3.704% Annual Rate (%)
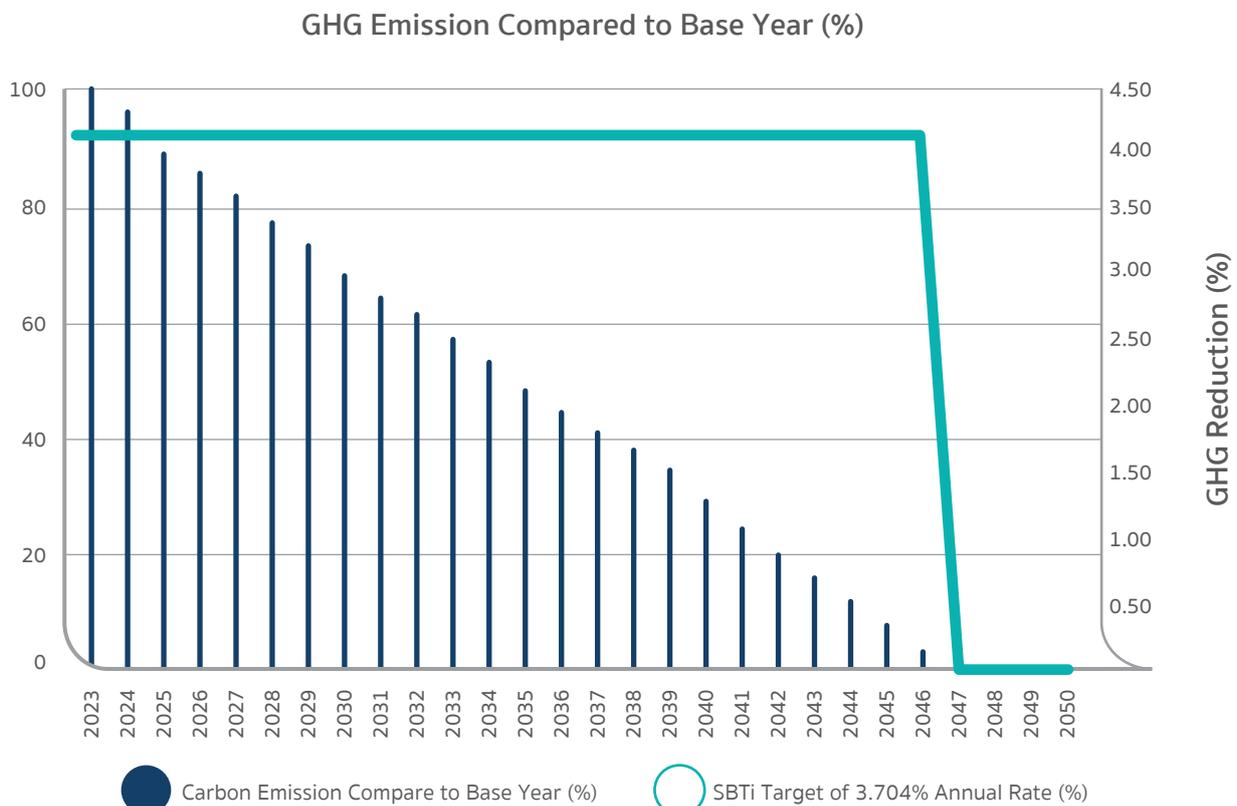
Collaboration with External Parties to Create Positive Impacts on Natural Resources and the Environment

Participation in the creation of energy-saving and environmentally friendly projects

PPS is involved in the creation of world-class standard buildings, including green building and green area. The company provides advice to clients and designers on designing and managing buildings to save energy and provide environmentally friendly products, such as overseeing the construction of the leadership in energy and environmental design buildings (LEED), including the Chaengwattana Government Complex Project, Zone C, which operates in accordance with the Thai Rating of Energy and Environmental Sustainability Standard (TREES). We also plan to apply for LEED certification from the United States Green Building Council (USGBC). PPS is committed to being an energy-saving and environmentally friendly building. Moreover, we operate in accordance with environmental impact prevention and mitigation measures and environmental impact monitoring and inspection measures. Thus, our company do not cause significant environmental impacts, including air quality, noise, and vibration, which are within the standard criteria specified by law. In addition, the Lotus Energy Saving project is one of our important projects. Our company act as a project manager and collect data to analyze potential energy savings for clients. We also calculate the cost-effectiveness of the investment and prepare a TOR for client consideration. For example, the LED Project, which replaces existing lamps with LED lamps, and the Non-Chemical Treat Condenser Side project, which replaces water cool chiller with air-cool chiller, where PPS will collect the data before and after switching to energy-saving products. The results of the Tesco Lotus Energy Saving project show that it not only saves energy for clients but also show that clients can save investment costs from energy savings.

INNOVATION
FOR ALL
SUSTAINABLE

Performance Result according to the ESG Metrics

Environmental Dimension

Code	GRI Standards	ESG Indicators	Unit	2023	2024
E1 Policy and Compliance with Environmental Management Standards					
E1.1C		Policy and Guidelines for Environmental Management	Have / Don't Have	Available on PPS Website and in the Sustainability Report	Available on PPS Website and in the Sustainability Report
E1.2C		Number of Cases of Violation of Laws or Environmental Impact, with Explanation of Corrective Actions	Number of Cases	0	0
E1.3C		Monetary Value of Fines or Penalties Resulting from Violation of Laws or Environmental Impact	Baht	0	0
E1.4R	GRI 103	Compliance with International Principles and Standards for Energy Management	Have / Don't Have	Have	Have
E1.5R		Compliance with International Principles and Standards for Water Management	Have / Don't Have	Have	Have
E1.6R		Compliance with International Principles and Standards for Waste Management	Have / Don't Have	Have	Have
E1.7R		Compliance with International Principles and Standards for Greenhouse Gas Management or Climate Change Mitigation	Have / Don't Have	Have	Have
E2 Energy Management					
E2.1C		Energy Management Plan	Have / Don't Have	Have	Have
E2.2C	GRI 302	Energy Consumption (Electricity/Fuel)	kWh	30,310	31,818
E2.3C		Renewable Energy Consumption	kWh	13,344	32,890
E2.4R		Energy Management Targets	kWh	50,000	103,896
E3 Water Management					
E3.1C		Water Management Plan	Have / Don't Have	Have	Have
E3.2C	GRI 303	Water Consumption	cubic meter	612	988
E3.3R		Water Management Targets	cubic meter	500	988

