



**LEADING  
SUSTAINABLE**  
*Transformation*

PPS

SUSTAINABILITY  
REPORT 2024

# SET

**ESG Ratings** 2024





PPS Group  
is committed to developing  
**“people”** towards excellence to  
create **“innovation”** and maintain  
**“environmental”**  
sustainability.

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# About This Report

This sustainability report presents the performance of **Project Planning Service Co., Ltd. (Public Limited Company)**, to communicate the progress of the sustainability plan and the commitment to continue implementing the plan to stakeholders. Under the company's business strategy related to sustainability management, which is linked to economic, social, and environmental issues. In the past year, the company has continued to conduct business with social responsibility in its work processes and has also carried out various social activities.

The content and key substance of this sustainability report covers the period from January 1, 2024, to December 31, 2024, focusing on the implementation of the Sustainable Development Master Plan 2022-2027 and disclosing information following the GRI Sustainability Reporting Standards (GRI Standards) at the core indicator level and the ESG Metrics for listed companies on the Stock Exchange of Thailand. In addition, the company also links its performance to strategies that respond to the United Nations Sustainable Development Goals (SDGs), from which the company has selected issues that are consistent with its business characteristics and relevant to its stakeholders to present in this report.

## For further information:

If you have any questions or additional recommendations, please contact the Sustainable Strategy Development Task Force

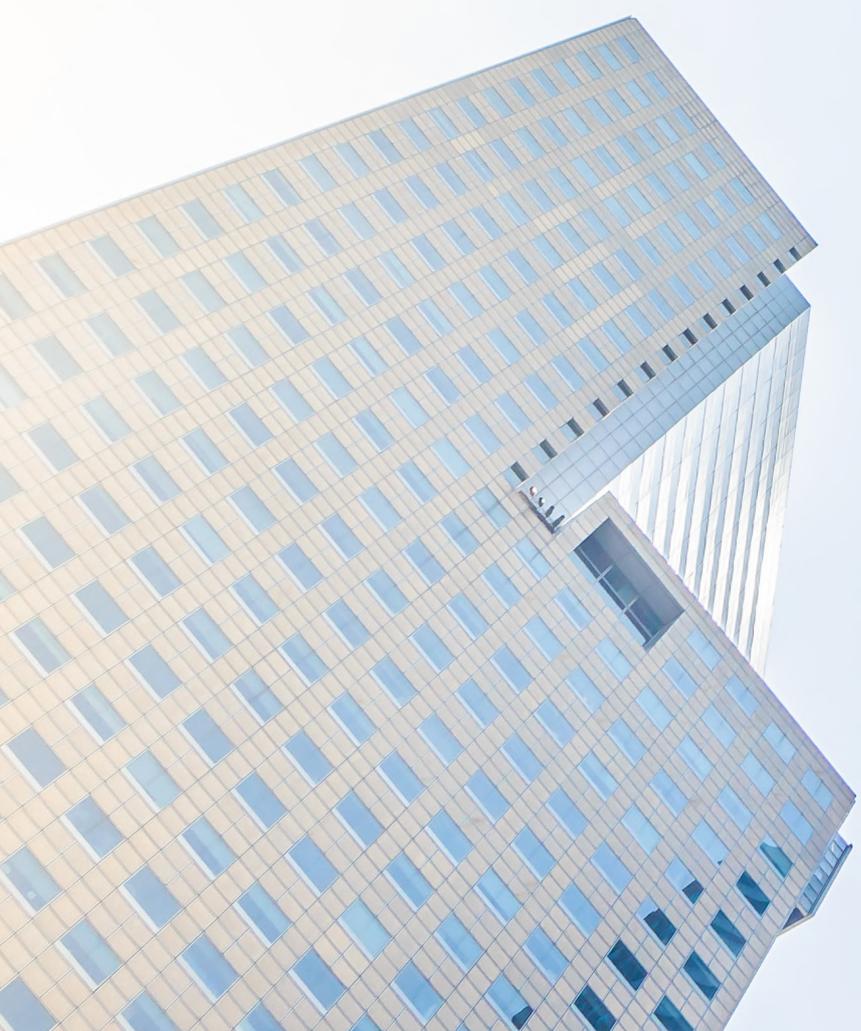
### **Project Planning Service Co., Ltd. (Public Limited Company)**

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Rama IX Road, Suan Luang, Suan Luang,  
Bangkok 10250.

Telephone: (662) 718 2785-9

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E-mail: [sustainability@pps.co.th](mailto:sustainability@pps.co.th)





## Vision

To be committed to developing high-potential personnel to create innovations that deliver sustainability to customers.



## Mission

To drive the organization with the concept of creating innovatively for a sustainable future.

**Promoting the potential of the new generation of employees.**

to combine capabilities towards developing innovations that meet all customer challenges.

**Cultivating diversity of thought**



**Developing personnel with specialized expertise**

to create solutions that meet the long-term needs of customers.



**Creating visionary leaders**

ready to lead the organization towards change to create differentiated value.





## Value



Environment

- Committed to developing environmentally friendly solutions by reducing impacts on nature and promoting efficient and sustainable resource use.
  - Driving innovation for sustainable construction, focusing on energy conservation and reducing greenhouse gas emissions to contribute to a better future for the world.
- 

Social



- Believe in the potential of personnel and are committed to developing them, while supporting diversity and equality to build a strong and sustainable society.
  - Focus on creating value for customers by providing quality services that meet their needs precisely and create maximum satisfaction.
  - Participate in community development through social projects that create positive and sustainable change.
- 



Corporate Governance

- Conduct business with transparency, strong governance, accountability, and adherence to ethics in every step.
- Create a corporate culture that supports innovation, promotes collaboration, and strictly adheres to regulations for the long-term sustainability of the organization.





# Message from the Chief Executive Officer

The year 2024 is a year full of sustainability challenges across social, economic, environmental, and technological dimensions. Thailand's corruption issues remain at a significant level, while global temperatures continue to rise despite the Paris Agreement, and policy uncertainties from the U.S. elections in 2025 may impact the global economy.

PPS Group recognizes these challenges and conducts business according to the ESG (Environment, Social, and Governance) framework, aiming for carbon neutrality by 2030. We have developed strategic plans aligned with the sustainable development goals (SDGs) through key projects, including:

**Innovation and Technology:** Implementing HoloBuilder for construction project inspections, reducing travel by over 30%, resulting in significant reductions in greenhouse gas emissions. Developing the KANNA system, reducing paper usage by more than 500,000 sheets per year. Utilizing AI to enhance work efficiency and improve cybersecurity systems to protect critical customer data, having received ISO 27001 certification for information security management, ensuring data safety for both customers and ourselves.

**Environment:** Continuously developing carbon-neutral projects. In 2023, we conducted a corporate greenhouse gas emissions assessment (Carbon Footprint Organization, CFO) and were registered with the Thailand Greenhouse Gas Management Organization (TGO). We also developed an emissions reduction plan and implemented carbon offsetting for the remaining emissions by purchasing carbon credits from the Ban Khong Ta Bang Community Forest, which is Thailand's first community forest carbon credit developed by the Royal Forest Department and the Department of Natural Resources. This year, we will begin to work on a new initiative—biodiversity this year.



## “Leading the Way to Carbon Neutrality by 2030”



### **Social and Personnel Development:**

Developed experts in greenhouse gas measurement and reduction, who have received certification from the Thailand Greenhouse Gas Management Organization for conducting Corporate Carbon Footprint assessments and have successfully registered as consultants for assessments with TGO. Continued to develop and expand PPS Academy to supply skilled personnel for the industry for the fourth consecutive year and expanded into sustainability and technology knowledge areas. We have been a member of the anti-corruption network for ten years and renewed our membership again in the past year.

### **New Sustainable Business:**

Collaborated with business partners to install Electric Vehicle (EV) Chargers, expanding to more than 100 locations nationwide in 2023.

Finally, I would like to thank everyone for their continuous support and trust in PPS Group. We are committed to moving forward to achieve our carbon neutrality goal by 2030 and creating new environmentally friendly innovations while maintaining strong relationships and trust with our partners, customers, and all stakeholders for sustainable growth together.

**(Dr. Pongthon Tharachai)**

Chief Executive Officer (CEO)



# Business Overview

**Project Planning Service Co., Ltd. (Public Limited Company) or PPS Group** operates in the construction management business for both public and private sector projects. The company develops innovations and technologies to enhance work efficiency and expand its service scope and service areas to meet business needs, covering the real estate and construction industry groups comprehensively. Generating stable and continuous revenue, operating on the basis of good corporate governance, as well as providing care and responsibility for the environment and stakeholders at all levels. These are key principles for PPS's sustainable business growth.





## Shareholding Structure of the Group Companies

Project Planning Service Public Limited Company  
 Listed on the Market for Alternative Investment (mai)  
 Real Estate and Construction (PROPCON) business category  
 Registration date: June 25, 1988  
 Number of permanent employees: ... (as of December 31, 2024)  
 Registered capital: 279,452,921 Baht

### Construction Business



Saphat Project Co., Ltd. (SPP)  
 Registered capital: 1.00 million Baht  
 Business: Smart building systems installation.



PPS One Works Co., Ltd. (PPSOW)  
 Registered capital: 10.00 million Baht  
 Business: Providing design, management, and construction supervision services, quantity surveying (QS), and Building Information Modeling (BIM).

## Real Estate Development Business



Project One Property Development Co., Ltd. (P1)  
Registered capital: 20.00 million Baht  
Business: Real estate development.



Project Two Property Development Co., Ltd. (P2)  
Registered capital: 1.00 million Baht  
Business: Land purchase and sale.



Project Three Engineering Co., Ltd. (P3)  
Registered capital: 1.00 million Baht  
Business: Real estate development, consulting, supervision, and construction management, including acting as a benefit manager and managing property and various rights in real estate.

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## Creative Digital Agency Business



PPS Innovation Co., Ltd. (PPSI)  
Registered capital: 10.00 million Baht  
Business: Providing information technology services in the area of Media, public relations advertising, including providing software used in construction work.



# Key Sustainability Performance Highlights in 2024



E : Environment

## Environment



Carbon footprint verification from the Thailand Greenhouse Gas Management Organization (Public Organization) or TGO, certifying PPS's organizational carbon emissions (Verified).

S : Social

## Social and Community



Received international standard certification ISO 27001:2022, Information Security Management System (ISMS).

# G

## G : Governance

### Governance Performance:



- CG Scoring 5 stars for the 10<sup>th</sup> consecutive year.
- AGM Checklist 2024 with a perfect score of 100.
- Certified by the Thai Private Sector Collective Action Coalition Against Corruption (CAC).



# Sustainability Awards 2024



Received a Carbon Offset Certificate from the **PPS Happy New Year Party 2024**, a carbon offset activity, resulting in net zero greenhouse gas emissions for the event and reducing total greenhouse gas emissions by 8 tons of carbon dioxide.



Leading Organization in Greenhouse Gas Management 2024



## Certificate of Registration

INFORMATION SECURITY MANAGEMENT SYSTEM - ISO/IEC 27001:2022

This is to certify that:  
**PROJECT PLANNING SERVICE PLC.**  
381/6 Soi Rama IX 58  
(Soi 7 Sereve 7), IX Road,  
Suanluang, Bangkok  
10250  
Thailand

Holds Certificate Number: **IS 792258**  
and operates an Information Security Management System which complies with the requirements of ISO/IEC 27001:2022 for the following scope:

The Information Security Management System applies to Datacenter management including Supporting Facility, Infrastructure and IT Support managed by PROJECT PLANNING SERVICE PLC. This is in accordance with Statement of Applicability version 0 Effective on 9 Jul 2024

For and on behalf of BSI:  
  
Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2024-09-12      Effective Date: 2024-09-12  
Latest Revision Date: 2024-09-12      Expiry Date: 2027-09-11



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...making excellence a habit.™

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract. An electronic certificate can be authenticated online. Printed copies can be validated at [www.bsi-global.com/ClientDirectory](http://www.bsi-global.com/ClientDirectory) or telephone +44(0) 2994899922. Further clarifications regarding the scope of this certificate and the applicability of ISO/IEC 27001:2022 requirements may be obtained by consulting the organization. This certificate is valid only if provided original copies are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: +44 345 080 9000  
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.  
A Member of the BSI Group of Companies.

Received ISO 27001:2022 certification for the Information Security Management System (ISMS).



Received the Sustainability Disclosure Award 2024 from the Thaipat Institute.



# Value Chain

## 1. Briefing Process

### Stakeholders

Employees, Customers, Partners, Government Agencies

### Value Creation

1. Utilize project management software to collect and analyze data from customers
2. Conduct training to enhance communication and listening skills.
3. Organize workshops to ensure mutual understanding among all parties.
4. Analyze potential risks from the briefing process.
5. Build strong relationships with customers from the outset.

## 2. Procurement (Private/Public)

### Stakeholders

Employees, Customers, Partners, Government Agencies

### Value Creation

1. Utilize an E-Procurement system to streamline processes and enhance transparency.
2. Develop a supplier evaluation system based on ESG criteria.
3. Provide negotiation skills training to the team.
4. Utilize contract management software to reduce errors.
5. Establish a material and service quality inspection team.

## 3. Feasibility Study and Design Process

### Stakeholders

Employees, Customers, Partners, Government Agencies, Communities, Society

### Value Creation

1. Utilize BIM software to enhance design accuracy.
2. Assess environmental impacts during the design phase.
3. Conduct meetings with stakeholders to gather feedback.
4. Promote the use of new innovations in design.
5. Analyze potential risks from the design process.

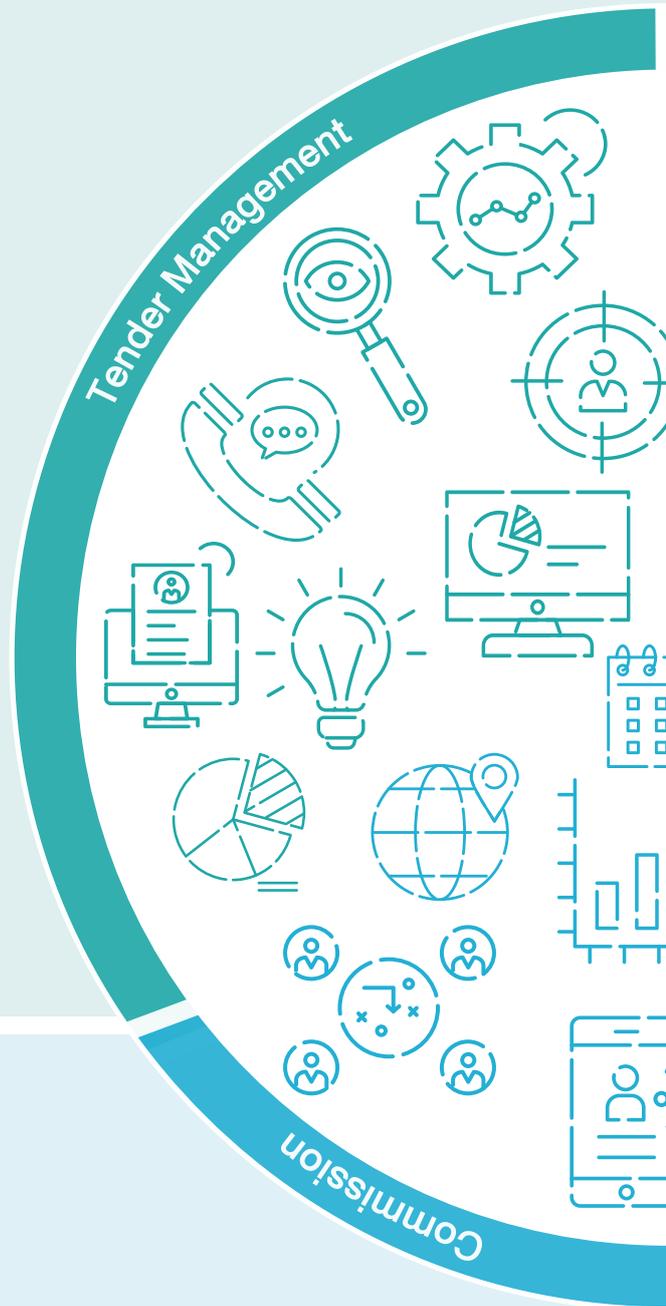
## 7. Marketing and Brand Communication

### Stakeholders

Employees, Shareholders/Investors, Media

### Value Creation

1. Utilize social media to promote the brand.
2. Develop engaging and valuable content.
3. Utilize market analysis data to adjust strategies.
4. Organize activities to build customer relationships.
5. Utilize marketing measurement tools to improve strategies.



At PPS Group, we care for all stakeholders, from customers and employees to communities and shareholders. We believe that building strong and transparent relationships with all parties will lead to sustainable growth and mutual success. By delivering value at every stage of the value chain, we are committed to developing solutions that meet needs and create maximum benefits for all stakeholders.



## 4. Construction Management and Supervision

### Stakeholders

Employees, Customers, Partners, Government Agencies, Communities, Society

### Value Creation

1. Utilize HoloBuilder to track project progress.
2. Plan resource utilization efficiently.
3. Conduct safety training for employees.
4. Establish a construction quality inspection team.
5. Develop a project risk management system.

## 5. Operations

### Stakeholders

Employees, Customers, Partners, Government Agencies, Communities, Society

### Value Creation

1. Utilize the KANNA application to check for defects.
2. Plan work to reduce wasted time.
3. Conduct new skills training for employees.
4. Utilize a continuous performance evaluation system.
5. Promote effective communication within the team.

## 6. Quality Control and Delivery

### Stakeholders

Employees, Customers, Partners, Government Agencies, Communities, Society

### Value Creation

1. Utilize a rigorous quality control system.
2. Conduct customer satisfaction surveys.
3. Analyze and improve the delivery process.
4. Conduct training to enhance quality control skills.
5. Develop a customer complaint management system.