Code	GRI Standards	ESG Indicators	Unit	2023	2024
E4 Waste Management					
E4.1C	GRI 306	Waste Management Plan	Have / Don't Have	Have	Have
E4.3R		Waste Management Targets	%	20	20
E4.4R		Amount of Waste Reused and/or Recycled Note: Data for 2023 is collected from Head Office and Branch Offices only.	ton	32	0.795
E5 Greenhouse Gas Management					
E5.1C	GRI 305	Greenhouse Gas Management Plan	Have / Don't Have	Have	Have
E5.2C		Total Greenhouse Gas Emissions from Scope 1 and 2	tCo_2-176	Published in PPS 56-1 One report	148
E5.3C		Verification of Greenhouse Gas Emissions Data by an External Agency	Have / Don't Have	Don't Have	Have
E5.4R		Greenhouse Gas Management Targets	tCo_2-e	Reduction of 20% from electricity consumption	Reduction of 4.2% in line with SBTi pathway
E5.5R		Total Greenhouse Gas Emissions	tCo_2-e	No information	432
E5.6R		Greenhouse Gas Emissions per Unit (Carbon Intensity)	tCo_2-e/ million Baht	No information	1.08
PRE-E1 Vulnerability to Climate Change Impacts					
PRE-E1.1	GRI 201-2	Assessment of Vulnerability to Climate Change Impacts that may affect Business Operations	Have / Don't Have	Have	Have
PRE-E1.2		Targets, Plans, and Measures to Mitigate Vulnerability to Climate Change Impacts	Have / Don't Have	Have	Have

Corporate Governance and Economic Dimension

Code	GRI Standards	ESG Indicators	Unit	2023	2024
G1 Governance Structure and Management Systems					
G1.1C		Personal information of the Company's Board of Directors	Have / Don't Have	Have / Disclosed in PPS 56-1 One Report	Have / Disclosed in PPS 56-1 One Report
G1.2C		Total Directors	Person	8	8
G1.3C		Total Independent Directors	Person	4	4
G1.4C	GRI 102-18	Total Directors that is not a Management Executive	Person	4	4
G1.5C		Total Female Directors	Person	-	1
G1.6C		Chairman is an Independent Chairman	Yes/No	No	No
G1.7C		Chairman and the Managing Director is a Different Person	Yes/No	Yes	Yes
Number of Independent Committees in each Subcommittee (Unit: person)					
G1.8C		Audit Committee	Person	4	4
		Nomination and Remuneration Committee	Person	2	2
		Risk Management Committee	Person	2	1
		Corporate Governance and Sustainability Committee	Person	1	2
G1.9C	GRI 102-18	Chairman of each Subcommittee is an Independent Director	Yes/No	Chairman of the Audit Committee and the Nomination and Remuneration Committee is an Independent Director	Chairman of the Audit Committee and the Nomination and Remuneration Committee is an Independent Director
G1.10C		Number of Years Serving as a Committee Member	Year	Disclosed in PPS 56-1 One Report	Disclosed in PPS 56-1 One Report

Code	GRI Standards	ESG Indicators	Unit	2023	2024
Roles and Responsibilities of Committee Members					
G1.11C		Number of Committee Meetings	Number of Times	5	5
G1.12C		Committee's Work Results	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.13C		Number of Audit Committee Meetings	Number of Times	4	4
G1.14C		Audit Committee's Work Results	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.15C	GRI 102-26	Number of Subcommittee Meetings	Number of Times	Each committee meets 4 times per year except for the Audit Committee which meets 2 times per year.	Four times per year except Nomination and Remuneration Committee which meets 2 times per year. In 2023, the Risk Committee met 3 times, following the decision to change the form format in the reporting process.
G1.16C		Subcommittee's Work Results	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.17C		Results of Operations in accordance to the Succession Plan	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
Number of Independent Committees in Each Subcommittee (Unit: Person)					
G1.18C		Policy and Criteria for Appointing Committee Members that are Consistent with the Organization's Goals	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.19C	GRI 102-24	Analysis of Skills and Experience of Committee Members based on the Nature of the Business (Board Skill Matrix)	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.20C		Background of Appointed Committee Members	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report

Corporate Governance and Economic Dimension (continue)

Code	GRI Standards	ESG Indicators	Unit	2023	2024
Board of Directors and Management Executives Compensation					
G1.21C	GRI 102-38	Policy and Criteria for Board of Director's Compensation	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.22C		Individual Board of Director's Compensation	Baht	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.23C		Non-Monetary Board of Director's Remuneration	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.24C		Policy and Criteria for Management Executive's Compensation	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.25C		Total Management Executive's Compensation	Baht	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.26C		Management Executive's Compensation and Long-term Benefits	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
Board of Directors Development					
G1.27C	GRI 102-38	Policy regarding Board of Directors Development	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.28C		Results of Board of Directors Development	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
Evaluation of Board of Directors and Management Executive's Performance					
G1.29C	GRI102-28	Criteria for Evaluating the Performance of the Board of Directors	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.30C		Evaluation of the Board of Directors Group Performance	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.31C		Evaluation of Subcommittee Group Performance	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.32R		Evaluation of Individual Board Member Performance		Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.33R		Criteria for Evaluating the Performance of the Managing Director	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report