## 8. After-Sales Service

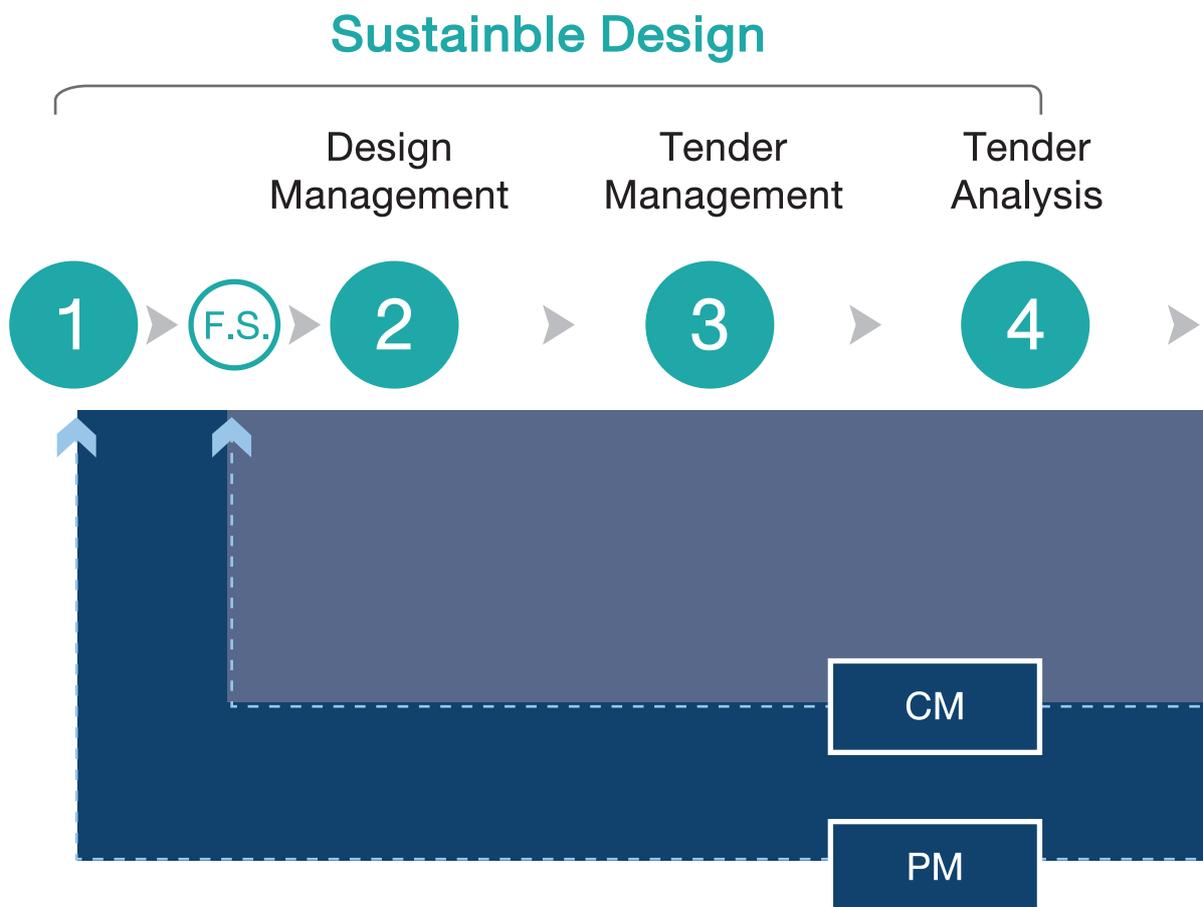
### Stakeholders

Stakeholders: Customers, Partners, Communities, Society

### Value Creation

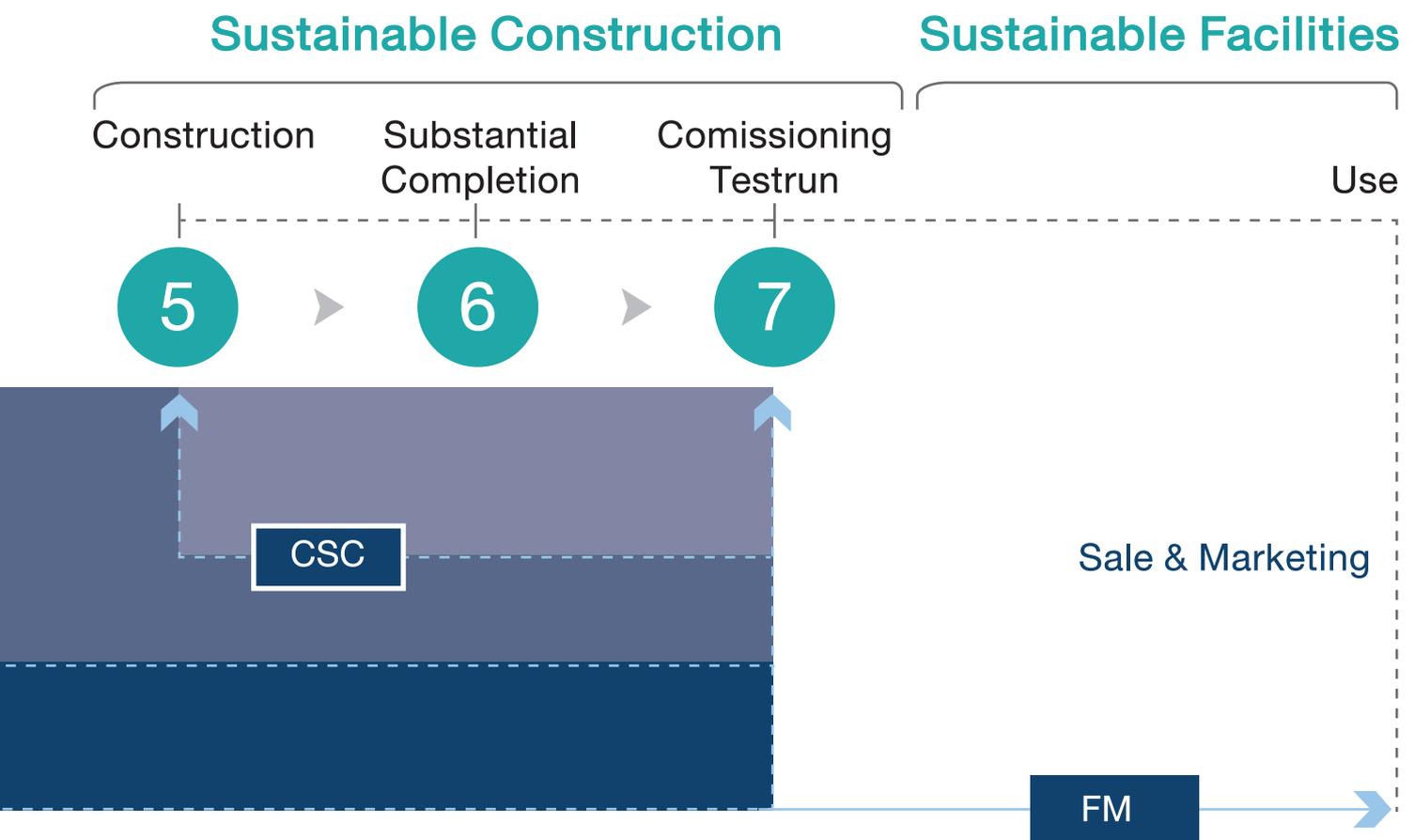
1. Continuously monitor customer usage.
2. Provide additional consultation and recommendations to customers.
3. Develop an efficient complaint management system.
4. Build sustainable relationships with customers.
5. Continuously improve and develop after-sales services.

# PPS Services Proposal



- PM Project Management
- PMC Project Management Consultant
- CM Construction Management
- CMC Construction Management Consultant

# From Sustainable Design to Sustainable Construction to Sustainable Facilities



- CS Construction Supervision
- CSC Construction Supervision Consultant
- FM Facilities Management
- FMC Facilities Management Construction (O+M)





# CREATING SUSTAINABLE FUTURE

# Sustainable Development Goals 2022-2027

## Stepping into a Sustainable Future

PPS Group is committed to environmental stewardship by adhering to ESG (Environment, Social, and Governance) principles and the United Nations Sustainable Development Goals (SDGs). We aim to achieve carbon neutrality by 2030 through the use of renewable energy and the development of a carbon credit system. These efforts not only reduce greenhouse gas emissions but also promote a culture of sustainability that reflects our organization and society as a whole.

|   | Sustainable Development Issues                                     | SDGs  |
|---|--|---|
|  <b>E</b><br>Environment | Energy and natural resource conservation.                          |        |
|   | Environmental and biodiversity preservation.                       |       |
|   | Addressing climate change.   |       |
|   | Protecting health and safety through work processes.               |      |
|  <b>S</b><br>Social      | Respecting human rights at all levels.                             |      |
|   | Fair employment and creating employee engagement.                  |      |
|   | Promoting learning for human development and building a good life. |       |
|   | Collaboration to improve quality of life and develop society.      |        |
|  <b>G</b><br>Governance  | Good governance and corporate governance.                          |      |
|   | Business ethics and quality work delivery.                         |      |
|   | Responsible supply chain management                                |       |
|   | Market expansion to increase organizational value.                 |     |
|   | Organizational adaptation to technology.                           |      |

# SUSTAINABLE DEVELOPMENT GOALS

## PPS Framework Sustainability Development

### ESG Operational Goals

|   |  |
|---|--|
| To be an organization that promotes the use of energy and resources efficiently.  | <p>SDPI<br/>(Sustainable Development Progress Indicator)<br/>=<br/>EBITDA/tonCO<sub>2</sub>e<br/>(current)</p>         |
| To develop processes that help reduce environmental impacts, manage waste to reduce waste from operations, and preservation of ecosystems and biodiversity. |  |
| To develop processes that help reduce the impact of climate change and drive the organization toward carbon neutrality.                                     |  |
| To be recognized as an organization with quality and safety standards in the workplace.   |  |
| To be an organization recognized for respecting human rights.   | <p>EBITDA/tonCO<sub>2</sub>e<br/>Year 2023 (PPS Group uses 2023 as the base year)<br/>Target 1.5 times within 2023</p> |
| To be an organization with no illegal employment, maintain satisfaction levels, and have a low turnover rate.   |  |
| To promote lifelong learning for employees, stakeholders, and vulnerable groups through PPS training institutes and knowledge dissemination activities.     |  |
| To provide assistance/organize activities to improve quality of life and develop society through networks of partners and various agencies.                 |  |
| To build social trust in good corporate governance, with no complaints of non-transparent operations.   | <p>ECO<br/>=<br/>Indicator &amp; Progress of Stability<br/>=<br/>EBITDA/tonCO<sub>2</sub>e</p>                         |
| To be an organization trusted and relied upon by customers, partners, or colleagues for responsible work, fair and quality service.                         |  |
| To manage the supply chain from upstream to downstream, expand good corporate governance networks, develop partners, and enhance competitiveness.           |  |
| To be a strong and sustainably growing organization, adapting to changes and seeking business growth opportunities.   |  |
| To adapt to digital changes and develop innovative services to build competitiveness and create business opportunities.                                     |  |

# PPS SD Roadmap To 2027

**To Achieve Carbon Emission Targets**

**To Achieve Good Governance**

**To Achieve Good Quality and  
To Achieve Good Customer Service**

**To Achieve Market Expansion And Value Creation**

**To Achieve Good Customer Innovation**

**To Achieve Universal Human Rights**

**To Achieve Employment Fair Treatment and  
To Achieve Excellent Employee Engagement**

**To Achieve Human Resource Development  
and Employee Retention Targets**



## 2027 Goals Revised



## 2024 Target

|  |  |
|--|--|
| <ol style="list-style-type: none"> <li>1. Reduce greenhouse gas emissions from operational activities by 16.8% in accordance with SBTi principles.</li> <li>2. Have processes in place to help reduce carbon emissions until achieving Carbon Neutral certification in 2030.</li> <li>3. Achieve net zero greenhouse gas emissions by obtaining certification as an organization committed to Net Zero Greenhouse Gas Emission Pathway.</li> </ol> | <ul style="list-style-type: none"> <li>• Obtain corporate carbon footprint certification from TGO.</li> <li>• Register as a Carbon Footprint for Organization (CFO) consultant.</li> <li>• Receive the Greenhouse Gas Management Award from the Thailand Carbon Network. <ul style="list-style-type: none"> <li>- Develop a reduction plan.</li> <li>- Submit a report to TCNN.</li> <li>- Await award announcement.</li> </ul> </li> <li>• Reduce greenhouse gas emissions in the company's business processes by 4.2% per year in accordance with SBTi guidelines, using 2023 as the base year.</li> </ul> |
| <ol style="list-style-type: none"> <li>1. Zero Corruption: No complaints.</li> <li>2. Maintain CG 5-star rating.</li> </ol>  | <ul style="list-style-type: none"> <li>• Maintain CG 5-star rating.</li> </ul>   |
| <ol style="list-style-type: none"> <li>1. Zero Accident: 100% safe work sites.</li> <li>2. 100% customer satisfaction: No lawsuits.</li> </ol>   | <ul style="list-style-type: none"> <li>• Quarterly customer satisfaction score target = 90%.</li> <li>• No lawsuits.</li> </ul>  |
| <ol style="list-style-type: none"> <li>1. Be a service provider offering comprehensive services in the real estate and construction business.</li> <li>2. Have a registered capital exceeding 300 million Baht.</li> <li>3. Have a market capitalization exceeding one billion Baht.</li> <li>4. List on the Stock Exchange of Thailand (SET).</li> </ol>  | <ul style="list-style-type: none"> <li>• Generate revenue of 500 million Baht from projects.</li> <li>• Achieve a 5% profit margin from new businesses.</li> </ul>   |
| <p>Be an innovative organization (PROPTECH).</p>   | <ul style="list-style-type: none"> <li>• Implement a PPS Chatbot system for KM and further development into the company's AI.</li> </ul>   |
| <p>No complaints or lawsuits.</p>  | <ul style="list-style-type: none"> <li>• Announce the revised Human Rights Due Diligence policy. <ul style="list-style-type: none"> <li>- Update and align with SET ESG criteria.</li> <li>- Prepare an HRDD report.</li> <li>- Submit for board approval.</li> </ul> </li> </ul>  |
| <p>No complaints or lawsuits.</p>  | <ul style="list-style-type: none"> <li>• No complaints or lawsuits.</li> </ul>   |
| <ol style="list-style-type: none"> <li>1. Employee turnover not exceeding 10%.</li> <li>2. Average employee tenure with the company of at least 10 years.</li> </ol>   | <ul style="list-style-type: none"> <li>• Have at least 5 employees develop into new instructors for PPS Academy.</li> </ul>  |

# Risk Management

## External Factors

PPS Group utilizes the VRIO Framework (Value, Rarity, Imitability, Organization), developed by Jay B. Barney, to identify strengths and long-term competitive advantages. This is combined with the 6 external factor analysis model (PESTEL/STEEP Analysis) to analyze the external environment affecting the company's operations. The results of the analysis will be used to manage risks arising from these factors.

In addition, the company also takes into account the reporting principles of the International Sustainability Standards Board (ISSB), which requires the disclosure and explanation of both financial and non-financial sustainability impact assessments that affect both the organization itself (Outside-In) and external stakeholders (Inside-Out) concurrently, or the principle of Double Materiality.



| STEEP               | Factors  | Issues Affecting Business Value Delivery   | Risks - | Opportunities + | Type of Impact to the Company  |
|---------------------|--|--|---------|-----------------|--|
| <b>Social</b>       | Factors related to people in the business ecosystem, such as physical and mental factors, social values, worldviews, culture, ethics, health, education. | <ul style="list-style-type: none"> <li>- Diversity of ethnicity</li> <li>- Aging society</li> <li>- Immigration</li> </ul> | /       |                 | Risk: Cultural segregation leading to conflict and violence.<br>Opportunity: Increased performance and business expansion.<br>Risk: Labor shortage, lack of personnel continuity.<br>Risk: Illegal immigration leading to operational delays.                  |
| <b>Technologies</b> | Factors related to continuous technological development (Speed, Size), access, usage, and cost of technology.  | <ul style="list-style-type: none"> <li>- AI</li> <li>- Cyber Security</li> </ul>   |         |                 | Risk: Lack of competitiveness, outdated business models, reduced product and service attractiveness, cybersecurity risks, and system upgrade costs.<br>Opportunity: Long-term reduction in business costs.<br>Risk: PDPA, Data Privacy, customer data leakage. |

| STEEP              | Factors  | Issues Affecting Business Value Delivery  | Risks - | Opportunities + | Type of Impact to the Company  |
|--------------------|--|---|---------|-----------------|--|
| <b>Economic</b>    | Factors related to income, wealth, employment, industry dynamics, exchange rates, inflation, trade, energy prices, interest rates, and debt.   | <ul style="list-style-type: none"> <li>- Interest rates, financial costs, liquidity.</li> <li>- Economic slowdown.</li> </ul> |         |                 | <p>Risk: Rising financial costs, lack of working capital, difficulties.</p> <p>Risk: Reduced revenue due to lack of investment in the economic system.</p>   |
| <b>Environment</b> | Factors related to the environment, related to systems such as access to natural resources, climate factors, and other ecosystems.   | <ul style="list-style-type: none"> <li>- Climate Changes</li> <li>- Biodiversity</li> </ul>                                   |         |                 | <p>Risk: Reduced operational efficiency.</p> <p>Opportunity: New environmental and sustainability businesses emerge.</p> <p>Opportunity: New biodiversity businesses emerge.</p>                   |
| <b>Political</b>   | Factors related to the "Rule of the Game," the supports and prohibitions that create the structure of behavior in industry and society, including government policies, budgets, subsidies, taxes, regulations, and geopolitical relations. | <ul style="list-style-type: none"> <li>- Political instability.</li> <li>- Geopolitical Relation</li> </ul>                   |         |                 | <p>Risk: Government changes causing public projects to not occur and old projects to not get paid.</p> <p>Risk: Investors lack confidence.</p> <p>Opportunity: The company receives more work.</p> |

## Internal Factors

The VRIO Framework is a tool used to analyze an organization's competitive advantages, consisting of four key components:

### Value

- Organizational resources or capabilities must create value.
- They must be able to help the organization respond to opportunities or threats in the market.



### Rarity

- The resources or capabilities must be rare.
- Competitors cannot easily access or possess them.