Code	GRI Standards	ESG Indicators	Unit	2023	2024
Corporate Governance					
G1.34C		Code of Conduct	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.35C		Policy and Guidelines for Anti-Corruption Practices	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.36C	GRI 102-17	Number of Cases for Code of Conduct Violation or Corruption with Corrective Measures	Number of Cases	0	0
G1.37C		Policy and Guidelines for Handlings Complaints and Whistleblowing	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G1.38R		Preventive Measure on Code of Conduct Violation	Have/ Don't Have	Have/Disclosed in PPS 56-1 One Report	Have/Disclosed in PPS 56-1 One Report
G2 Sustainability Policy and Strategy					
G2.1C		Organizational Sustainability Policy and Target	Have/ Don't Have	Have/Disclosed on PPS Website	Have/Disclosed on PPS Website
G2.2R	GRI 102-55	Key Sustainability Issues (Material Topics)	Have/ Don't Have	Have	Have
G2.3R		Sustainability Report	Have/ Don't Have	Have	Have
G2.4R		Sustainability Performance Results Disclosure Policy such as GRI Standard	Have/ Don't Have	Have	Have
G3 Sustainability Risk Management					
G3.1C		Sustainability Risk Management Policy and Guidelines	Have/ Don't Have	Have/Disclosed on PPS Website	Have/Disclosed on PPS Website
G3.2C		ESG Risks	Have/ Don't Have	Have	Have
G3.3C	GRI 102-15	Emerging Risks	Have/ Don't Have	Have	Have
G3.4C		Business Continuity Management such as Business Continuity Plan (BCP)	Have/ Don't Have	Have	Have
G3.5R		Standard on Sustainability Risk Management	Have/ Don't Have	Have	Have

Corporate Governance and Economic Dimension (continue)

Code	GRI Standards	ESG Indicators	Unit	2023	2024
G4 Sustainable Supply Chain Management					
G4.1C		Policy and Guidelines on Supply Chain Management	Have/Don't Have	Have	Have
G4.2C		Sustainable Supply Chain Management Plan	Have/Don't Have	Have	Have
G4.3R	GRI 308 GRI 414	Percentage of New Suppliers that Had Passed the Sustainability Issues Screening	%	100	100
G4.4R		Supplier Code of Conduct	Have/Don't Have	Have/Disclosed on PPS Website	Have/Disclosed on PPS Website
G4.5R		Percentage of Suppliers that Had Signed the Supplier Code of Conduct	%	100	100
G5 Innovation Development					
G5.1C		Policy and Guideline on Organizational Level Innovation Development	Have/Don't Have	Have/Disclosed on PPS Website	Have/Disclosed on PPS Website
G5.2C		Innovation Development and Promotion Procedures	Have/Don't Have	Have	Have
G5.3C		Expense on Innovation Research and Development	Baht	0.60	0.58
G5.4R		Benefits from Innovation Development	Have/Don't Have	Have	Have
PRE-G1 Cybersecurity and Personal Data Protection					
PRE-G1.1		Policy and Guidelines on Cybersecurity and Personal Data Protection	Have/Don't Have	Have/Disclosed on PPS Website	Have/Disclosed on PPS Website
PRE-G1.2		Percentage of the Number of Information Technology Infrastructure that Had Been Certified for Cybersecurity such as ISO 27001 or Other Standards	%	-	-
PRE-G1.3	GRI 418-1	Policy and Guideline regarding the Use of Personal Data	Have/Don't Have	Have	Have
PRE-G1.4		Percentage of the Employee that Had Been Trained on Cybersecurity and Personal Data Protection	%	100	100
PRE-G1.5		Number of Cases that the Company Had Been Cyber Attacked with Corrective Measures	Number of Cases	0	0
PRE-G1.6		Number of Cases that there were Personal Data Leakages with Corrective Measures	Number of Cases	0	0

Code	GRI Standards	ESG Indicators	Unit	2023	2024
PRE-G2 Financial Service Development for Sustainability					
PRE-G2.1	G4-FS1	Policy and Guidelines on the Environment, Social, and Corporate Governance Dimensions in Consideration for Financial Services or Investment Development such as Client Due Diligence (CDD) or Know Your Customer (KYC)	Have/ Don't Have	Have	Have
PRE-G2.2		Investment Value in Projects or Assets that Consider on the Company's Practices on the Environment, Social, and Corporate Governance Dimension	Baht	0.75	0.80
PRE-G3 Prevention of Financial Crime					
PRE-G3.1	G4-S04	Policy and Guidelines on Financial Crime Prevention	Have/ Don't Have	Have	Have
PRE-G3.2	G4-S03	Number of Cases or Complaints on Financial Crime such as Bribery, Corruption, Money Laundering, Asset Misappropriation, or Financial Support for Terrorism with Corrective Measures and Compensation	Number of Cases	0	0

Social Dimension

Code	GRI Standards	ESG Indicators	Unit	2023	2024
S1 Human Rights					
S1.1C		Policy and Guidelines on Human Rights Practices	Have/ Don't Have	Have/Disclosed on PPS Website	Have/Disclosed on PPS Website
S1.2R	GRI 412	Human Rights Due Diligence (HRDD) and Corrective Measures	Have/ Don't Have	Have/Disclosed on PPS Website	Have/Disclosed on PPS Website
S1.3R		Number of Cases Related to Human Rights Violation with Corrective Measures and Compensation	Number of Cases	0	0

Social Dimension (Continue)

Code	GRI Standards	ESG Indicators	Unit	2023	2024
		S2 Human Rights			
		● **Employment**			
S2.1C	GRI 401	Total Employees	Person	328	354
		Employee Statistics by Age Group			
	GRI 401	• Below 30 Years Old	Person	45M / 2F	57M / 20F
		• 30-50 Years Old	Person	125M / 73F	139M / 77F
		• Over 50 Years Old	Person	46M / 12F	47M / 14F
		Employee Statistics by Position			
	GRI 401	• Staff Level	Person	146M / 93F	178M / 96F
		• Management Level	Person	5M / 1F	4M / 0F
		• Executive Management Level	Person	4M / 0F	4M / 0F
		Employee Statistics by Region			
	GRI 401	• Bangkok and Vicinity Areas	Person	129M / 57F	144M / 60F
		• Northern Region	Person	15M / 5F	24M / 6F
		• Central Region	Person	23M / 13F	13M / 8F
		• Northeastern Region	Person	24M / 21F	41M / 21F
		• Southern Region	Person	19M / 11F	12M / 9F
		• East Region	Person	6M / 5F	3M / 3F
		• Southeastern Region	Person	7M / 4F	6M / 4F
S2.2C	GRI 405	Number of Employee with Disability	Person	3	3
		Number of Senior Employee	Person	3	3
		● **Employee's Compensation**			
S2.3C		Total Employee's Compensation	Baht	5,592,928	N/A Data for Internal Use Only, Non-disclosure
S2.4C		Percentage of Employee who's a Member of the Provident Fund	%	181	189
S2.5R		The Difference of Compensation between Gender	Female/Male	Equal	Equal