### Organization

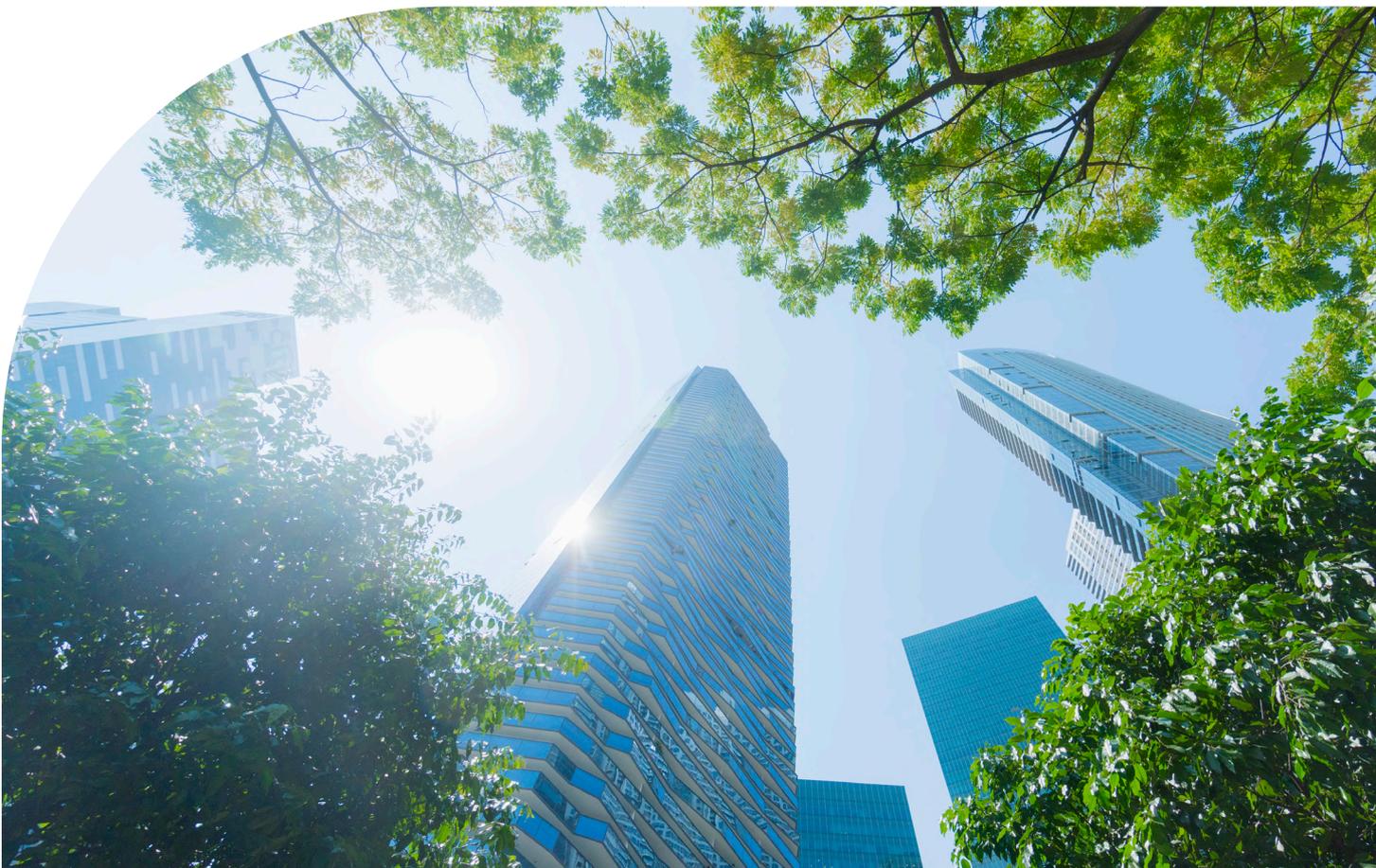
- The organization must have an appropriate structure and systems.
- It must be able to fully utilize resources and capabilities.

### Imitability

- It must be difficult for competitors to imitate or substitute.
- This may result from complexity, patents, or organizational culture.

| STEEP  | Factors  | Issues Affecting Business Value Delivery  | Risks - | Opportunities + | Type of Impact to the Company   |
|--------|--|---|---------|-----------------|---|
| Value  | Resources or capabilities that create value for customers, help the organization meet customer needs better, are more efficient, or create differentiation from competitors. | <ul style="list-style-type: none"> <li>- Highly specialized and experienced team in the industry.</li> <li>- Past successful projects.</li> </ul>                 | /       |                 | <ul style="list-style-type: none"> <li>- Delivered value, such as project success according to objectives, risk reduction, and increased efficiency.</li> <li>- Trust from partners and customers.</li> </ul> |
| Rarity | Resources or capabilities that are rare and unique to the organization, difficult for competitors to imitate.  | <ul style="list-style-type: none"> <li>- Network of relationships with government and private sector agencies.</li> <li>- Exclusive customer database.</li> </ul> |         |                 | <ul style="list-style-type: none"> <li>- Long-standing relationships that make it difficult for competitors to intervene.</li> <li>- Repeat business from existing customers.</li> </ul>                      |

| STEEP   | Factors   | Issues Affecting Business Value Delivery   | Risks - | Opportunities + | Type of Impact to the Company  |
|---|---|--|---------|-----------------|--|
|  <p><b>Imitability</b></p>   | Resources or capabilities that are difficult to imitate, impossible for competitors to copy, such as the complexity of resources, development time, or relationships with stakeholders. | - Easy to replicate business.  |         |                 | - Increasing number of competitors in the market and in the same business.                               |
|  <p><b>Organization</b></p> | The organization has structures, systems, and a culture that facilitates the use of resources and capabilities, and is highly adaptable and learning-oriented to keep up with changes.  | - Organizational structure not conducive to working with information technology systems that support operations. |         |                 | - Policies that cannot be effectively implemented.<br>- Employees not open to learning new technologies. |





# Sustainability Performance Indicators

PPS Group is committed to building a sustainable future through operations that align with ESG (Environmental, Social, and Governance) principles and the United Nations Sustainable Development Goals (SDGs). We aim to achieve carbon neutrality by 2030 by reducing resource consumption, using renewable energy, changing processes, and offsetting with carbon credits. In addition, we also focus on developing innovations that reduce environmental impacts and promote community participation to create sustainability in all dimensions of our business operations.

| Sustainability Topics   | Importance to |              |
|---|---------------|--------------|
|   | Company       | Stakeholders |
| E1 Climate Change   | 21            | 9            |
| E2 Biodiversity   | 10            | 8            |
| S1 Respect for Human Rights at All Levels   | 22            | 14           |
| S2 Fair Employment and Building Strong Employee Engagement  | 21            | 13           |
| S3 Lack of knowledgeable and capable personnel to perform work, and knowledgeable and capable personnel who resign. | 21            | 16           |
| S4 Health and Safety Through Work Processes   | 21            | 20           |
| G1 Delivery of Quality Work   | 23            | 20           |
| G2 Governance, Ethics, and Good Corporate Governance  | 20            | 19           |
| G3 Cyber Security   | 10            | 16           |
| G4 Digital Disruption   | 20            | 16           |

Stakeholders

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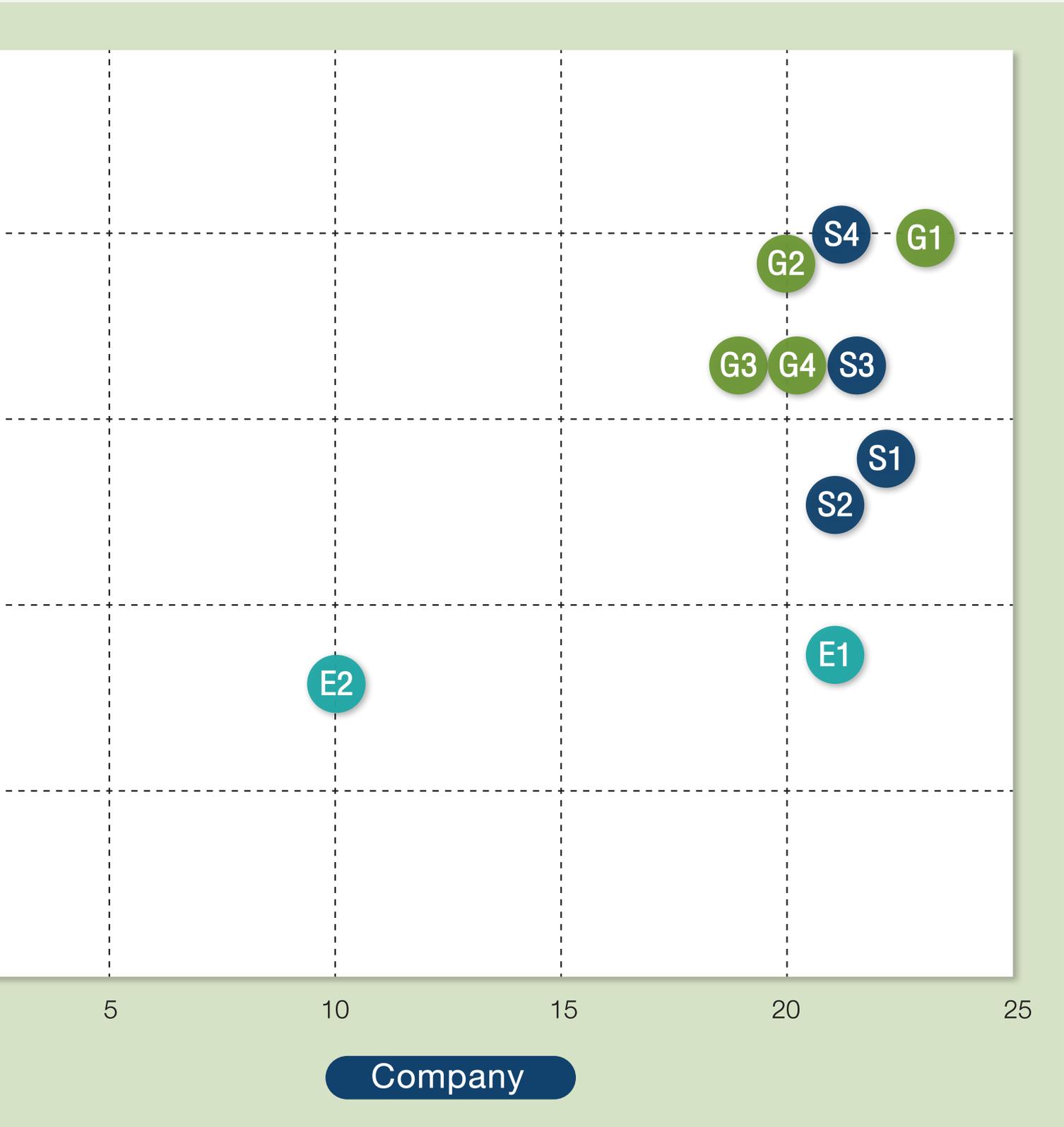
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# Sustainability Strategy

PPS Group is committed to building a sustainable future through operations that align with ESG (Environmental, Social, and Governance) principles and the United Nations Sustainable Development Goals (SDGs). We aim to achieve carbon neutrality by 2030 through the use of renewable

energy and the development of a carbon credit system. In addition, we also focus on developing innovations that reduce environmental impacts and promote community participation to create sustainability in all dimensions of our business operations.



# C Create Best People

## Building PPS Group Employees to Excellence

# PPSACADEMY

PPS Academy is committed to developing personnel both within and outside the organization to achieve excellence in all aspects under the STEM concept to support the sustainable growth of the organization.

|  |  |   |  |
|--|--|---|--|
| <p><b>S: Sustainability</b></p> <p>PPS Academy promotes learning about the efficient use of resources and the reduction of greenhouse gas emissions to create personnel with the knowledge and skills to operate sustainably and environmentally friendly.</p> | <p><b>T: Technology</b></p> <p>Using modern technology to increase work efficiency by introducing new technologies such as project management software and data analysis to training to develop employees' technological skills so that they can adapt and use technology in their work effectively.</p> | <p><b>E: Engineer</b></p> <p>Developing modern and high-quality engineering skills by providing training courses that focus on developing engineering skills and creative problem-solving to create engineers who are experts and can meet the needs of the industry.</p> | <p><b>M: Management</b></p> <p>Efficient and systematic management through training in project management and teamwork skills to create personnel capable of managing resources and teams effectively.</p> |
|--|--|---|--|

# C Create Innovation

## Creating New Innovations to Drive Towards Carbon Neutrality in 2030



Developing and implementing new technologies or methods in the organization's operations to increase efficiency, reduce costs, and promote sustainability, especially in pursuing carbon neutrality. This includes using technology to improve work processes or developing new products and services that meet current market and environmental needs.

|  |   |  |   |
|--|---|--|---|
| <p><b>KANNA Application</b></p> <p>Used for document management and defect inspection in construction projects, increasing data access speed and reducing document workload.</p> | <p><b>Solar Energy Systems</b></p> <p>Installing solar energy systems to use renewable energy instead of fossil fuel energy to reduce greenhouse gas emissions.</p> | <p><b>EV Charger</b></p> <p>Promoting the use of electric vehicles by the company and employees, reducing fuel costs, reducing transportation emissions, contributing to cleaner air, and reducing greenhouse gases.</p> | <p><b>Building Information Modeling (BIM)</b></p> <p>Used for accurate design and resource planning, reducing material and energy consumption during construction, increasing resource efficiency, reducing waste, and minimizing environmental impacts from construction activities.</p> |
|--|---|--|---|

# C Create Customer

## Maintaining Partner Relationships and Trust





ER



# LEADING SUSTAINABLE TRANSFORMATION ESG





# Sustainability Performance 2024



## Environment

- To be an organization that promotes the use of energy and resources efficiently.
- To develop processes that help reduce environmental impacts, manage waste to reduce waste from operations, and provide care and protection for ecosystems and biodiversity.
- To develop processes that help reduce the impact of climate change and drive the organization toward carbon neutrality.



## Social

- To be an organization recognized for respecting human rights.
- To be an organization with no illegal employment, maintain satisfaction levels, and have a low turnover rate.
- To promote lifelong learning for employees, stakeholders, and vulnerable groups through PPS training institutes and knowledge dissemination activities.
- To create a corporate culture that understands ESG issues to improve quality of life and develop society through networks of partners and various agencies.



## Governance

- To build social trust in good corporate governance, with no complaints of non-transparent operations, and to be trusted and relied upon by customers, partners, or colleagues for responsible work, fair, and quality service.
- To be recognized as an organization with quality and safety standards in the workplace.
- To manage the supply chain from upstream to downstream, expand good corporate governance networks, develop partners, and enhance competitiveness.
- To be a strong and sustainably growing organization, adapting to changes and seeking business growth opportunities.
- To adapt to digital changes and develop innovative services to build competitiveness and create business opportunities.



PPS Group is committed to conducting business in a sustainable manner, considering environmental, social, and governance (ESG) impacts while also generating business returns. In 2024, the company operated according to the “3C” strategy, comprising ‘Create Best People’ to develop personnel to excellence, ‘Create Innovation’ to create innovations to drive towards carbon neutrality 2030, and ‘Create Customer’ to maintain customer relationships and trust.

Key performance highlights in the past year include the company receiving Corporate Carbon Footprint certification from TGO and organizing a Carbon Neutral Event, reducing greenhouse gas emissions by 8 tons of carbon dioxide. In the social aspect, ISO 27001:2022 certification for information security was obtained, PPS Academy was developed into a training center for sustainability and construction technology, and the installation of EV chargers was expanded to over 100 locations nationwide. In terms of governance, the company received a CG scoring of 5 stars for the 10th consecutive year, a perfect score of 100 on the AGM Checklist, and was certified as a member of the Thai Private Sector Collective Action Coalition Against Corruption (CAC).

These achievements reflect PPS Group’s commitment to driving the organization towards sustainable growth while creating positive impacts on the environment and society.



# Environmental Performance 2024

## Environment สิ่งแวดล้อม

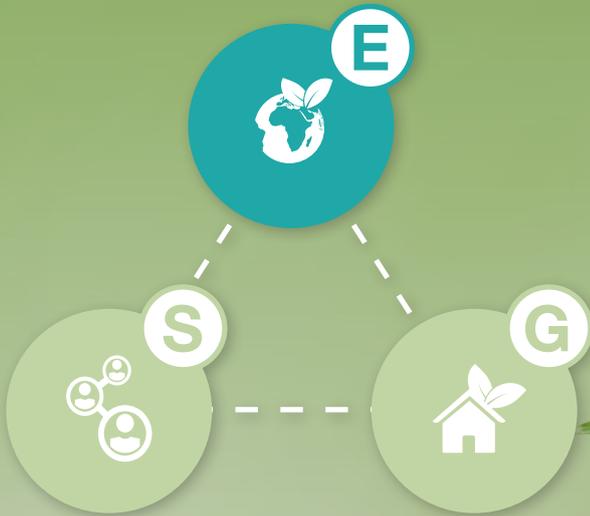
PPS Group Sustainable  
Development Goals



Energy and natural resource  
conservation.

Environmental and biodiversity  
preservation.





## Addressing climate change.

**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE

**11** SUSTAINABLE CITIES AND COMMUNITIES

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION

**13** CLIMATE ACTION

**15** LIFE ON LAND

**17** PARTNERSHIPS FOR THE GOALS

# Energy and natural resource conservation.



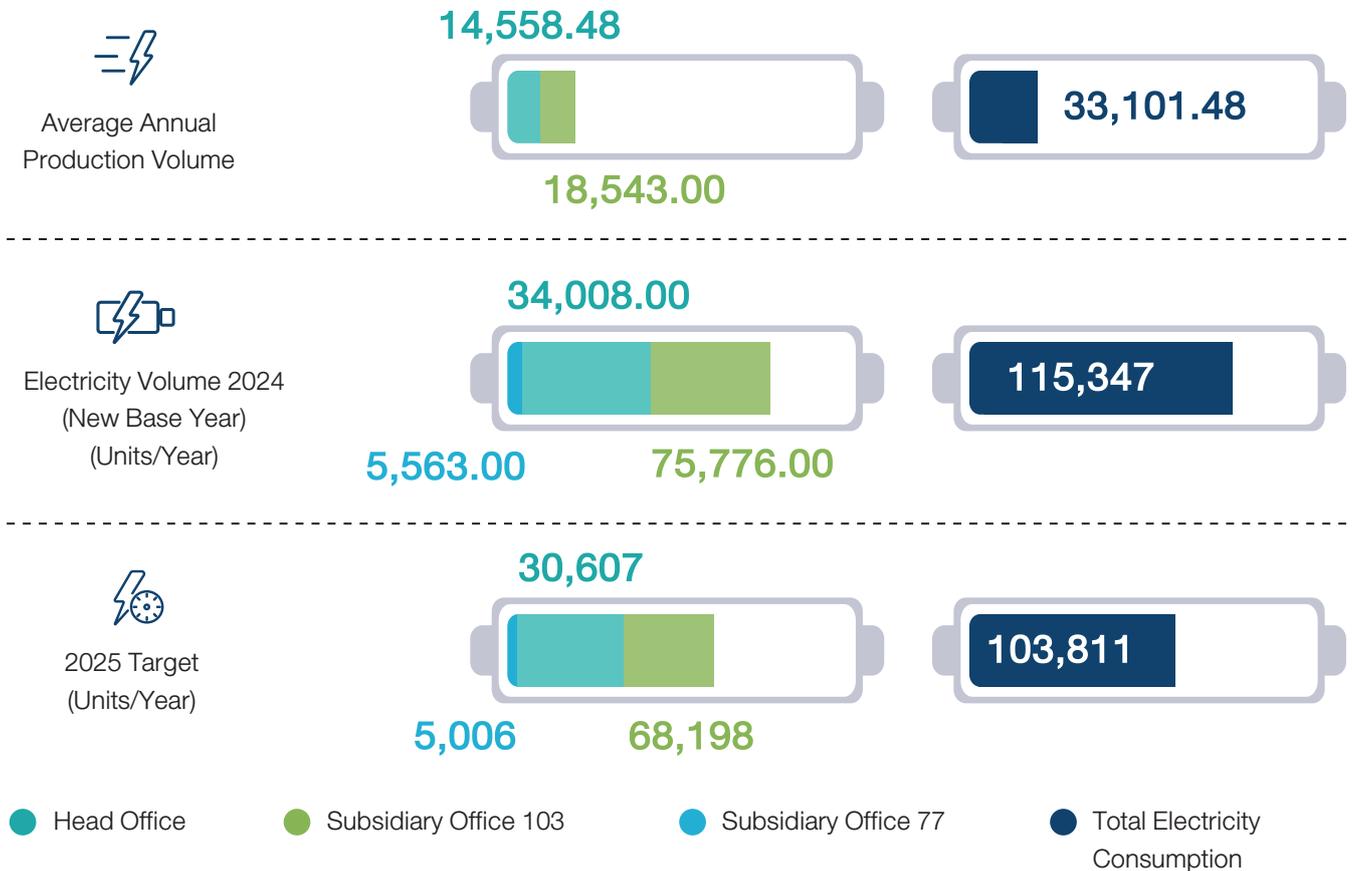
## 1. Energy Management

The company complies strictly with all laws, regulations, and rules, and has not conducted any operations that have impacted ecosystems or natural resources, nor has it received any complaints of environmental violations. The company places importance on efficient resource and energy use, environmental and biodiversity preservation, and climate change management to maintain social, environmental, and sustainable company growth in accordance with the Paris Agreement framework and the United Nations Sustainable Development Goals. Investors or interested parties can study more information from the company's 2024 Sustainability Report on the website. The environmental management issues implemented in 2024 are as follows.

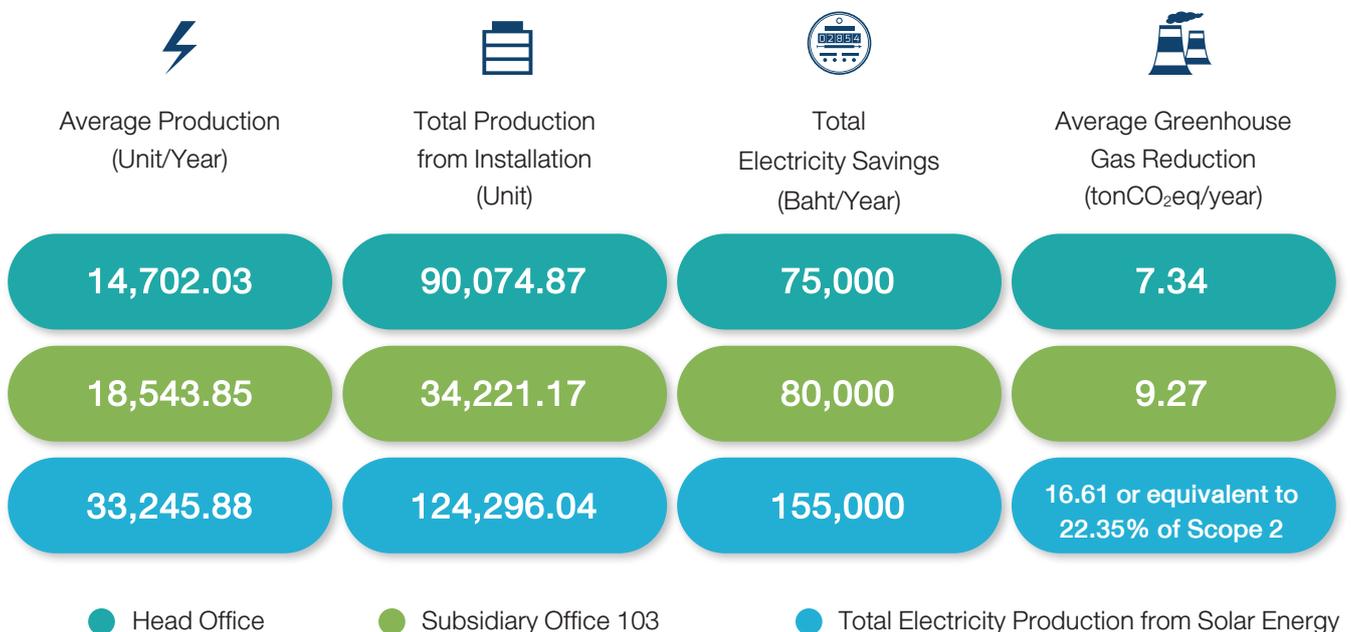
### 1) Energy Management

The company has set environmental management goals based on the Paris Agreement, which limits the global average temperature increase to no more than 1.5°C. Therefore, the company has expanded the scope of energy consumption control to cover all office buildings and developed an energy reduction plan by recording and measuring consumption regularly every month for analysis and performance monitoring. The company has also prepared a 2024 carbon footprint data report in accordance with TGO guidelines. The company has increased the efficiency of electrical appliance usage by replacing eight energy-saving air conditioners in the office building, which helps reduce electricity consumption and long-term costs. It also helps reduce the environmental impact of fossil fuel use, as efficient energy use also reduces greenhouse gas emissions.

## Total Electricity Consumption of PPS's offices Head Office and Subsidiary Office



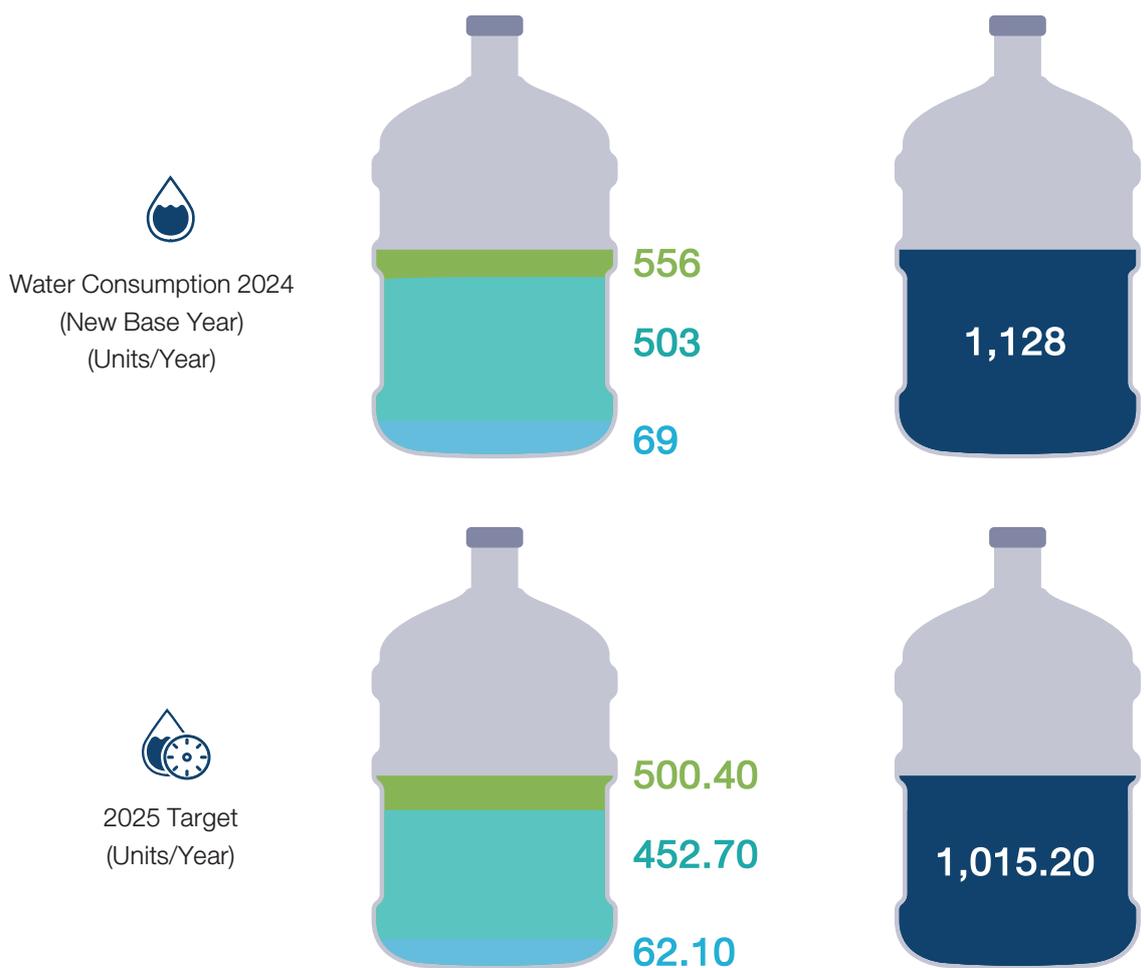
## Total Electricity Production from Solar Energy in year 2024



## 2) Water Management

To control water resource usage efficiently and for maximum benefit, the company has campaigned for employees to recognize the value of water usage to minimize wastewater. Water recycling has been implemented, such as using water from handwashing basins or rainwater gutter water for watering plants and washing cars, as well as controlling usage volumes and surveying pipe leak points. Annual targets have been set and results are monitored quarterly, with cooperation and commitment from all relevant parties in managing water resources efficiently. For water management in construction projects, the company has received cooperation from project contractors to comply with the measures of the Environmental Impact Assessment (EIA) and safety manuals, including water conservation, wastewater treatment, and controlling water quality to meet standard criteria.

### PPS Water Usage Targets Head Office and Subsidiary Office



- Head Office
- Subsidiary Office 103
- Subsidiary Office 77
- Total Water Consumption

# Environmental and Biodiversity Preservation

- 6** CLEAN WATER AND SANITATION
- 9** INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 11** SUSTAINABLE CITIES AND COMMUNITIES
- 12** RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13** CLIMATE ACTION
- 15** LIFE ON LAND



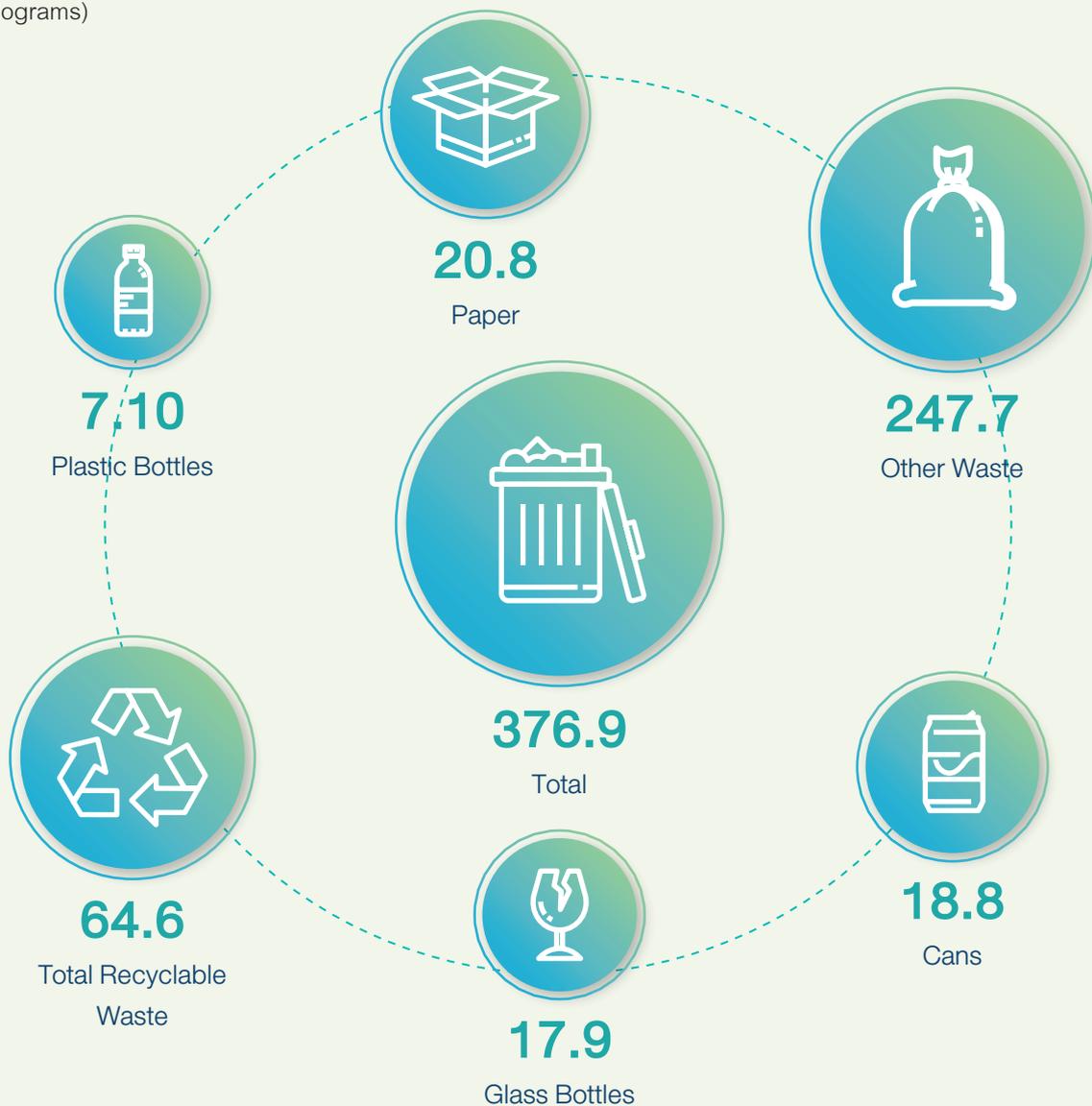
## 1. Waste and Material Management

The company separates wet or hazardous waste from general waste, controls odors, and has safe waste storage areas for transport to legally compliant disposal companies, preventing public impacts during transportation. Additionally, there is the “Waste Exchange for a Full Stomach and Happy Heart” project, which allows employees and workers in construction projects to exchange recyclable waste materials other than construction materials for accumulated points that can be redeemed for consumer goods from the company, such as electrical appliances, eggs, instant noodles, cooking oil, detergent, and beverages. With the cooperation of everyone in the project, including employees, construction contractors, communities, and government waste collection officials who recognize the value of maintaining cleanliness in the project and recycling waste, the project can control and manage waste efficiently.

### Waste Volume at Head Office and Subsidiary Office Buildings

Data Collection Period: January - December 2024

Waste Type in 2024  
(Kilograms)



## 2. Air and Noise Pollution Management

For construction areas, to prevent and reduce dust and particulate impacts from vehicles and work processes, the company and construction contractors strictly comply with air quality control and pollution emission measures, including spraying water to clean the area, requiring vehicles to be covered to prevent material spillage and dispersion, setting speed limits for vehicles, inspecting engines and machinery to ensure they are in good condition and ready for use, and preventing noise impacts by controlling them to occur as little as possible and not affecting the public. From the results of regular monthly environmental quality monitoring, including dust and particulate matter, carbon monoxide, sulfur dioxide, nitrogen dioxide, hydrocarbon gases, and vibration, it was found that the environmental monitoring results in all of the company's projects are within the standard values according to the National Environment Board's announcement and there have never been any complaints of air and noise pollution.

### Pollution and Waste Control and Monitoring Results in Construction Units

| Control Measures  | Monitoring Objectives  | 2023 Performance Results | 2024 Performance Results |
|---|--|--------------------------|--------------------------|
| <b>Air Pollutants Emissions</b> <ul style="list-style-type: none"> <li>Greenhouse gases</li> <li>Carbon monoxide (CO)</li> <li>Sulfur dioxide (SO<sub>2</sub>)</li> <li>Nitrogen dioxide (NO<sub>2</sub>)</li> <li>Total hydrocarbon gases</li> </ul> | Not exceeding the standard values according to the National Environment Board's announcement (CO < 30 ppm, SO <sub>2</sub> < 0.30 ppm and NO <sub>2</sub> < 0.17 ppm)  | Below standard values    | Below standard values    |
| <b>Pollution and Waste Emissions,</b> such as odors, noise, dust, fumes, radiation, waste, wastewater, or other materials   | Not exceeding the standard values according to the National Environment Board's announcement (24-hour average noise level not exceeding 70 dB(A) and maximum level not exceeding 115 dB(A), total dust and particulate matter < 0.33 mg/m <sup>3</sup> , and particulate matter size 10 microns < 0.33 mg/m <sup>3</sup> , and water quality index within standards) | Below standard values    | Below standard values    |

### 3. Paper and Consumables Management

The company has organized activities to monitor and control paper usage by collecting usage statistics from each department. Additionally, green innovations have been developed that not only facilitate work and increase efficiency but also contribute to natural resource conservation, such as:

#### 1) Using BIM Technology in Design for Construction:

Creating models allows us to see design errors before actual construction, which helps reduce work time, reduce consumable material usage, and reduce costs incurred from incorrect construction.

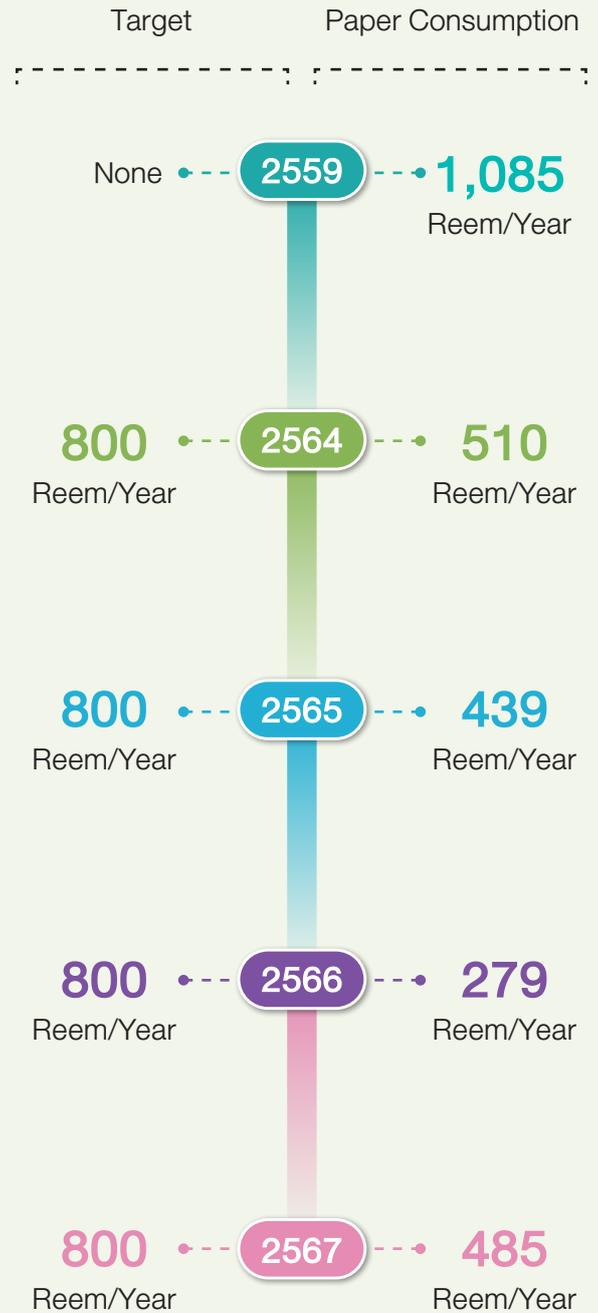
#### 2) PPSDrive:

Collecting construction material data for each type and compiling the amount of material used in each construction project through the use of PPS Document Control makes it possible to understand resource usage in each project, enabling control and reduction of unnecessary material usage. From this data collection, we can advise customers on alternative material choices to reduce environmental resource and energy usage, reduce production costs, and also use the data collected from the beginning of construction to apply for international standard building certification (LEED) after project completion.