Code	GRI Standards	ESG Indicators	Unit	2023	2024
		● **Employee's Compensation (Continue)**			
S2.3C		Plan or Initiatives related to the Development of Employees	Have/ Don't Have	Have	Have
S2.4C		Average Number of Employee Training Hours	Hour/ Person/ Year	10.4	21.62
S2.5R		Employee Development Initiatives as part of the Regular Performance Employee Evaluation	Have/ Don't Have	Have	Have
S2.6R	GRI 404	Goals for Employee Development	Have/ Don't Have	Have	Have
S2.7R		Expenses Incurred for Employee Development	Baht	1,335,000	N/A Data for Internal Use Only, Nondisclosed
S2.8R		Benefits that Employees and/or the Organization Have Received from Employee Development	Have/ Don't Have	Have	Have
		● **Occupational Health & Safety and the Working Environement**			
S2.12C		Plan or Initiatives related to the Development of Safety, Occupational Health, and Working Environment	Have/ Don't Have	Have	Have
S2.13C		Number of Incidents or Injuries from Workplace Activities Resulting in Work Disruption	Number of Times	0	0
S2.14R	GRI 404	Goals for Development of Safety, Occupational Health, and Working Environment Management	Have/ Don't Have	Have	Have
S2.15R		Lost Time Injury Frequency Rate (LTIFR)	Number of Times/ 200,000 hours	0	0
		● **Promotion of Employee Relationship and Participation**			
S2.16C		Plan for Employee Loyalty Development and Retention	Have/ Don't Have	Have	Have
S2.17C	GRI 402	Percentage of Employees who Voluntarily Resign	%	23.5	16.1
S2.18C		Number of Serious Labor Disputes and Corrective Measures	Number of Cases	0	0
S2.19R		Goals for Employee Loyalty Development and Retention	Have/ Don't Have	Have	Have
S2.20R	GRI 407	Evaluation of Employee Loyalty	Have/ Don't Have	Have	Have
S2.21R		Formation of Employees Union to Negotiate with the Company regarding Benefits and Welfare	Have/ Don't Have	Have	Have

Social Dimension (Continue)

Code	GRI Standards	ESG Indicators	Unit	2023	2024
S3 Responsibility towards Customer/Consumer					
● **Consumer Rights**					
S3.1C	GRI 102-43 GRI 418	Policy and Guidelines for Customer's Personal Data Protection	Have/ Don't Have	Have/ Disclosed on PPS Website	Have/ Disclosed on PPS Website
S3.2C		Number of Incidents of Customer Data Leakage with Corrective Measures	Number of Cases	0	0
S3.3C		Number of Situation and Incidents Related to Customer's Right Infringement with Corrective Measures	Number of Cases	0	0
S3.4R		Channels for Receiving Complaints from Customers/Consumers	Have/ Don't Have	Have	Have
S3.5R		Customer Satisfaction Improvement Initiatives	Have/ Don't Have	Have	Have
S3.6R		Goals for Customer Satisfaction Improvement	Have/ Don't Have	Have	Have
S3.7R		Evaluation of Customer Satisfaction	Have/ Don't Have	Have	Have
● **Responsible Marketing and Advertising**					
S3.8R	GRI 417	Guidelines for Responsible Marketing and Advertising	Have/ Don't Have	Have	Have
S3.9R		Guidelines for Communicating Information related to the Effects of Products and Services to the Customers/Consumers	Have/ Don't Have	Have	Have
S4 Responsibility towards Community/Society					
S4.1C	GRI 413	Policy for Development and Collaboration with Communities/Societies that may be Affected by Business Operations	Have/ Don't Have	Have	Have
S4.2C		Activities to Promote Development and Collaboration with Communities/Societies that may be Affected by Business Operations	Have/ Don't Have	Have	Have
S4.3C		Number of Incidents on Disputes with Communities/Societies with Corrective Measures	Number of Cases	0	0
S4.4R		Goals for Development and Collaboration with Communities/Societies that may be Affected by Business Operations	Have/ Don't Have	Have	Have
S4.5R		Benefits from Projects or Activities for Community Development and Support	Have/ Don't Have	Have	Have
S4.6R		Total Funding for Projects or Initiatives for Community Development and Support	Million Baht	2.10	N/A Data for Internal Use Only, Nondisclosed

Code	GRI Standards	ESG Indicators	Unit	2023	2024
PRE-S1 Respect for Diversity and Equality					
PRE-S1.1	GRI 405-1	Policy and Guidelines regarding Respect for Diversity and Equality within the Organization and Supply Chain without Discrimination based on Gender, Nationality, Disability, Religion, or Other Characteristics	Have/ Don't Have	Have	Have
PRE-S1.2 Employee Statistics by Gender and Nationality					
		Thai	Person	216M / 112F	242M / 110F
		Myanmar	Person	-	1M / 1F
	GRI 405-1	Cambodia	Person	-	-
		Laos	Person	-	-
		Others	Person	-	-
PRE-S1.3	GRI G4-S01	Number of Incidents or Complaints regarding Infringement of Rights, Equality, and Unfair Labor Practice with Corrective Measures and Compensation	Number of Cases	0	0
PRE-S2 Promotion of Female Labor					
PRE-S2.1	GRI 405-1	Policy and Guideline related to Promoting the Equality of Female Labor within the Organization	Have/ Don't Have	Have/Disclosed on PPS Website	Have/Disclosed on PPS Website
PRE-S2.2 Female Employee Statistics Based on Job Position					
		Management Executive	Person	146M / 93F	4M / 0F
	GRI 405-1	Manager	Person	5M / 1F	4M / 0F
		Staff	Person	4M / 0F	235M / 111F
PRE-S3 Project Management for Sustainable Society					
PRE-S3.1	G4-S01	Guideline for the Community/Society's Quality of Life Development within the Company's Investment or Management of Real Estate Project	Have/ Don't Have	Have	Have
PRE-S3.2		Percentage of Real Estate Projects Operated within the Guidelines for the Development of the Community and Society's Quality of Life	%	37	N/A Data for Internal Use Only, Nondisclosed

Comparison of the Sustainability Development Performance Results

Economic Dimension

Economic Value	Unit	Consolidated Financial Statements		Separate Financial Statements	
		2023	2024	2023	2024
Revenue from Service	million baht	416.94	413.96	409.80	408.63
EBITDA	million baht	61.92	15.05	66.67	40.41
Net Profit (Loss)	million baht	21.72	(18.69)	28.02	8.11
Net Profit (Loss) Per Share	baht/share	0.03	0.021	0.04	0.009
Total Asset	million baht	676.84	617.61	684.69	651.51
Total Shareholder Equity	million baht	330.90	311.11	346.35	353.01
Shareholder's Profit Margin	percent	7.11	(5.82)	8.45	2.32
Profit Margin from Total Asset	percent	7.13	0.13	7.93	4.16
Employee's Salary and Benefits	million baht	253.76	272.53	249.46	267.58

Tax Dimension

Economic Value	Unit	Consolidated Financial Statements		Separate Financial Statements	
		2023	2024	2023	2024
Total Revenue	million baht	439.56	436.63	434.54	434.43
Net Profit (Loss) Before Tax	million baht	27.93	(15.33)	33.65	11.04
Income (Expense) Taxes	million baht	(6.22)	(3.37)	(5.64)	(2.92)
Net Profit (Loss)	million baht	21.72	(18.69)	28.02	8.11

Research & Development Dimension

Items	Unit	2023	2024
Investment on Research & Development to Revenue from Service	percent	0.15	N/A Data for Internal Use Only, Nondisclosed
	million baht	0.60	N/A Data for Internal Use Only, Nondisclosed
Innovation for Saving Paper Consumption	ream	40	160
	baht	7,350	16,800

Human Resources Dimension

Employees	Unit	2023	2024
Total Number of Employees			
Total	person	328	354
By Employment Types			
• Permanent Employee	person	324	351
• Temporary Employee	person	4	3
New Employment (Permanent Employees)			
Total	person	107	92
• Head Office	person	5	9
• Project Director	person	-	-
• Manager	person	-	-
• Project Based Employee	person	102	83

Human Resources Dimension (Continue)

Employees	Unit	2023	2024
New Employment (Temporary Employees)			
Total	person	1	-
• Head Office	person	-	-
• Project Director	person	-	-
• Manager	person	-	-
• Project Based Employee	person	1	-
Resignation (Permanent Employees)			
Total	person	77	75
• Head Office	person	7	12
• Project Director	person	-	1
• Manager	person	-	-
• Project Based Employee	person	70	60
Resignation (Temporary Employees)			
Total	person	-	1
• Head Office	person	-	-
• Project Director	person	-	-
• Manager	person	-	-
• Project Based Employee	person	-	1
Maternity Leave			
Total Employees Applicable for Maternity Leave	person	328	354
Number of Employees who Has Taken Maternity Leave	person	2	1
Number of Employees who Resume Working After Taking Maternity Leave	person	2	1
Percentage of Employees who Resume Working After Taking Maternity Leave	person	100%	100%

Employees	Unit	2023	2024
Training			
Average Total Training Hours	hour/person/year	13.74	21.616
By Number of Employment Years			
• 0-1 Years	hour/person/year	16.15	N/A Data for Internal Use Only, Nondisclosed
• 1-3 Years	hour/person/year	16.85	
• 4-6 Years	hour/person/year	11.52	
• More Than 6 Years	hour/person/year	11.18	
Lost Time Injury Frequency Rate (LTIFR)			
Employee	person/total employee	-	-
Partner/Contractor	person/working hour	-	-
Death from Working			
Employee	person	-	-
Partner/Contractor	person	-	-
Serious Labor Dispute			
Number of Human Resources Complaints	case	-	-

Environment Dimension Within the Organization

Items	Unit	2023	2024
Percentage of Expenses on Environment Management to Revenue from Service	percentage	0.18	N/A Data for Internal Use Only, Nondisclosed
The Amount of Greenhouse Gas Emissions from Electricity Consumption (Head Office)	tCO_2e	73	51.94

Pollution and Waste Dimension

Results of Pollution and Waste Control and Monitoring within the Construction Site as of 2023

Control Issues	Measurement Targets	Performance Results
Greenhouse Gas Emissions	Within the Standard Specified by the Office of the National Environment Board	Within the Specified Standard
Greenhouse Gases		
• Carbon Monoxide (CO)	Within the Specified Standard	Within the Specified Standard
• Sulfur Dioxide (SO_2)	(CO< 30 ppm, SO_2 < 0.30 ppm and NO_2 < 0.17 ppm)	(CO< 30 ppm, SO_2 < 0.30 ppm and NO_2 < 0.17 ppm)
• Nitrogen Dioxide (NO_2)	-	-
• Total Hydrocarbon Gases	-	-
Management of Toxic Gases and Wastes such as Odor, Noise, Smoke, Dust, Radiation, Waste, Wastewater, Other Wastes	Within the Standard by the Office of the National Environment Board (Noise Level within 70 dB(A) and Maximum Noise within 115 dB(A). Total Dusts < 0.33 mg/m3, 10 Microns Particulate Matter <0.33 mg/m3, and Standard Water Quality Within the Standard)	Within the Specified Standard

Satisfaction Evaluation Dimension

Items	Unit	2023	2024
Employees Satisfaction towards the Company	percent	78	81
Customers Satisfaction towards the Company	percent	81	85

Social Contributions Dimension

Items	Unit	2023	2024
Percentage of Social Contribution to Service Revenue	percent	0.51	N/A
Number of Initiated Project for Sustainability	project	13	4

Legal Dimension: Various Legal Compliances

Control Issues	Measurement Targets	Performance Results	
		2023	2024
Number of Cases on Violation of Environmental Law	0 case	Has Not Found Any Violation of Environmental Law	Has Not Found Any Violation of Environmental Law
Number of Cases on Violation of Economic and Social Law	0 case	Has Not Found Any Violation of Economic and Social Law	Has Not Found Any Violation of Economic and Social Law

GRI Content Index

Statement of Use	Project Planning Services Public Limited Company has Reported in Accordance with The GRI Standards for Period 1
GRI 1 Used	GRI 1: Foundation 2021