#### 3) Using Applications for Reporting Results:

Using the KANNA application for defect inspection in construction work, Holo Builder to manage project progress quickly, and the MyPPS application to replace document submission for leave requests and overtime, and using Video Presentation to report project progress helps reduce paper usage for report preparation and is also beneficial for data retrieval and user convenience.

### PPS Head Office Paper Usage Targets



# Addressing climate change.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



15 LIFE ON LAND



17 PARTNERSHIPS FOR THE GOALS

## 1. Greenhouse Gas Reduction Management

Currently, the United Nations has declared a state of global boiling, reflecting the problem of extreme weather. Therefore, the company recognizes and is aware of the greenhouse gas problem, which, if not controlled to excessive levels, will cause global warming and harm living organisms.

Effective greenhouse gas management begins with accurate greenhouse gas emission measurement. Therefore, the company has conducted verification and registration of being a carbon footprint organization (CFO) with TGO.

The company has announced both long-term and short-term greenhouse gas emission management goals, following SBTi target-setting guidelines. The long-term goal is to achieve carbon neutrality by 2030 and pursue net zero by 2050, while the short-term plan is to reduce greenhouse gas emissions by 4.2% annually.

**Table Showing Greenhouse Gas Emissions**

| Item         | 2023 Greenhouse Gas Emissions (tCO <sub>2</sub> eq) | 2024 Greenhouse Gas Emissions (tCO <sub>2</sub> eq) | 2024 Greenhouse Gas Emissions (tCO <sub>2</sub> eq) |
|--------------|---|---|---|
| Type 1       | 96  | 92  | 175   |
| Type 2       | 52  | 50  | 58  |
| Type 3       | 284   | 272   | 453   |
| <b>Total</b> | <b>432</b>  | <b>414</b>  | <b>686</b>  |

**Note:** In 2024, the company is in the final verification stage and is in the process of applying for registration with TGO.

The next step after measurement is greenhouse gas emission reduction. The implementation plan to achieve the goals includes promoting the use of alternative energy. In addition to installing solar cells, the company has promoted the use of electric vehicles by installing EV chargers at the head office and subsidiary office buildings, as well as collaborating with partners to provide EV charger procurement and installation services to customers. Another approach is to campaign for energy and resource conservation both within and outside the organization.

## 2. Collaborating with External Parties to Create Positive Impacts on Natural Resources and the Environment

### Participating in Energy Saving and Environmentally Friendly Projects

The company plays a crucial role in developing energy-efficient and environmentally friendly buildings by providing advice to customers and designers on building design and the use of environmentally friendly materials, including controlling international green building standards such as LEED (Leadership in Energy and Environmental Design) and TREES (Thai's Rating of Energy and Environmental Sustainability).

One of the key projects is the Government Complex Commemorating His Majesty the King's 80th Birthday Anniversary, Chaeng Watthana, Zone C, which is designed according to TREES standards and plans to apply for LEED certification from the United States Green Building Council (USGBC) to reduce environmental impacts in terms of air quality, noise, and vibration to comply with legal standards.

In addition, the company also manages energy-saving projects for customers by analyzing energy usage and assessing investment feasibility, such as the Lotus's Energy Saving project, which was implemented to reduce energy costs and increase energy efficiency. Key measures include:

- Replacing lighting systems with LED (LED Batter High Efficiency 26W for Sale Area) to save energy and extend lifespan.
- Installing an ozone system in the condensing water system to reduce chemical usage in the air conditioning system.
- Using ceramic-coating technology to increase energy efficiency.
- Replacing the cooling system with AC Variable Refrigerant Volume (VRV) to reduce electricity consumption.

These projects not only help Lotus's use energy efficiently but also significantly reduce energy costs, reinforcing the company's commitment to developing environmentally friendly buildings and public utility systems.







# Social Performance 2024

## Social

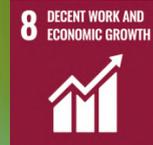
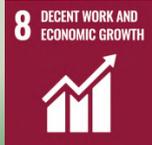
### PPS Group Sustainable Development Goals



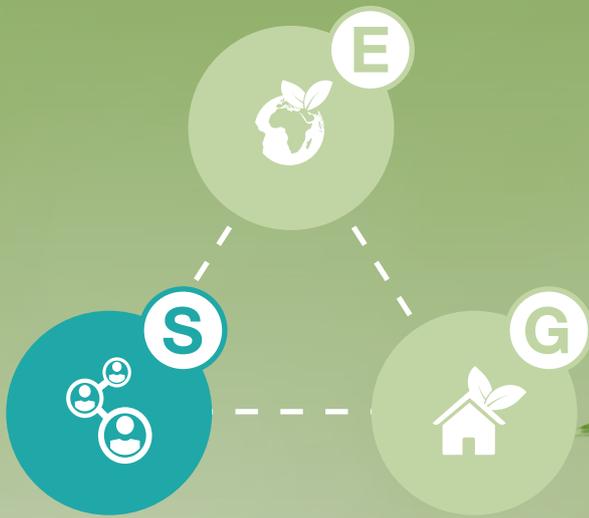
Respect for Human Rights at All Levels

Fair Employment and Building Strong Employee Engagement

Health and Safety Protection Through Work Processes



The 2024 social report reflects the company's commitment to conducting business responsibly towards employees, communities, and society as a whole. It emphasizes respect for human rights, fair labor practices, employee potential development, community sustainability promotion, and building strong relationships between the organization and all stakeholders. The company focuses on creating equality, safety, and satisfaction in all aspects, while promoting sustainable social development through various activities that create value and positive impacts on communities and the environment, ensuring the organization's growth is balanced and sustainable in the long term.



### Promoting Learning to Develop People and Build a Good Life

- 1 NO POVERTY**
- 4 QUALITY EDUCATION**
- 5 GENDER EQUALITY**
- 8 DECENT WORK AND ECONOMIC GROWTH**
- 11 SUSTAINABLE CITIES AND COMMUNITIES**
- 17 PARTNERSHIPS FOR THE GOALS**

### Sharing Knowledge and Creating Activities for Sustainable Social Development

- 1 NO POVERTY**
- 3 GOOD HEALTH AND WELL-BEING**
- 4 QUALITY EDUCATION**
- 8 DECENT WORK AND ECONOMIC GROWTH**
- 11 SUSTAINABLE CITIES AND COMMUNITIES**
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION**
- 13 CLIMATE ACTION**
- 15 LIFE ON LAND**
- 17 PARTNERSHIPS FOR THE GOALS**



## Social Policies and Practices

Due to sustainable development requiring consideration of economic, environmental, and, importantly, social impacts and development from the company's operations, the foundation of the company relies on support and cooperation from all parties, both within and outside the organization, to build a strong foundation and be ready to grow with society in a mutually supportive manner. Through cooperation, unity, and solidarity, we can live together in the same society stably and happily. Therefore, the company has established a social responsibility policy to serve as a guideline for practice, demonstrating consideration of social responsibility and all stakeholders. The policy is disclosed on the company's website, and the Board of Directors reviews the practices and monitors performance regularly every year.

### Summary of Objectives and Performance of Social Dimension Sustainability Management

| Material Topic                                  | Long-Term Target 2027   | Short-Term Target 2024   | 2024 Performance Results   |
|---|---|--|--|
| <b>1</b> Respect for Human Rights at All Levels | <ul style="list-style-type: none"> <li>Absence of complaints of disrespect and violation of human rights.</li> <li>Comprehensive human rights due diligence.</li> </ul> | <ul style="list-style-type: none"> <li>Absence of complaints of disrespect and violation of human rights.</li> </ul> | <ul style="list-style-type: none"> <li>Absence of complaints of disrespect and violation of human rights.</li> <li>100% of employees at all levels have received human rights training through legal and professional ethics courses.</li> <li>Conducted key human rights risk assessments in PPS business processes. Monitored and audited operations according to human rights risk control measures.</li> </ul> |

| Material Topic  | Long-Term Target 2027   | Short-Term Target 2024  | 2024 Performance Results   |
|---|---|---|--|
| <div data-bbox="129 427 461 667" style="background-color: #4CAF50; color: white; padding: 10px; display: inline-block;"> <b>2</b> Fair Labor Practices and Employee Engagement         </div> | <ul style="list-style-type: none"> <li>• Fair employment and respect for labor rights.</li> <li>• Care for and treat all employees equally.</li> <li>• No unfair employment and no illegal labor.</li> <li>• No employee complaints of inequality</li> <li>• Maintain employee satisfaction and low turnover.</li> <li>• Protection of health and safety at work.</li> <li>• Control the number of accidents in projects at zero.</li> <li>• Have better welfare than companies in the same industry by at least 10%.</li> <li>• Employee satisfaction level above 90%.</li> <li>• Employee turnover rate not exceeding 10%.</li> </ul> | <ul style="list-style-type: none"> <li>• No illegal employment.</li> <li>• Maintain employee satisfaction level of 70%.</li> <li>• Control the turnover rate of employees to be retained to be no less than 10%.</li> </ul> | <ul style="list-style-type: none"> <li>• No unfair or illegal employment.</li> <li>• Absence of complaints arising from discrimination against employees.</li> <li>• Received employee satisfaction assessment results of 89%.</li> <li>• Turnover rate of employees to be retained 13.29%.</li> </ul> |

| Material Topic  | Long-Term Target 2027  | Short-Term Target 2024   | 2024 Performance Results  |
|---|--|--|---|
| <b>3</b> Promoting Employee Development                     | <ul style="list-style-type: none"> <li>• Clear career path plan, understood and followed by employees.</li> <li>• Personal development plan for each BU.</li> <li>• Continuous learning promotion through PPS Academy training institute and PPS knowledge dissemination activities.</li> <li>• Post-training employee performance evaluation for salary increase.</li> <li>• Zero Corruption, no complaints.</li> <li>• Work with transparent partners with good working standards, 100% compliance with company partner selection standards.</li> <li>• No intellectual property infringement complaints.</li> </ul> | <ul style="list-style-type: none"> <li>• Zero corruption, no complaints.</li> <li>• Participate in partner work potential development.</li> <li>• No intellectual property infringement complaints.</li> </ul> | <ul style="list-style-type: none"> <li>• Zero corruption, no complaints.</li> <li>• No intellectual property infringement complaints.</li> <li>• Established a sustainable partner selection policy and partner code of conduct.</li> </ul> |
| <b>4</b> Delivering Quality Work and Meeting Customer Needs | <ul style="list-style-type: none"> <li>• Improve work efficiency, create satisfactory work according to customer expectations by maintaining 100% customer satisfaction.</li> <li>• Zero Ensure zero accident, 100% safe work sites.</li> <li>• 100% customer satisfaction / Zero complaint.</li> <li>• No complaints of ethical violations towards customers and partners.</li> </ul>   | <ul style="list-style-type: none"> <li>• Maintain customer satisfaction level not less than 80%.</li> <li>• Ensure zero accident, 100% safe work sites.</li> </ul>   | <ul style="list-style-type: none"> <li>• No complaints of ethical violations towards customers and partners.</li> <li>• Customer satisfaction survey results at 85%.</li> </ul>   |

| Material Topic  | Long-Term Target 2027  | Short-Term Target 2024   | 2024 Performance Results   |
|---|--|--|--|
| <p><b>5</b> Knowledge Sharing and Sustainable Social Development Activities</p> | <ul style="list-style-type: none"> <li>• Has knowledge transfer process and KM Platform for employee to support knowledge transfer to next generation and external knowledge dissemination through PPS Academy and various social channels.</li> <li>• Continuous support for CSR activities to improve community, environment, quality of life and develop society through networks.</li> </ul> | <ul style="list-style-type: none"> <li>• Organize activities to help society.</li> <li>• Create knowledge sharing activities and tools.</li> </ul> | <ul style="list-style-type: none"> <li>• 6th year of Waste Exchange for a Full Stomach and Happy Heart programs.</li> <li>• White Engineer program to serve as a knowledge sharing platform.</li> <li>• “Knowledge Nuggets with Uncle P” project, an animation providing engineering information.</li> </ul> |



Regarding social sustainability management, the company has divided all key sustainability issues into 6 areas as follows:



## Respect for Human Rights at All Levels



The company emphasizes human rights principles, upholding equality and non-discrimination based on race, nationality, religion, gender, skin color, language, culture, or political beliefs. The company does not support child labor, forced labor, illegal foreign labor, or sexual harassment, and promotes equal opportunities for individuals with physical or ability limitations.

To affirm this commitment, the company has established a human rights policy for the board of directors, executives, and employees at all levels, which is published on the company's website.

In addition, the company protects employees' personal data and will only disclose or transfer data with the data owner's consent.

### Practices

1. Do not support businesses that violate human rights or are involved in corruption.
2. Train and communicate with employees to understand and comply with the human rights policy.
3. Prevent harassment or abuse, whether verbal or physical, based on race, gender, religion, education, age, marital status, sexual orientation, gender identity, disability, or differing opinions.
4. Provide safe and fair complaint channels for stakeholders to report information about law violations, ethics, or company morals.
5. Establish a Whistleblower Policy, guaranteeing data confidentiality, fair investigations, and offender penalties.

The company is committed to building an organization that respects human rights, promotes an equal society, and conducts business ethically and responsibly.

### Human Rights Performance Results

1. The company has strictly adhered to the aforementioned guidelines.
2. The company has created secure and safe complaint channels for employees or all stakeholders to file complaints or express opinions freely.
3. The company has begun the human rights due diligence process.

However, throughout 2024, the company did not receive any complaints of human rights violations.



# Fair Employment and Building Strong Employee Engagement



## Fair Employment and Building Strong Employee Engagement

The company recognizes the importance of fair labor practices, valuing all employees and understanding their significance to the company's operations. The company treats all employees fairly following ethical principles and codes of conduct, as detailed below:

### 1. Employment and Respect for Labor Rights:

The company has a clear policy on fair employment and termination, ensuring equal treatment without discrimination based on race, skin color, religion, gender, language, origin, or education. It prohibits forced labor and child labor, does not employ illegal foreign workers, and does not force employees to work involuntarily. The company also promotes employment and vocational development for people with disabilities, providing opportunities for knowledge development and platforms to showcase their abilities, enabling them to earn income and become self-reliant.

#### Practices:

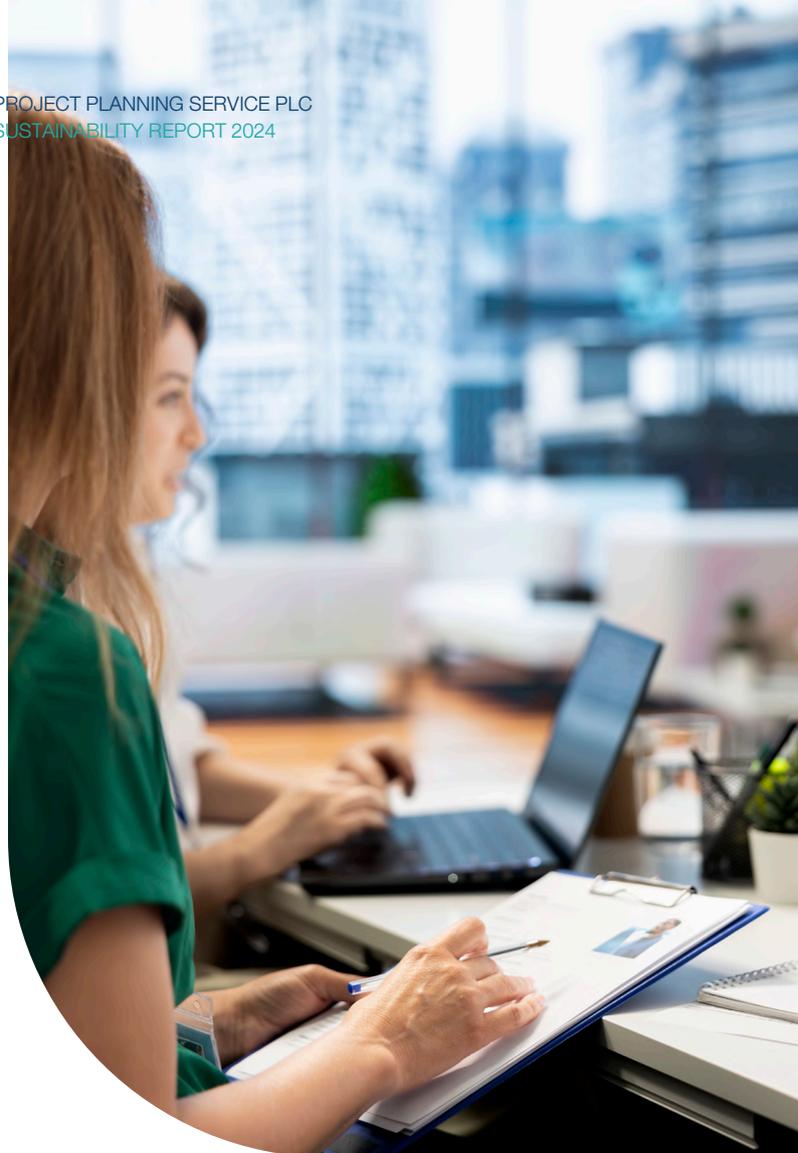
1. Strictly comply with company regulations regarding new employee hiring and current employee treatment, including fair and equal consideration for promotions, salary adjustments, and bonus payments based on performance, knowledge, and abilities, without discrimination based on age, race, nationality, skin color, religion, class, or personal opinions.
2. Create appropriate and safe communication or complaint channels for all stakeholders, allowing employees to report grievances of harassment, rights violations, unfair treatment, or knowledge of illegal activities, and establish systematic and fair whistleblower protection measures.
3. Promote and develop careers to generate income for people with disabilities in accordance with the Promotion and Development of Quality of Life of Disabled Persons Act.

### 2. Social Protection and Building Employee Engagement with the Organization:

In addition to employment and respect for labor rights, the company views employees as assets and resources, or as part of the PPS family, caring for their well-being and continuously seek for ways to attract and retain talented employees. The company provides fair and equal treatment policies, appropriate compensation and benefits as required by law, and additional benefits such as a provident fund to enhance the well-being of all employees.

#### Practices:

1. Provide employee handbooks and training to inform employees of employment conditions, benefits, compensation, salary increases based on performance, legal rights, and special benefits such as the provident fund, employee joint investment program (EJIP), retirement compensation, social security, life insurance, and health insurance.
  - 2.1 Short-term compensation: salary, bonuses based on individual performance and company performance annually, and benefits such as allowances, phone allowances, health insurance, and social security.
  - 2.2 Long-term compensation: provident fund, retirement compensation, and EJIP.
  - 2.3 Establish a welfare committee to allow employees to participate in proposing opinions or negotiating welfare or employee benefits.
2. Establish clear and transparent employee compensation and benefits policies, with compensation and benefits aligned with industry standards and sufficient to retain qualified employees, including:



## Performance Results for Fair Labor Practices and Building Strong Employee Engagement

### 1) Employment and Respect for Labor Rights:

1. The company has strictly adhered to the aforementioned practices.
2. The company has created secure and safe complaint channels for employees or all stakeholders to file complaints or express opinions freely.
3. The company has promoted the employment of 3 individuals with mental health conditions to work in the living enterprise, following the Promotion and Development of Quality of Life of Disabled Persons Act, Section 35, which complies with legal requirements.
4. Employee Employment Data



221

Regular Employees



104

Regular Employees



0

Employment of Persons with Disabilities (Male)



3

Employment of Persons with Disabilities (Female)

### 2) Social Protection and Building Employee Engagement with the Organization:

1. The company has established a provident fund for employees, which has been in operation since August 2004 to the present, marking 21 consecutive years. The project has 225 employee participants, representing 67.98% of the workforce.
2. The company provides life and health insurance for all employees.
3. The company provides salary increases and annual bonuses to employees based on performance evaluations.
4. In 2024, the company's voluntary employee turnover rate was 13.29%, a decrease from 16.06% in 2023, representing a reduction of 2.77%. However, this did not meet the target of 10%. Nevertheless, the employee satisfaction survey results for 2024 were 89%, higher than 81% in 2023, and also exceeded the target of 80%.



# Occupational Health and Safety Protection



## Occupational Health and Safety Protection

Due to the nature of the company's business, employees are predominantly located at construction sites to inspect and control project construction quality. Therefore, employees are at high risk of injury during their duties. The company places great importance on this issue and has implemented the following occupational health and safety protection practices:

### Practices:

1. Provide additional life and health insurance for all employees, beyond social security and other legally mandated benefits.
2. Establish measures and develop safety plans, health and environmental management in offices and construction sites.
3. Provide necessary personal protective equipment (PPE) for employees working at construction sites, including safety helmets and safety shoes.
4. Conduct regular safety, health, and environment (SHE) training for employees, especially before starting work, to reduce the risk of accidents and injuries.

### Occupational Health and Safety Performance Results

Company officers have strictly adhered to the aforementioned practices, resulting in no work-related accidents leading to lost time or occupational illnesses.

# Promoting Learning to Develop People and Build a Good Life



## 1. Promoting Employee Potential Development:

The company promotes continuous employee potential development as employees are the key drivers of business success. Quality development is essential to harness the true potential for mutual benefit. The company regularly provides potential development for personnel at all levels and creates training plans tailored to positions and years of service. Employees can attend training through the PPS Academy, a parent organization for continuous engineering professional development, certified by the Council of Engineers. This certification can be used for engineer level promotions.

### Practices:

1. Prioritize employee development to enhance skills and potential, providing accessible and regular learning opportunities.
2. Review and update employee training plans to align with business needs.
3. Provide training courses tailored to individual employees, considering job roles and years of service.
4. Gather employee and management feedback to develop suitable training courses for future years.
5. Promote career advancement by supporting professional level promotions.

## 2. Fair Business Practices:

Project Planning Service Public Limited Company has a long-standing business history, with leading Thai engineers renowned for their expertise and proven track record, building customer confidence. The company has maintained long-term client relationships and has emphasized fair and ethical competition for over 37 years. The company categorizes fair business practices into three main areas:

### 1) Fair Competition:

The company has a policy of fair and responsible competition, adhering to competitive rules and avoiding unethical methods to harm competitors. The company focuses on value and service excellence, exceeding customer expectations, rather than price competition. When price is a key factor, the company always offers reasonable prices.

### Practices:

1. Conduct business competition fairly and transparently, without using illegal or unethical methods to obtain competitor information.
2. Focus on offering fair prices that match the quality of work and customer expectations.
3. Strictly adhere to the terms and conditions of contracts.
4. Deliver quality services and work that meet customer expectations at fair prices.

## 2) Partner Relations to Promote Social Responsibility:

Partners are considered a crucial part of driving business growth, contributing to the company's sustainable development alongside economic, social, and environmental progress. To ensure clear business operations, the company defines "partners" as individuals, groups, or legal entities conducting business with the company, including business alliances, suppliers, service providers, and creditors. The company has a policy to strictly and fairly adhere to the terms and conditions agreed upon with partners, including compliance with contractual agreements for joint business operations. A highlight of 2024 is the development of a sustainable procurement and supplier selection policy, or supplier code of conduct, and plans for its implementation in 2025, along with the creation of partner evaluation forms, which will be documented according to ISO 9001 standards.

### Practices:

1. Strictly adhere to contractual obligations with partners according to the terms and conditions specified in contracts or purchase orders. If the company is unable to comply with any terms, partners must be notified to jointly find solutions.
2. Treat partners equally and fairly, including not soliciting or accepting any dishonest assets or benefits from partners.
3. Establish a policy on gifts and entertainment expenses from partners.
4. Set criteria for selecting partners with suitable qualifications and abilities for joint projects, such as:
  - 4.1 Partner companies have integrity and fair business practices, aligning with the company's anti-corruption policy.
  - 4.2 Partner companies with reliable work experience, supported by client testimonials.
  - 4.3 No labor law or human rights violations, compliance with laws, and ethical business conduct.
  - 4.4 Risk management to prevent impacts on stakeholders, adherence to safety standards, and environmental management.

5. Create an approved vendor list based on partner performance evaluations to compile a list of partners with quality control, safety standards, and standardized services as a primary choice for joint business operations.

6. Promote activities to improve partner service quality, such as training/seminars to enhance knowledge and work efficiency, joint development of products, service quality, and innovations that support work processes.

## 3) Respect for the Property Rights of Others:

The company respects the property rights, intellectual property, and copyrights of others. The company has clearly expressed its intention in this regard through the following practices:

### Practices:

1. Establish ethical guidelines and a code of conduct for directors, executives, and employees.
2. Respect and comply with laws related to intellectual property and copyrights.
3. Campaign against employee use of pirated products.
4. Actively support and promote the use of legal products, such as licensed and legal software throughout the company.

## 3. Delivering Quality Work and Meeting Customer Needs:

Building positive experiences and customer satisfaction is crucial for the company's sustainable growth and survival. Therefore, the company is committed to delivering service and problem-solving innovations that sustainably meet customer needs, providing services with care, fairness, and responsibility to customers who directly receive services from the company, aiming for maximum customer satisfaction. This ensures that customers can trust in receiving quality services, fair prices, and timely delivery, which is a primary goal of the company's project management operations, demonstrating responsibility to customers or consumers, and being aware of potential safety impacts on communities and society. Planning

and preventing impacts from the company's operations that may affect customers, partners, communities, and society, including acts that violate or harm consumer rights. Quality control and work efficiency development are part of the company's social and environmental responsibility within the work process (CSR in Process). We have integrated CSR in Process principles into daily work, creating practices that help all employees recognize the importance of stakeholder impacts and expectations, enhancing employee work potential alongside work process development for business growth.

In addition, the company adheres to ISO standards, which are globally recognized, since 1999, and has continuously improved quality systems. Currently, PPS uses ISO 9001:2015, which includes requirements for understanding the organization and its context, understanding stakeholder needs and expectations for risk and opportunity management, and other requirements that are fundamental to sustainable development.

**Practices:**

1. Respond to customer policies.
2. Perform work according to scope, terms, and agreements with customers.
3. Provide attentive, fair, and responsible customer service.
4. Use ISO 9001 for quality and safety control.
5. Advise customers and designers on energy-efficient building design and management by prioritizing environmentally friendly products or materials.

6. Implement safety control measures, including pollution and waste control from business processes, conduct surveys, and implement systematic corrective actions.

7. Listen to customer feedback or suggestions and improve work efficiency, create satisfactory work according to customer expectations by providing unfair service complaint channels through the company's website and conducting customer satisfaction surveys to further improve service quality.

**Performance Results for Promoting Employee Potential Development:**

1. The company established its training center under the name PPS Training Center, renamed PPS Academy in 2024, providing 31 training courses to 241 employees, with an average of 9.85 training hours/person, totaling 3,352 training hours, exceeding the target of at least 9 training hours/person/year and at least 18 training hours/person/year for new employees.

2. The "Professional License Examination Support" project to encourage company engineers/architects to develop their knowledge and abilities. The company has the policy to increase financial support for employees who can pass professional license-level promotion exams. In 2024, company employees received promotions and incentives for passing level promotion exams as follows:

- Professional Engineer level: 4 people, incentive of 30,000 baht per person.
- Senior Professional Engineer level: 2 people, incentive of 40,000 baht per person.

## Performance Results for Fair Business Practices

### 1. Fair Competition:

The company has participated in professional service bidding and submitted service price proposals according to the project owner's terms and conditions. All submitted project proposals have not resulted in any complaints regarding transparency related to the company's service price proposals between the company's trade competitors and subsidiaries.

### 2. Promote Social Responsibility Through Partner Treatment:

2.1 The company places importance on and strictly adheres to the aforementioned practices, especially regarding contract compliance and payment schedules. Throughout 2024, the company did not receive any complaints from partners.

2.2 The company has selected partners who meet the evaluation criteria and conditions set by the company, totaling 100%, and conducts annual partner performance evaluations to update partner records and use as guidelines for future partner selection, finding that all company partners have passed the performance evaluation criteria.

2.3 The company has introduced the KANNA program, a Japanese construction management program, in 2023, and to expand customer base both domestically and internationally (ASEAN) in 2024, the company has developed KANNA report to support construction site work and generate related reports.

2.4 Drafted a sustainable partner selection policy and partner code of conduct, with plans for implementation in 2025.

### 3. Respect for the Property Rights of Others:

3.1 The company has provided employee training to understand laws and practices regarding non-infringement of intellectual property and copyrights.

3.2 The company has issued a notice prohibiting all company employees from using illegal or pirated software within the company, effective from October 7, 2020.

## Performance Results for Delivering Quality Work and Meeting Customer Needs:

1. The company has been trusted to be a distributor and training provider for the KANNA program, a Japanese construction management program, to expand its customer base domestically and internationally (ASEAN), and in 2024, the company developed KANNA report to support construction site work and generate related reports. In addition to implementing information technology systems, the company has also pursued and obtained ISO 27001 information security management system certification, which will strengthen data security, reduce risks, and protect data from theft, and was certified in 2024.

2. The company has internal quality auditors to assess performance according to ISO standards, finding that all PPS construction projects comply with quality control standards, and safety officers are provided to assess project safety, with all projects passing safety evaluation criteria and receiving evaluation scores above 81%.

3. From regular monthly environmental quality monitoring, including dust, carbon monoxide, sulfur dioxide, nitrogen dioxide, hydrogen gas, and vibration, it was found that environmental monitoring results in all company projects are within the Office of National Environment Board's standard limits.

4. The company has used customer feedback and evaluations as part of project performance evaluations, conducting customer satisfaction surveys to gather suggestions for improvement and further service development throughout the company's work processes. From this year's survey results, the company received 85% customer satisfaction and found no complaints of substandard service quality or employee actions that violate laws and company regulations.



# Knowledge Sharing and Sustainable Social Development Activities





The company conducts business based on knowledge and expertise in design and construction management services. The company's board of directors emphasizes social responsibility and contribution, participating in and supporting community development activities as appropriate, focusing on disseminating knowledge, expertise, and innovations to communities and society to elevate the engineering profession. This begins with creating an internal knowledge management platform to test the processes before disseminating knowledge to external individuals. For CSR, the company continuously organizes social activities, such as the "Waste Exchange for a Full Stomach and Happy Heart" project, now in its 6th year. In 2024, the company invested in purchasing 183 tons of carbon credits from the Ban Khong Ta Bang Community Forest Project in Phetchaburi Province, the first community forest registered under the Thailand Voluntary Emission Reduction Program (T-VER). This project supports environmental development and greenhouse gas management through effective forest planting for carbon sequestration, while also boosting community income and serving as a model for other communities to generate sustainable income.

**Practices:**

1. Jointly develop communities and society.
2. Develop personnel potential and skills.
3. Promote positive attitudes in the engineering profession.
4. Serve as a model of good engineers through the White Engineer project.
5. Build collaborative networks between organizations.

## Performance Results for Knowledge Sharing and Sustainable Social Development Activities

1. The company operates with responsibility towards communities and society, emphasizing environmental impact reduction and avoiding operations that may negatively affect the quality of life of surrounding communities. In 2024, the company received no social complaints from communities. The company also emphasizes community and social development participation and supports employee-initiated projects as follows:

1.1 Waste Exchange for a Full Stomach and Happy Heart project, 6th year, started in 2020 by the Safety Department. In 2024, the project was implemented at Central Nakhon Pathom and expanded to Central North Pole to encourage participation in maintaining project cleanliness and waste recycling, enabling efficient waste control and management. Construction contractors and community members who bring recyclable waste to exchange for points also benefit from reduced expenses and additional income.

1.2 Run for Love project, started in 2013 from employee health-focused running, evolving into running for others, creating the PPS Run for Love network. This activity builds relationships among employees across departments through cumulative running distances to support colleagues with health issues beyond welfare and social security, and to contribute to disadvantaged children and those in need through charity runs.

In 2024, the company organized cumulative running activities in two distances:

- 200 kilometers
- 2,024 kilometers within 1 year

In 2024, 77 runners participated, totaling 25,982.25 kilometers, earning MyPPS coins, running shirts, and jackets. However, the total running distance decreased by 8,915.41 kilometers compared to the previous year, with the index dropping from 107.50 to 96.66, a 10.08% reduction.

2. The company recognizes the importance of continuous human resource development and provides channels for potential and skill development through various activities, such as:

2.1 “Continuous Bachelor’s Degree Scholarship (2 years)” project to promote organizational and personnel development, enhancing professional knowledge and abilities.

3. The company believes that disseminating engineering knowledge and being a good engineer to communities and society can elevate the profession and promote sustainable social development. Therefore, the company conducts various activities, such as:

3.1 Sharing knowledge with project partners through collaboration with the company, which means working with quality personnel, systematic work, and innovation, to provide examples of good practices for clients, designers, contractors, or subcontractors to follow.

3.2 Sharing knowledge with communities by creating opportunities for community participation in projects, such as student internships at construction sites, and providing training to communities around construction projects on safety, fire prevention, accident prevention, and basic first aid.

3.3 Sharing knowledge with society by transferring knowledge and expertise to benefit society at large.

- The White Engineer project was initiated to demonstrate what good engineers should be. The company uses the “White Engineer” Facebook Fanpage as a medium to connect a network of good engineers, to disseminate knowledge and share engineering and technology experiences in the industry to interested parties, and to create public relations channels through activities at various renowned universities.

- The creation of the “Knowledge Nuggets with Uncle P” animation is another achievement in disseminating outstanding innovations and knowledge, born from creativity, combining information technology and company innovations into an animation to disseminate new innovations and knowledge to society. The animation is packed with engineering content, interspersed with humor and entertainment to make it easy to understand and attract youth participation. The “Knowledge Nuggets with Uncle P” animation can be viewed on YouTube’s “Changmuns Channel” and the “White Engineer” Facebook page, currently with 92 episodes.

#### 4. Building Collaborative Networks Between Organizations:

4.1 The company shared its knowledge and past experiences in operations with Central Pattana Public Company Limited through a lecture on “Real Estate Development and ESG Trend and Project Management,” focusing on exchanging information about real estate development trends and the application of ESG (Environmental, Social, and Governance) principles in project management, as well as effective project management approaches to meet market demands and promote sustainability in environmental, social, and governance aspects.

4.2 The company participated in a running event with Nakhonthon Hospital under the “Run with Love for the Red Cross” project, supporting activities that are important in helping society and promoting public health care. Participation in this activity not only strengthens relationships with the community but also reflects the company’s social responsibility (CSR) commitment to collaborating with various organizations to support charitable causes and improve society.

4.3 In 2024, the company purchased 183 tons of carbon credits from the Ban Khong Ta Bang Community Forest Project in Phetchaburi Province, the first community forest to enter the carbon credit market.





# Governance Performance Results

## Corporate Governance

### Governance

PPS Group Sustainable  
Development Goals



Good Corporate  
Governance

Business Ethics  
and Quality Work  
Delivery

Responsible  
Supply Chain  
Management





### Market Expansion and Corporate Value Enhancement

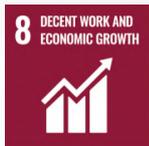


### Organizational Transformation Through Technology



Good governance is a crucial foundation for driving organizational sustainability. PPS is committed to conducting business with transparency, adhering to ethics and morality, and establishing clear policies and practices, such as good corporate governance policies, business ethics, and anti-corruption policies, to build trust among all stakeholders. Furthermore, PPS promotes transparent information disclosure, effective risk management, and compliance with international standards to enhance operations and build trust in all dimensions of business operations.

# Good Corporate Governance



## 2027 Goals

To be recognized for corporate governance by international organizations.

## 2025 Goals

To be recognized for corporate governance by international organizations.