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational Details	SD 6-7 SD 12-13	A Gray Cell Indicates that Reasons for Omission are Not Permitted for the Disclosure or that a GRI Sector Standard Reference Number is Not Available.		
	2-2 Entities Included in the Organization's Sustainability Reporting	SD 12-15			
	2-3 Reporting Period, Frequency and Contact Point	SD 5			
	2-4 Restatements of Information	SD 5			
	2-5 External Assurance				
	2-6 Activities, Value Chain and Other Business Relationships	SD 20 SD 22-23			
	2-7 Employees	SD 24 SD 44			
	2-8 Workers Who are Not Employees	AR 124			
	2-9 Governance Structure and Composition	SD 36-38			
	2-10 Nomination and Selection of the Highest Governance Body	AR 178-179			
	2-11 Chair of the Highest Governance Body	SD 38 AR 178-179			
	2-12 Role of the Highest Governance body in Overseeing the Management of Impacts	AR 177 AR 192			
	2-13 Delegation of Responsibility for Managing Impacts	AR 192-193			
	2-14 Role of the Highest Governance Body in Sustainability Reporting	SD 36-37			
	2-15 Conflicts of Interest	AR 210 AR 224			
	2-16 Communication of Critical Concerns	AR 228 SD 69 SD 76			
	2-17 Collective Knowledge of the Highest Governance Body	AR 324-325 AR 330-331			

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
General Disclosures (Continued)					
	2-18 Evaluation of the Performance of the Highest Governance Body	AR 209			
	2-19 Remuneration Policies	AR 200			
	2-20 Process to Determine Remuneration	AR 200 SD 99			
	2-21 Annual Total Compensation Ratio		a,b,c	Confidentiality Constraints	Information Confidential for Internal Use Only
	2-22 Statement on Sustainable Development Strategy	SD 42-47 SD 55			
	2-23 Policy Commitments	SD 42-43			
	2-24 Embedding Policy Commitments	AR 364-365 SD 58-61			
	2-25 Processes to Remediate Negative Impacts	SD 76			
	2-26 Mechanisms for Seeking Advice and Raising Concerns	AR 138 AR 364 SD 76			
	2-27 Compliance with Laws and Regulations	SD 74 SD 78-79 SD 80-81			
	2-28 Membership Associations	SD 123			
	2-29 Approach to Stakeholder Engagement	SD 24-31			
	2-30 Collective Bargaining Agreements		a,b	Information Unavailable / Incomplete	Information is Not of Adequate Quality to Report, Waiting to Verify by HR Department

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	SD 53	A Gray Cell Indicates that Reasons for Omission are Not Permitted for the Disclosure or that a GRI Sector Standard Reference Number is Not Available.		
	3-2 List of Material Topics	SD 56-57			
Economic Performance					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 39 SD 48-49 AR 18			
GRI 201: Economic Performance 2016	201-1 Direct Economic Value Generated and Distributed	AR 146-165 SD 140			
	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	SD 75			
	201-3 Defined Benefit Plan Obligations and Other Retirement Plans		a,b,c,d,e	Confidentiality Constraints	This Information is for Internal Use
	201-4 Financial Assistance Received from Government		a,b,c	Not Applicable	Does Not Receive Any Financial Assistance from Government
Market Presence					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 24 SD 71			
GRI 202: Market Presence 2016	202-1 Ratios of Standard Entry Level Wage by Gender Compared to Local Minimum Wage		a,b,c,d	Information Unavailable / Incomplete	Information is Not of Adequate Quality to Report, Waiting to Verify by HR Department
	202-2 Proportion of Senior Management Hired from the Local Community		a,b,c,d	Information Unavailable / Incomplete	Information is Not of Adequate Quality to Report, Waiting to Verify by HR Department

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Indirect Economic Impacts					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 84-85			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure Investments and Services Supported	SD 76			
	203-2 Significant Indirect Economic Impacts		a,b	Information Unavailable / Incomplete	Undertaken Impact Valuation on PPS Academy as Community Services
Procurement Practices					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 85			
GRI 204: Procurement Practices 2016	204-1 Proportion of Spending on Local Suppliers		a,b,c	Not Applicable	Under Develop the Policy on Sustainable Procurement
Anti-Corruption					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Website https:// pps.co.th/ sustainability/anti- corruption-policy			
GRI 205: Anti-Corruption 2016	205-1 Operations Assessed for Risks Related to Corruption	SD 70			
	205-2 Communication and Training About Anti-Corruption Policies and Procedures	SD 74			
	205-3 Confirmed Incidents of Corruption and Actions Taken	SD 76			
Anti-Competitive Behavior					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 26 SD 102-103			
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	SD 26 SD 78	a,b	Not Applicable	No Legal Action or Complaint Against this Matter

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Tax					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	AR 357 https://investor. pps.co.th/th/ corporate-governance/ corporate-governances-document			
GRI 207: Tax 2019	207-1 Approach to Tax	https://investor. pps.co.th/th/ corporate-governance/ corporate-governances-document			
	207-2 Tax Governance, Control, and Risk Management	https://investor. pps.co.th/th/ corporate-governance/ corporate-governances-document			
	207-3 Stakeholder Engagement and Management of Concerns Related to Tax	https://investor. pps.co.th/th/ corporate-governance/ corporate-governances-document			
	207-4 Country-by-Country Reporting	https://investor. pps.co.th/th/ corporate-governance/ corporate-governances-document			
Materials					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 75 SD 86 SD 121			
GRI 301: Materials 2016	301-1 Materials Used by Weight or Volume	SD 121			
	301-2 Recycled Input Materials Used	SD 121			
	301-3 Reclaimed Products and Their Packaging Materials		a,b	Not applicable	PPS is a Service Company, thus there was No Reclaim on Product and Packaging

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Energy					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 98 SD 112-115			
GRI 302: Energy 2016	302-1 Energy Consumption Within The Organization	SD 115-116			
	302-2 Energy Consumption Outside of The Organization		a	Not Applicable	PPS Uses Electricity Provided by the Customer, thus it is Not Within PPS Control
	302-3 Energy Intensity		a,b,c,d	Information Unavailable / Incomplete	Indicator for Intensity Measurement is yet to be Defined
	302-4 Reduction of Energy Consumption	SD 113-114 SD 116			
	302-5 Reduction in Energy Requirements of Products and Services	SD 113-114 SD 116			
Water and Effluents					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 112-114 SD 117			
GRI 303: Water and Effluents 2018	303-1 Interactions with Water as a Shared Resource	SD 117			
	303-2 Management of Water Discharge Related Impacts		a	Not Applicable	PPS Consumes and Discharges Water Using Metropolitan Waterworks Authority Pipelines
	303-3 Water Withdrawal	SD 117			
	303-4 Water Discharge	a,b,c,d,e	Not Applicable	PPS Consumes and Discharges Water Using Metropolitan Waterworks Authority Pipelines	PPS Consumes and Discharges Water Using Metropolitan Waterworks Authority Pipelines
	303-5 Water Consumption	SD 117			

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 118-121			
GRI 304: Biodiversity 2016	304-1 Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas			Information Unavailable / Incomplete	The Job Owner is Responsible for EIA
	304-2 Significant Impacts of Activities, Products and Services on Biodiversity			Information Unavailable / Incomplete	The Job Owner is Responsible for EIA
	304-3 Habitats Protected or Restored	SD 109			
	304-4 IUCN Red List Species and National Conservation List Species With Habitats in Areas Affected by Operations			Information Unavailable / Incomplete	Assessment Will Be Conduct in The Future
Emissions					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 112-126			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	SD 123			
	305-2 Energy Indirect (Scope 2) GHG Emissions	SD 123			
	305-3 Other Indirect (Scope 3) GHG Emissions	SD 123			
	305-4 GHG Emissions Intensity	SD 123			
	305-5 Reduction of GHG Emissions	SD 124-125			
	305-6 Emissions of Ozone-Depleting Substances (ODS)		a,b,c,d	Not Applicable	PPS Does Not Consume and Release ODS
	305-7 Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions	SD 120			

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Waste					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 119 SD 121			
GRI 306: Waste 2020	306-1 Waste Generation and Significant Waste Related Impacts	SD 119			
	306-2 Management of Significant Waste Related Impacts	SD 100 SD 101			
	306-3 Waste Generated		a,b	Not Applicable	PPS is a Service Company, thus does not Generate any Direct Waste
	306-4 Waste Diverted from Disposal	SD 119 SD 121			
	306-5 Waste Directed to Disposal		a,b,c,d,e	Not Applicable	PPS is a Service Company, thus does not Generate any Direct Waste
Supplier Environmental Assessment					
GRI 3: Material Topics 2021	3-3 Management of Material Topics		a,b,c,d,e,f	Information Unavailable / Incomplete	PPS Planed to Commence Supplier ESG Policy and Code of Conduct in 2024
GRI 308: Supplier Environmental Assessment 2016	308-1 New Suppliers that were Screened Using Environmental Criteria		a	Information Unavailable / Incomplete	
	308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken		a,b,c,d,e	Information Unavailable / Incomplete	
Employment					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 24			
GRI 401: Employment 2016	401-1 New Hiring and Employee Turnover Rate	SD 24 SD 136			
	401-2 Benefits Provided to Full-time Employees that are not Provided to Temporary or Part-time Employees	SD 99			
	401-3 Parental Leave	SD 142	a,b,c,d,e	Information Unavailable / Incomplete	Information is Not of Adequate Quality to Report

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Labor/management Relations					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 98-100			
GRI 402: Labor/ Management Relations 2016	402-1 Minimum Notice Periods Regarding Operational Changes		a,b	Information Unavailable / Incomplete	Under Labor Protection Act as Minimum
Occupational Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 24 SD 100			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	SD 100			
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	SD 100			
	403-3 Occupational Health Services	SD 55 SD 100 SD 107			
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	SD 100			
	403-5 Worker Training on Occupational Health and Safety	SD 100			
	403-6 Promotion of Worker Health	SD 99			
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	SD 24 SD 100			
	403-8 Workers Covered by an Occupational Health and Safety Management System	SD 24 SD 84			
	403-9 Work Related Injuries	SD 84			
	403-10 Work Related Illness		a,b,c,d,e	Information Unavailable / Incomplete	Information is Not of Adequate Quality to Report

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Training and Education					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 24 SD 45 SD 55 SD 68 SD 71 SD 77-79 SD 98 -100			
GRI 404: Training and Education 2016	404-1 Average Hours of Training Per Year Per Employee	SD 101			
	404-2 Programs for Employee Skills Development and Transition Assistance Programs	SD 101-102 SD 106			
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews	SD 106			
Diversity and Equal Opportunity					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 98-99			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of Governance Bodies and Employees			Information Unavailable / Incomplete	PPS planned to Start Collecting the Data in 2024
	405-2 Ratio of Basic Salary and Remuneration of Women to Men			Information Unavailable / Incomplete	PPS planned to Start Collecting the Data in 2024
Non-Discrimination					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 98-99			
GRI 406: Non-Discrimination 2016	406-1 Incidents of Discrimination and Corrective Actions Taken	SD 98			
Freedom of Association and Collective Bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	SD 26 SD 80-81			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and Suppliers in which the Right to Freedom of Association and Collective Bargaining may be at Risk	SD 102-103			
Child L abor					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 98-99			
GRI 408: Child Labor 2016	408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	SD 98-99			

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Forced or Compulsory Labor					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 98-99			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	SD 98-99			
Security Practices					
GRI 3: Material Topics 2021	3-3 Management of Material Topics		a,b,c,d,e,f	Information Unavailable / Incomplete	PPS is Conducting Human Rights Due Diligence
GRI 410: Security Practices 2016	410-1 Security Personnel Trained in Human Rights Policies or Procedures		a,b	Information Unavailable / Incomplete	PPS is Conducting Human Rights Due Diligence
Rights of Indigenous Peoples					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 98-99			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of Violations Involving Rights of Indigenous Peoples	SD 105		Information Unavailable / Incomplete	PPS will Conduct Human Rights Due Diligence Next Year
Local Communities					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 27 SD 29 SD 104-105			
GRI 413: Local Communities 2016	413-1 Operations with Local Community Engagement, Impact Assessments, and Development Programs	SD 107-109			
	413-2 Operations with Significant Actual and Potential Negative Impacts on Local Communities	SD 107-109			