## 2024 Performance Results

- We have received a Level 5 Stars or “Excellent CG Scoring” in the Corporate Governance Report (CGR) Survey for the year 2024, marking the 10th consecutive year from the Thai Institute of Directors (IOD) with support from the Stock Exchange of Thailand
- We have received a full score of 100 points (5 ribbons) for the 6th consecutive year from the assessment of the Annual General Meeting of Shareholders’ quality, “AGM Checklist 2024,” by the Thai Investors Association.
- The Company was announced as achieving an AA level (for the 2nd consecutive year) in the SET ESG Ratings for the year 2024, which is the top ranking within the same industry group from the Stock Exchange of Thailand. The Stock Exchange has changed its name from Thailand Sustainable Investment (THIS)\* to SET ESG Ratings.
- We have received the Sustainability Disclosure Recognition award, which is granted to organizations that disclose sustainability information beneficial to the organization’s stakeholders, at the Sustainability Disclosure Award 2024 ceremony organized by the Thailand Development Institute.
- We have received the “Climate Action Leading Organization (CALO)” award for the year 2024, marking the 2nd consecutive time. This award recognizes organizations demonstrating leadership in declaring their intention to reduce greenhouse gas emissions, aiming towards carbon neutrality or net-zero emission at the organizational level by the year 2050, by the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO) in its capacity as the secretariat of the Thailand Carbon Neutral Network (TCNN).
- We have received a Carbon Offset Certificate from the PPS New Year Party 2024, which was a carbon neutral event where the total amount of greenhouse gas emissions from the event, amounting to 8 tons of carbon dioxide equivalent, was offset.




## Certificate of Registration

INFORMATION SECURITY MANAGEMENT SYSTEM - ISO/IEC 27001:2022

This is to certify that: **PROJECT PLANNING SERVICE PLC.**  
381/6 Soi Rama IX 58  
(Soi 7 Sereve 7), IX Road,  
Suanluang, Bangkok  
10250  
Thailand

Holds Certificate Number: **IS 792258**  
and operates an Information Security Management System which complies with the requirements of ISO/IEC 27001:2022 for the following scope:

The Information Security Management System applies to Datacenter management including Supporting Facility, Infrastructure and IT Support manage by PROJECT PLANNING SERVICE PLC. This is in accordance with Statement of Applicability version 0 Effective on 8 Jul 2024



For and on behalf of BSI: **Michael Lam - Managing Director Assurance, APAC**

Original Registration Date: 2024-09-12      Effective Date: 2024-09-12  
Latest Revision Date: 2024-09-12      Expiry Date: 2027-09-11

Page: 1 of 1



...making excellence a habit™

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract. An electronic certificate can be authenticated online. Printed copies can be validated at www.bsi-global.com/ClientDirectory or telephone +44(0) 294889-92. Further clarifications regarding the scope of this certificate and the applicability of ISO/IEC 27001:2022 requirements may be obtained by consulting the organization. This certificate is valid only if provided original scope are in complete set.

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK8 9BP Tel: +44 345 080 9000  
BSI Assurance UK Limited, registered in England under number 7905321 at 389 Chiswick High Road, London W4 4AL, UK.  
A Member of the BSI Group of Companies.




## CERTIFICATE OF APPRECIATION for Carbon Neutral Event

is awarded to

### PPS New Year Party 2024

Date: 28 December 2023  
by Project Planning Service PCL

This event compensated its emissions by offsetting with Carbon Credits in the amount of 8 tCO<sub>2</sub>e<sub>q</sub>  
From T-VER Project: Campus Power Project in University of Phayao  
Carbon Credit Serial Number: TH1-VER-S0069-15-2017-863684-863691-0-0

## CERTIFIED

BY THAILAND GREENHOUSE GAS MANAGEMENT ORGANIZATION (PUBLIC ORGANIZATION)



**Mr. Kiatchai Maitriwong**  
Executive Director  
Thailand Greenhouse Gas Management Organization  
9 May 2024

TCOP-24-E-245

Certificate Number: TGO CFO FY24-02-306



organization

THAILAND GREENHOUSE GAS MANAGEMENT ORGANIZATION (Public Organization) TGO

## CERTIFICATE

Awarded to

**PROJECT PLANNING SERVICE PLC.**

Company address verified: 381/6 Soi Rama IX 58 (Soi 7 Sereve 7), Rama IX Road, Suanluang, Bangkok 10250

Thailand Greenhouse Gas Management Organization certifies that the quantity of Greenhouse Gas of the above organization has been verified by TÜV NORD (THAILAND) LTD. and found to be in accordance with the requirements of the standard detailed below.

Standard

TGO Guidance of the Carbon Footprint for Organization

Verification Period: [01/01/2023 - 31/12/2023]

Total Greenhouse Gas Emission (Scope 1&2): 148 tonCO<sub>2</sub>e/year

|                               |                               |
|-------------------------------|-------------------------------|
| Direct GHG emissions          | 96 tonCO <sub>2</sub> e/year  |
| Energy Indirect GHG emissions | 52 tonCO <sub>2</sub> e/year  |
| Other Indirect GHG emissions  | 284 tonCO <sub>2</sub> e/year |

The agreed level of assurance is: Limited, at materiality of 5%  
Registration Date: 9 May 2024



**Mr. Kiatchai Maitriwong**  
Executive Director  
Thailand Greenhouse Gas Management Organization (Public Organization)



## SUSTAINABILITY DISCLOSURE AWARD

Presented to

PPS

**PROJECT PLANNING SERVICE PUBLIC COMPANY LIMITED**

For outstanding efforts towards Sustainability disclosure and reporting on SDG target 12.6

Given this 28<sup>th</sup> Day of November 2024



**Mr. Vorranut Plantam**  
Director, Thaipat Institute



**Ms. Veraya Preeyapan**  
Director, Sustainability Disclosure Community

## Good Corporate Governance

To drive the organization towards being a social role model, PPS has systematically enhanced corporate governance, based on ethics and morality, by establishing the following good corporate governance principles:



The related policies and practices are specified in the Good Corporate Governance Policy, the Business Ethics and Code of Conduct, and the Anti-Corruption Policy, and are communicated to all employees through legal and professional ethics training, with ongoing monitoring to promote genuine implementation.

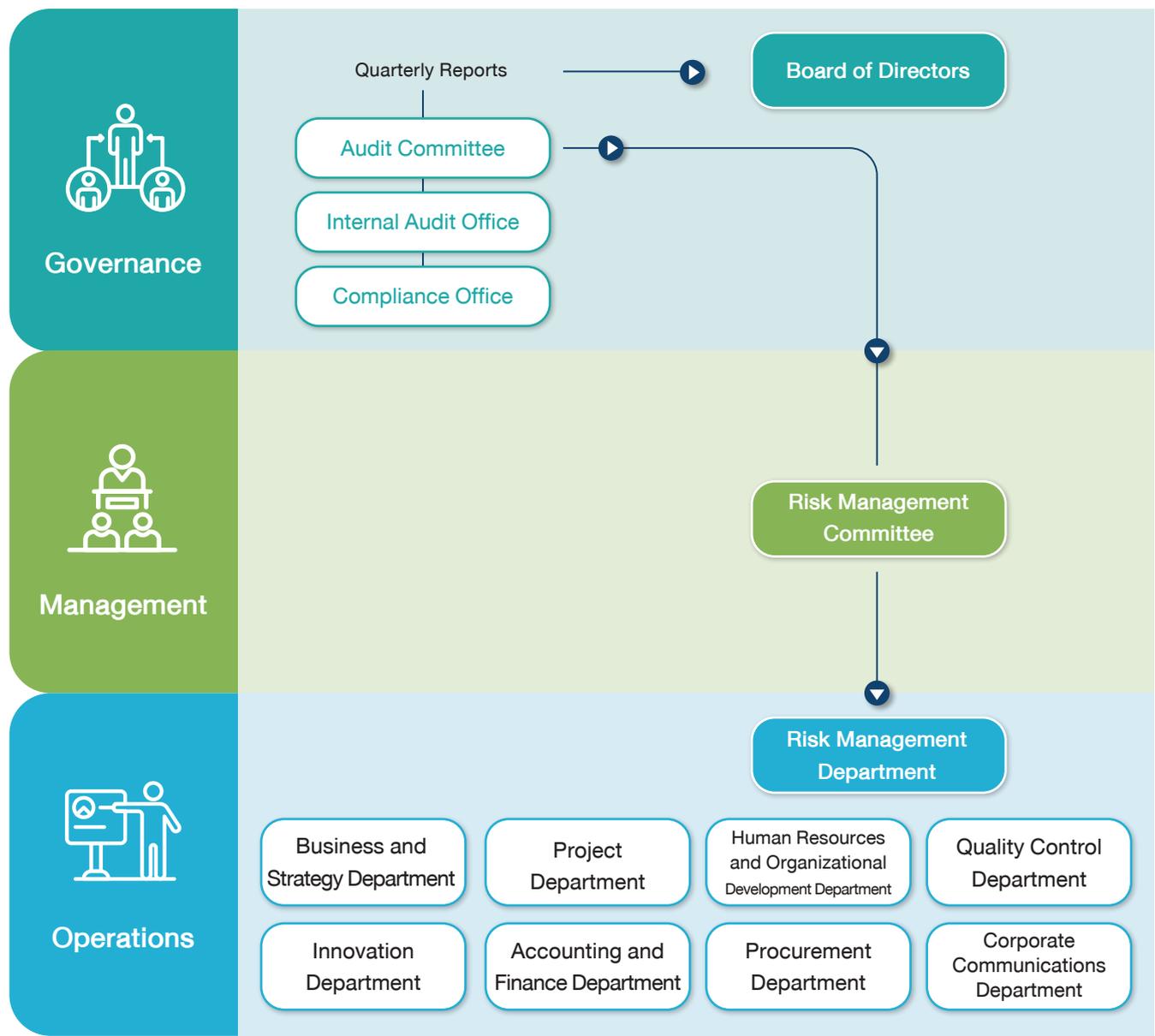
## 1. Comprehensive Information Disclosure and Communication

To ensure transparency in operations, PPS has a policy of fair and equitable information disclosure, implementing measures to prevent the misuse of information for illicit gain, and communicating with employees at all levels for awareness and compliance. The company and its service group communicate their vision, mission, strategies, and operational goals clearly, both internally and externally, to ensure employees, shareholders, partners, customers, and the media understand the business direction accurately through offline and online activities organized by the company or in collaboration with external organizations. These include participating in Opportunity Day activities twice a year, producing the PPS Company Snapshot and online articles to present performance results and strategic plans quarterly, participating in analyst meetings to disseminate company information, financial data, and business plans to investors, analysts, and the media, and holding the Annual General Meeting of Shareholders. In 2023, PPS held the meeting via electronic media (E-AGM), broadcasting the meeting live on the PPS Group website and Facebook Live. PPS received a perfect score of 100 in the 2023 Annual General Meeting of Shareholders quality assessment by the Thai Investors Association, the Thai Listed Companies Association, and the Securities and Exchange Commission for several consecutive years. We have also established the MyPPS system as a channel and PPS News to disseminate information and communicate policies, regulations, organizational changes, public relations, and benefits regularly every month, serving as a medium to connect the company and our employees.

## 2. Risk Management

PPS recognizes the risks and opportunities that can impact the business in various aspects, including global economic fluctuations, political instability, market competition, rising financial costs, inflation, declining liquidity, geopolitical issues, and potential new pandemics.

Therefore, to ensure stable and efficient business operations, PPS uses risk management as a tool to manage uncertainties in traditional business operations and to cautiously create opportunities for new business ventures, maintaining profitability, managing risks, and defining risk management, competition, reputation, and organizational survival as the responsibility of employees at all levels. The Board of Directors has declared a policy that employees at all levels must recognize the risks to their departments and the organization and emphasize systematic and appropriately controlled risk management. Additionally, the Board of Directors has appointed a Risk Management Committee to oversee risk management, set policy directions, and assign a Chief Risk Officer to oversee operations, monitor, and manage risks in each department, and support and promote effective risk management. The Risk Management Committee reports performance to the Audit Committee and the Board of Directors for continuous monitoring and risk management quarterly.



### PPS Business Risk Factors

PPS has analyzed risk issues that impact business sustainability comprehensively, including strategic risk, operational risk (which includes personnel development and quality control risks), financial risk, compliance risk, safety and environment Risk, corruption risk, and emerging risk (which includes risks from digital technology changes and climate change). The company has developed a risk management plan, with monitoring and evaluation to prevent and reduce impacts from these risk issues that may negatively

affect the organization’s image and management, ensuring smooth business operations. In 2023, the Risk Management Committee emphasized and prioritized strategic risk management for business stability and sustainability, as well as compliance with the Personal Data Protection Act B.E. 2562, by implementing personal data control measures and developing control systems to enable PPS to manage risks effectively in all dimensions.

## Key Sustainability Risks (ESG Risks) of PPS

### Economic Dimension

| Risk Issue  | Risk Management Approach   |
|---|--|
| <p><b>1. Business Competition Risk</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>Market competition from players in the market and price competition.</li> </ul> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>Revenue discontinuity.</li> <li>Profit margin reduction.</li> </ul>   | <ul style="list-style-type: none"> <li>Expand service scope beyond construction supervision and expand service areas to related businesses, such as pre-construction project management, using innovations like KANNA and Holo Builder, training and education at PPS Academy, and a knowledge institute for sustainability in real estate and construction.</li> <li>Expand customer base to new entrepreneurs.</li> <li>Maintain customer relationships and continuously monitor service quality.</li> </ul>                   |
| <p><b>2. Regulatory Risk</b></p> <p><b>สาเหตุ</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>Illegal acts or non-compliance with company regulations or related agencies.</li> </ul> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>Reputation and social trust damage.</li> <li>Customer contract termination.</li> <li>Revenue discontinuity.</li> </ul>   | <ul style="list-style-type: none"> <li>Assign responsible personnel to monitor and update new laws related to business operations and coordinate with various agencies for awareness and compliance.</li> <li>Conduct training on new laws to create correct understanding for employees at all levels.</li> </ul>   |
| <p><b>3. Digital Transformation Risk (Emerging Risk)</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>Technological advancements affecting operational models. Introduction of new technologies in construction.</li> </ul> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>Company must adapt new work models, potentially increasing R&amp;D costs in technology.</li> <li>Increased work limitations, affecting customer needs and future work opportunities.</li> </ul> | <ul style="list-style-type: none"> <li>Assign the R&amp;D innovation department to monitor technology development news in the construction industry.</li> <li>Research and develop innovations in-house or collaborate with external partners to leverage new technologies for enhanced work efficiency.</li> <li>Support employee education and learning of new construction technologies.</li> <li>Implement security systems and restrict internal data access to prevent leaks and cyber threats.</li> </ul>                 |
| <p><b>4. Supplier Management Risk</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>Product and service quality not meeting expectations.</li> <li>Illegal social, environmental, or human rights violations.</li> </ul> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>Substandard work quality.</li> <li>Delayed or suspended operations.</li> <li>Reputation and social trust damage.</li> </ul>   | <p>Set standards for selecting and verifying new supplier qualifications and hire suppliers who pass ESG evaluations.</p> <ul style="list-style-type: none"> <li>Communicate and ensure all suppliers comply with business ethics.</li> <li>Maintain supplier records, collect data to prioritize suppliers, evaluate performance, and assess supplier sustainability risks.</li> <li>Create channels or activities for supplier engagement, knowledge sharing, and work experience to improve supplier work quality.</li> </ul> |

**Social**

| Risk Issue   | Risk Management Approach  |
|--|---|
| <p><b>1. Labor Market Conditions and Rising Wages</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>• Demand for labor.</li> <li>• Labor market competition for recruitment.</li> <li>• Global demographic changes towards an Aging Society.</li> </ul> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>• Labor shortage.</li> <li>• Loss of work opportunities.</li> </ul>   | <ol style="list-style-type: none"> <li>1. Create incentives for joining the company. <ul style="list-style-type: none"> <li>• Offer better welfare and compensation than competitors. Develop a clear and attractive Career Path.</li> </ul> </li> <li>2. Partner with universities to attract diverse groups of interns and recruit them.</li> <li>3. Promote job openings through various media.</li> </ol>   |
| <p><b>2. Human Resource Management to Support Future Company Growth</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>• Increased number of company projects.</li> <li>• Mismatched employee qualifications for some projects.</li> <li>• Aging core personnel.</li> <li>• Insufficient replacement of skilled personnel.</li> </ul> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>• Inability to accept projects due to insufficient skilled personnel.</li> <li>• Revenue loss from new projects.</li> </ul>  | <p><b>Recruitment</b></p> <ul style="list-style-type: none"> <li>• Develop a personnel management plan to assess workforce needs and recruit new personnel in a timely manner.</li> </ul> <p><b>Development</b></p> <ul style="list-style-type: none"> <li>• Develop employee potential by focusing on courses that address on-the-job needs and essential soft skills.</li> <li>• Promote career advancement and professional development.</li> <li>• Assign experienced personnel to transfer knowledge to new employees.</li> </ul> <p><b>Retention</b></p> <ul style="list-style-type: none"> <li>• Build good relationships through activities to create closeness and engagement between employees, management, and the organization.</li> <li>• Provide opportunities for employees to express opinions and consider employee suggestions and needs in improving compensation and benefits.</li> </ul> |
| <p><b>3. Human Rights Risk</b></p> <p><b>3.1 Safety Risk</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>• Accidents from construction work, building collapses, or fires.</li> </ul> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>• Employee, partner, or community injuries or illnesses.</li> <li>• Company reputation and social trust damage.</li> </ul> <p><b>3.2 Illegal Employment Risk</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>• Illegal employment, both direct and indirect, where partners may use child labor, forced labor, or illegal labor.</li> </ul> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>• Reputation and social trust damage.</li> </ul> | <ul style="list-style-type: none"> <li>• Communicate and ensure all stakeholders comply with business ethics.</li> <li>• Monitor partner performance through self-assessments covering environmental, social, and governance aspects.</li> <li>• Monitor and investigate complaints through complaint channels.</li> <li>• Maintain partner records, collect data to prioritize partners, evaluate performance, and assess partner sustainability risks.</li> </ul>   |

| Risk Issue   | Risk Management Approach  |
|--|---|
| <p><b>4. Corruption Risk</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>Employee or partner fraud and non-compliance with company regulations, such as work fraud, inappropriate behavior under the company's brand.</li> </ul> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>Reputation and social trust damage.</li> <li>Customer contract termination.</li> </ul> | <ul style="list-style-type: none"> <li>Establish an anti-corruption policy, ethics, and business conduct, and communicate it to employees and partners.</li> <li>Regularly review related policies and practices to align with changing laws and regulations.</li> <li>Monitor and audit operations and establish a complaint channel for fraud in duties and appropriate penalties.</li> </ul>   |
| <p><b>5. Data Leakage Risk</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>Leakage of confidential information.</li> </ul> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>Customer contract termination.</li> <li>Company may be fined or pay compensation.</li> <li>Company reputation and social trust damage.</li> </ul>  | <ul style="list-style-type: none"> <li>Implement a data management system, assign responsible personnel, and define access rights.</li> <li>Communicate to employees, partners, and stakeholders to acknowledge and strictly comply with the Personal Data Protection Policy and confidential information.</li> <li>Implement data security measures and prevent cyber threats.</li> <li>Monitor and audit operations and establish a complaint channel.</li> </ul> |