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Supplier Social Assessment					
GRI 3: Material Topics 2021	3-3 Management of Material Topics		a,b,c,d,e,f	Information Unavailable / Incomplete	PPS Planned to Commence Supplier ESG Policy and Code of Conduct in 2024
GRI 414: Supplier Social Assessment 2016	414-1 New Suppliers that were Screened Using Social Criteria		a	Information Unavailable / Incomplete	PPS Planned to Commence Supplier ESG Policy and Code of Conduct in 2024
	414-2 Negative Social Impacts in the Supply Chain and Actions Taken		a,b,c,d,e	Information Unavailable / Incomplete	PPS Planned to Commence Supplier ESG Policy and Code of Conduct in 2024
Public Policy					
GRI 3: Material Topics 2021	3-3 Management of Material Topics		a,b,c,d,e,f	Information Unavailable / Incomplete	PPS Planned to Start Collecting the Data in 2024
GRI 415: Public Policy 2016	415-1 Political Contributions		a,b	Information Unavailable / Incomplete	PPS Planned to Start Collecting the Data in 2024
Customer Health and Safety					
GRI 3: Material Topics 2021	3-3 Management of Material Topics	SD 25			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the Health and Safety Impacts of Product and Service Categories	SD 73 SD 100			
	416-2 Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	SD 100			

GRI STANDARD/ OTHER SOURCES	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION
Marketing and Labeling					
GRI 3: Material Topics 2021	3-3 Management of Material Topics		a,b,c,d,e,f	Not Applicable	PPS is a Service Company, thus there were no use Product Marketing and Labeling
GRI 417: Marketing and Labeling 2016	417-1 Requirements for Product and Service Information and Labeling		a,b	Not Applicable	PPS is a Service Company, thus there were no use Product Marketing and Labeling
	417-2 Incidents of Non-Compliance Concerning Product and Service Information and Labeling		a,b	Not Applicable	PPS is a Service Company, thus there were no use Product Marketing and Labeling
	417-3 Incidents of Non-Compliance Concerning Marketing Communications		a,b	Not Applicable	PPS is a Service Company, thus there were no use Product Marketing and Labeling
Customer Privacy					
GRI 3: Material Topics 2021	3-3 Management of Material Topics		a,b,c,d,e,f	Confidentiality Constraints	PPS has Signed a Non-Disclosure Agreement on Customer's Confidential Data, thus it is for Internal Use Only
GRI 418: Customer Privacy 2016	418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data		a,b,c	Information Unavailable / Incomplete	PPS has no Complaint on Breaches of Customer Privacy, But Formal Reporting is Not Completed Yet

Reader's Opinion Survey

The information from this survey will be used for the improvement and development of our future reports. We highly appreciate your contribution. Please mark X in the ◯ and provide your comments in the space provided.

1. Which group of readers below reflects you the best?

◯ Shareholder / Investor ◯ Customer ◯ Employee ◯ Community in which PPS operates in

◯ Partner ◯ Government Agency ◯ Scholar ◯ Student

◯ Media ◯ Others (Please specify) ....

2. Through which channel did you receive this sustainability report?

◯ Annual Shareholder's Meeting ◯ Seminar / Exhibition / Workshop ◯ PPS's Employee

◯ PPS Website ◯ Others (Please specify) ....

3. What is your main purpose for reading this sustainability report?

◯ To get to know PPS and its businesses ◯ For investment purposes ◯ To prepare a sustainability report

◯ For research / educational purposes ◯ Others (Please specify) ....

4. Please rate your satisfaction rate on the factors below regarding this sustainability report.

• The use of language that is easy to understand	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• The images, graphs, and tables promotes comprehensibility	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• The report is well-designed	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• Overall satisfaction towards the report	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement

5. The level of interest in the content of each section of the sustainability report.

• Message from the CEO and Managing Director	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• Company's General Information	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• Report Preparation	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• Thai Oil Business Group Sustainability	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• Corporate Governance	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• Our Employees	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• Occupational Health and Safety	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• Responsibility towards the Society and Community	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• Value Chain Management	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• Environmental Management	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• Climate Change and Energy Consumption Efficiency	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• Summary of Business Performance	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement

6. The level of completeness and credibility of the sustainability report.

• The level of understanding you have towards PPS's key issues	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• The results of sustainability efforts and PPS's sustainability strategy are consistent	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• The content is appropriate and credible	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement
• The content matches with what you're seeking for	◯ High	◯ Moderate	◯ Low	◯ Needs Improvement

7. Do you think the content covers key issues for PPS sustainability efforts?

◯ Complet ◯ Incomplete

If not, please specify which key issues do you think should be added to this sustainability report.

....

....

8. Please feel free to provide suggestions for improvement on our future reports below.

....

Business Reply Service

Send to

Project Planning Service PLC

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Bangkok 10250

Fold along the line.

SUSTAINABILITY REPORT 2014
รายงานแห่งความยั่งยืน
PPSGROUP

รายงานความยั่งยืน
SUSTAINABILITY REPORT 2015
PPSGROUP

PPSGROUP
SUSTAINABILITY REPORT
รายงานแห่งความยั่งยืน
2016

รายงานแห่งความยั่งยืน
SUSTAINABILITY REPORT 2017
PPSGROUP

PPS
2018 Sustainability Report

PPS
Sustainable Partnership
PROJECT PLANNING SERVICE PLC.
SUSTAINABILITY REPORT 2019
ENGLISH VERSION

PPS
SOCIAL IMPACT COLLABORATION
PROJECT PLANNING SERVICE PLC.
SUSTAINABILITY REPORT 2020

PPS
Harmony is a Root of Sustainability
รายงานการพัฒนาอย่างยั่งยืน ประจำปี 2564
บริษัท โปรเจค แพลนนิ่ง เซอร์วิส จำกัด (มหาชน)

PPS
PARTNER FOR SUSTAINABLE BUSINESS

PPS
INNOVATION FOR ALL SUSTAINABLE
2023
SUSTAINABILITY REPORT
PROJECT PLANNING SERVICE PLC.

PPS

PROJECT PLANNING SERVICE PLC.

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