**Environment**

| Risk Issue   | Risk Management Approach   |
|--|--|
| <p><b>1. Climate Change and Natural Disaster Risk (Emerging Risk)</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>Climate change or global warming, such as floods, earthquakes, fires, storms.</li> </ul> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>Delayed or suspended operations.</li> <li>Loss of business opportunities.</li> </ul>   | <ul style="list-style-type: none"> <li>Closely and promptly monitor news and information.</li> <li>Control and establish measures to prevent and mitigate environmental impacts from construction projects.</li> <li>Support and advise customers and partners to prioritize environmentally friendly products.</li> <li>Use alternative energy and encourage employee participation in carbon reduction, with targets to control water and electricity consumption and use innovation to reduce paper and consumables.</li> </ul>   |
| <p><b>2. Environmental Control Risk, Including Biodiversity</b></p> <p><b>Cause</b></p> <ul style="list-style-type: none"> <li>Construction work impacting communities, such as air pollution, noise, wastewater, waste, and dust.</li> <li>Construction work may impact living organisms and biodiversity around construction sites.</li> </ul> <p><b>Impact</b></p> <ul style="list-style-type: none"> <li>Project environmental measurement not meeting standards.</li> <li>Employee, partner, or community health problems. Project may be suspended, causing delays and operational discontinuity.</li> <li>Company may be fined or pay compensation.</li> <li>Company reputation and social trust damage.</li> </ul> | <ul style="list-style-type: none"> <li>Ensure employees and partners comply with ISO 9001: 2015 Quality Control Policy, SHE Policy, and environmental impact prevention and mitigation measures according to the EIA Report.</li> <li>Monitor and control emissions to not exceed standards.</li> <li>Analyze construction risks impacting biodiversity and monitor.</li> <li>Conduct activities to provide knowledge, understanding, and awareness of environmental conservation and waste management to employees, partners, and communities.</li> <li>Establish an internal audit team to monitor operational quality and evaluate performance in all projects at least quarterly.</li> <li>Monitor and audit community impacts through complaint channels and take corrective actions immediately upon detection.</li> </ul> |

## Complaint and Corruption Management

With the ideology of “Transparent Operations, Mindful Governance, Anti-Corruption,” we have established channels for tip-offs and complaints to report or provide information on irregularities, whether arising from employees or stakeholders in operations. We have created a fraud detection system and established policies to protect and ensure fairness for tip-off providers (Whistleblower policy) to build confidence and safety for information reporters.

 PPS Group

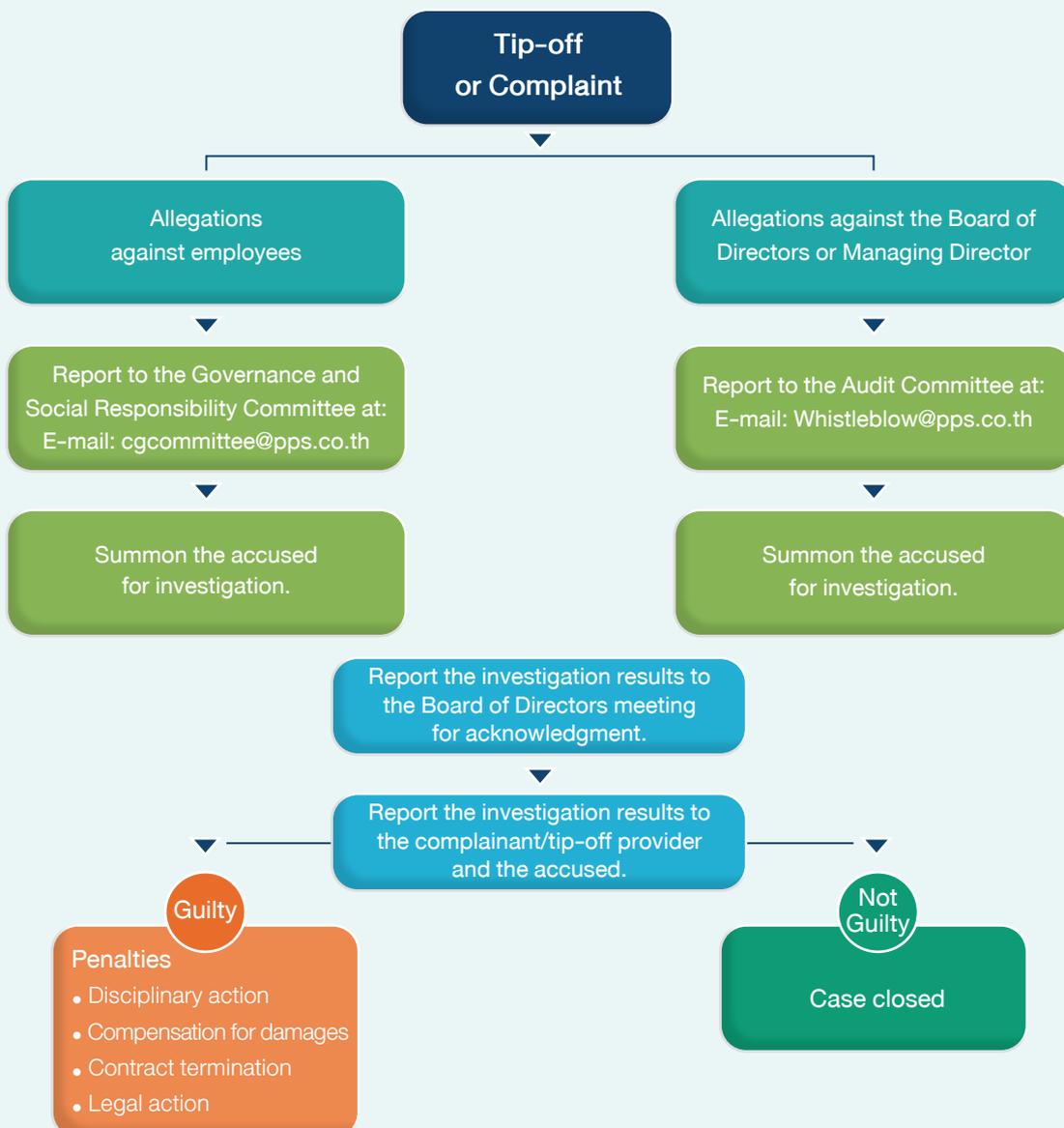
 02 718 2785

 <https://pps.co.th/whistleblower>

 [cgcommittee@pps.co.th](mailto:cgcommittee@pps.co.th)  
or [whistleblow@pps.co.th](mailto:whistleblow@pps.co.th)

 Document submission via suggestion boxes around construction projects.

### Complaint Acceptance and Investigation Process



## Information Technology Security

To ensure that the operations of the Group are reliable and secure, PPS and its subsidiaries have established information technology policies and practices to drive the organization's information technology systems appropriately, effectively, stably, securely, and to control risks from cyber threats that may affect the company's future operations. Therefore, PPS has established practices according to the following policies:

- Oversee operations to maintain confidentiality to prevent unauthorized access to data by controlling access to networks, operating systems, or applications, including defining access rights and user roles.
- Maintain the accuracy and integrity of data, prevent alteration, modification, or loss, and maintain availability by providing data backups for emergency preparedness.
- Assign responsible personnel to audit, monitor, plan, and track performance to maintain system security and integrity, including conducting risk assessments, developing improvements to reduce potential risks continuously, and reporting significant operational results to the Board of Directors for acknowledgment.
- Promote knowledge, communication, and understanding among system users to raise awareness of potential impacts of carelessness or ignorance.
- Review the organization's information technology policies to ensure alignment with changing environments or laws.
- Provide ISO/IEC 27001 training, the core standard in the Information Security Management System category, to maintain the security of critical data, reduce risks, prevent work disruptions, increase confidence among service users and stakeholders, and pursue standard certification for the company.



# Business Ethics and Quality Work Delivery



## 2027 Goals

- No complaints of ethical violations against customers and partners.
- Continuously improve work efficiency.
- Maintain customer satisfaction levels above 80%.

## 2025 Goal

To be recognized for corporate governance by international organizations.

## 2024 Performance Results

- No complaints of ethical violations against customers and partners.
- Achieved a customer satisfaction score of 85%.
- 100% of all projects complied with stringent quality control standards, and no operations were found to be inconsistent with quality management requirements.

To create impressive service experiences, PPS has instilled a core service philosophy through its organizational vision of being a partner for sustainable growth, conducting business responsibly, competing fairly with fair pricing, and caring for and improving efficiency throughout all work processes to deliver quality work according to our commitments to customers.

## 1. Customer and Consumer Responsibility

PPS has a policy to protect and ensure fairness to customers and consumers, providing care and responsible customer service, adhering to professional ethics, establishing standards, controlling work quality from the sales stage by offering fair prices and operating fairly according to the terms offered or agreed upon to achieve maximum satisfaction and continuously improve services. Additionally, there is a secure system to protect customers confidential and personal information, with information disclosure requiring prior customer consent. Complaint channels and customer satisfaction evaluation processes are in place to listen to feedback, monitor, and respond to problem resolution promptly. In 2023, PPS received a customer satisfaction survey score of 85%, with the Emsphere department store project receiving praise and a maximum customer satisfaction score of 95%.



## 2. Quality Control with International Standards

To deliver quality work to customers by enhancing technology utilization and implementing control and work system management, PPS communicates and applies the ISO 9001 quality management system, ensuring employee understanding and compliance with our written quality manuals and accurate data recording. This includes systematic audit trails and record keeping for operational guidance and prevention of recurring errors, benefiting successors by enabling continuous verification and validation of quality. Currently, PPS has updated and aligned the ISO 9001:2015 standards with organizational understanding, context, stakeholder expectations, and risks impacting operations, which serve as the foundation for sustainable organizational development. With a policy to conserve natural resources by reducing paper usage, PPS has transitioned from hard copy document storage to digital files stored on PPSDrive, establishing workflows for standardized storage, defining data access rights, and creating an efficient project data management database for future use. In 2023, PPS conducted quality monitoring in all projects according to these standards, both by internal quality auditors (IQA) and external auditors, finding that all projects strictly adhered to the standards and no operations were inconsistent with quality management requirements, ensuring quality assurance in all delivered projects. Additionally, PPS conducted ISO 9001:2015 Internal Auditor training, enabling certified employees to become internal quality auditors (IQA) to reinforce compliance with quality control standards, ensuring comprehensive and effective operational monitoring in all PPS projects. In 2023, PPS updated its ISO 9001 system to include the use of technology in construction in Work Instructions, making the PPS System more uniform and clear in work processes, incorporating environmental and stakeholder management, and aiming to train all employees on the new standards for understanding, implementation, and continuation.

### Customer and Consumer Responsibility and Quality Delivery Performance Results

1. In 2024, the company continued to develop and use the Holo Builder application for monitoring and resolving issues found during construction, recording construction and safety data through PPSDrive to enhance project data storage and management efficiency.

2. The company assigned internal quality auditors to evaluate performance against ISO standards in all construction projects, finding that all PPS projects fully complied with quality control standards. Additionally, safety officers conducted safety assessments in projects, with all projects meeting safety criteria and receiving assessment scores above 80%.

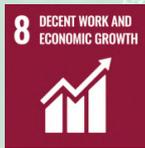
3. Environmental quality monitoring in 2024, covering dust, carbon monoxide, sulfur dioxide, nitrogen dioxide, hydrogen sulfide, and vibration measurements monthly, found that environmental measurements in all company projects were within the National Environment Board's standards.

4. The company used customer feedback and evaluations to improve work quality, conducting a customer satisfaction survey in 2024 to gather suggestions for service improvement in all work processes. The survey found that the company received a customer satisfaction score of 85%, with no complaints regarding substandard service quality or employee violations of company laws and regulations.



# QUALITY ASSURANCE

# Responsible Supply Chain Management



## 2027 Goals

Manage the supply chain responsibly, with an effective operational risk management system for partners, and no complaints of legal violations, human rights violations, or ESG issues from PPS business partners.

## 2025 Goals

- Select partners that pass ESG selection criteria. All partners undergo performance evaluations and sustainability risk assessments, with high-risk partners receiving on-site evaluations for monitoring and quality improvement.
- Participate in developing partner work potential.
- PPS partners have no complaints of legal violations, human rights violations, or ESG issues.

## 2024 Performance Results

- 100% of new partners passed initial evaluations of work experience, environmental, social, and governance (ESG) operations.
- PPS business partners have low to moderate sustainability risk levels and have not had any legal cases or complaints in projects where the company and partners worked together.
- Partner performance evaluations were conducted to collect and compile annual partner records for use as information in partner selection decisions for future collaboration.

In 2024, PPS Group continued its commitment to conducting business responsibly towards society and the environment throughout the supply chain. A Supplier Code of Conduct was developed to serve as a guideline consistent with the company’s expectations and ethical standards, demonstrating cooperation and a stance on conducting business with sustainable social and environmental responsibility while encouraging suppliers to adhere to these guidelines to create positive impacts on society and the environment together.

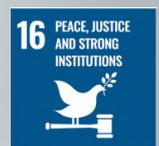
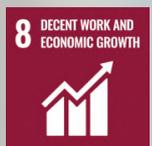
| Qualified Supplier Selection   | Supplier Compliance Monitoring  | Sustainable Supplier Development Capacity Building   |
|--|---|--|
| <ul style="list-style-type: none"> <li>Initial selection of collaborators through supplier self-assessments, including evaluations of operational performance, environmental, social, and governance (ESG) aspects.</li> <li>Communicate ethical expectations in business operations, the supplier code of conduct, agreements, and work measures, including key company policies to suppliers.</li> </ul> | <ul style="list-style-type: none"> <li>Control supplier work quality to meet agreements.</li> <li>Implement risk management measures for work and human rights risks to prevent and mitigate impacts.</li> <li>Ensure supplier compliance with quality policies, SHE Policy, safety manuals, and environmental impact mitigation measures (EIA Report).</li> <li>Establish a team to evaluate supplier performance for data collection and creation of supplier records for use in future collaboration decisions.</li> </ul> | <ul style="list-style-type: none"> <li>Organize activities to improve supplier service quality, such as training/seminars to develop knowledge and work efficiency, jointly develop quality products, services, and innovations to support work. In 2023, suppliers piloted KANNA and Holo Builder at various sites to improve operational efficiency and provide feedback for application development, particularly in UX/UI, resulting in increased satisfaction.</li> </ul> |

## Supplier Human Rights Risk Assessment

PPS conducts Environmental, Social, and Governance (ESG) assessments through supplier self-assessments for initial collaborator selection. Additionally, in performance evaluations, the company assesses ESG and human rights risks, such as employment, legal compliance, safety management, and environmental impact control. In 2023, PPS business partners were found to have low to moderate risks in these areas, with no legal cases or complaints in projects where the company and partners collaborated. However, PPS has established supplier selection standards

covering ESG issues and continuously monitors supplier performance by maintaining supplier lists and conducting annual performance evaluations. If a supplier is initially assessed by the team as having high ESG or human rights risks or receives low performance evaluation results, the company will assign the supplier performance evaluation team to conduct further audits and evaluations, including providing recommendations for standard improvement and continuous monitoring.

# Market Expansion to Enhance Corporate Value



**2027 Goals**

Generate revenue from businesses beyond supervision work, exceeding 20% of service revenue.

**2025 Goal**

- Generate revenue from other services beyond supervision work, 5% of service revenue.

**2024 Performance Results**

- Generated revenue from other services beyond supervision work, approximately 1.25% of service revenue.
- Expanded service scope in pre-construction project management, including BIM manager, quantity survey, and feasibility study, construction claim or legal dispute consulting, technology service development, and expanded business growth opportunities through subsidiary operations.

PPS Group continues to develop outstanding construction innovations, focusing on reducing reliance on personnel, increasing work efficiency, and expanding overall revenue. The company has partnered with Aldragam from Japan to develop and implement the KANNA program in Thailand, which helps to increase revenue and expand the customer base continuously. According to data in the KANNA and PPS Group systems, the company has successfully reduced reliance on personnel as targeted.

In terms of customers, PPS Group has expanded its scope of work and services to the wellness and hospital sectors, gaining trust from Ramathibodi Hospital for construction supervision according to international standards. Additionally, the company seeks business growth opportunities to increase revenue through subsidiary operations, focusing on creating new opportunities and developing related businesses sustainably.

### PPS Oneworks

PPS has partnered with Oneworks, a leading design company from Italy with extensive experience in airport, railway, port, and urban design, aligning with Thailand's infrastructure development plans. This increases the company's ability to undertake such projects. Due to the COVID-19 situation over the past two years, operations were suspended, but business will resume in 2024. Currently, revenue is generated from the maintenance of the second-stage expressway structure.

### P1

Project One (P1) develops real estate, investing in land acquisition for the Head Land Cape Yamu project in Phuket, featuring 8 villas. Two villas were sold in the previous year, and this year, the brand is being leveraged to develop branded residences, increasing the project's total value from two billion to approximately three billion baht. It is expected that the reopening of the country, the growth of Phuket's real estate market, and the involvement of Four Seasons will lead to successful sales.

### PPS INNOVATION

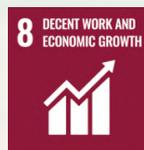
PPSI has expanded its technology service scope beyond graphic design, multimedia, content creation, and page management to include the MAI Focus program, other revenue-generating programs from the Richer Better channel, and influencer services with revenue from being an influencer. In 2024, a website was developed for PPS Academy under the name, Richer Better and has generated substantial revenue, and plans for further expansion are set for 2025.

In 2024, Ferro technology, commercially known as Holo Builder, was used to develop virtual tours for construction projects, enabling remote work and simplifying processes, integrated with document management and coordination programs. All revenue from KANNA development is attributed to PPSI.

### SAPATT

Sapatt has undergone a shareholder restructuring, acquiring shares from external shareholders and offering shares to potential future PPS employees. The company plans to focus on sustainability consulting in energy management and carbon credits, as well as related engineering consulting. This year, there are plans to register as a consultant for the greenhouse gas management organization's (public organization) carbon footprint for organization assessment.

# Adapting to a Technology-Driven Organization



## 2027 Goals

- Adapt to digital technology changes.
- Increase revenue and corporate value through innovation services.

## 2025 Goals

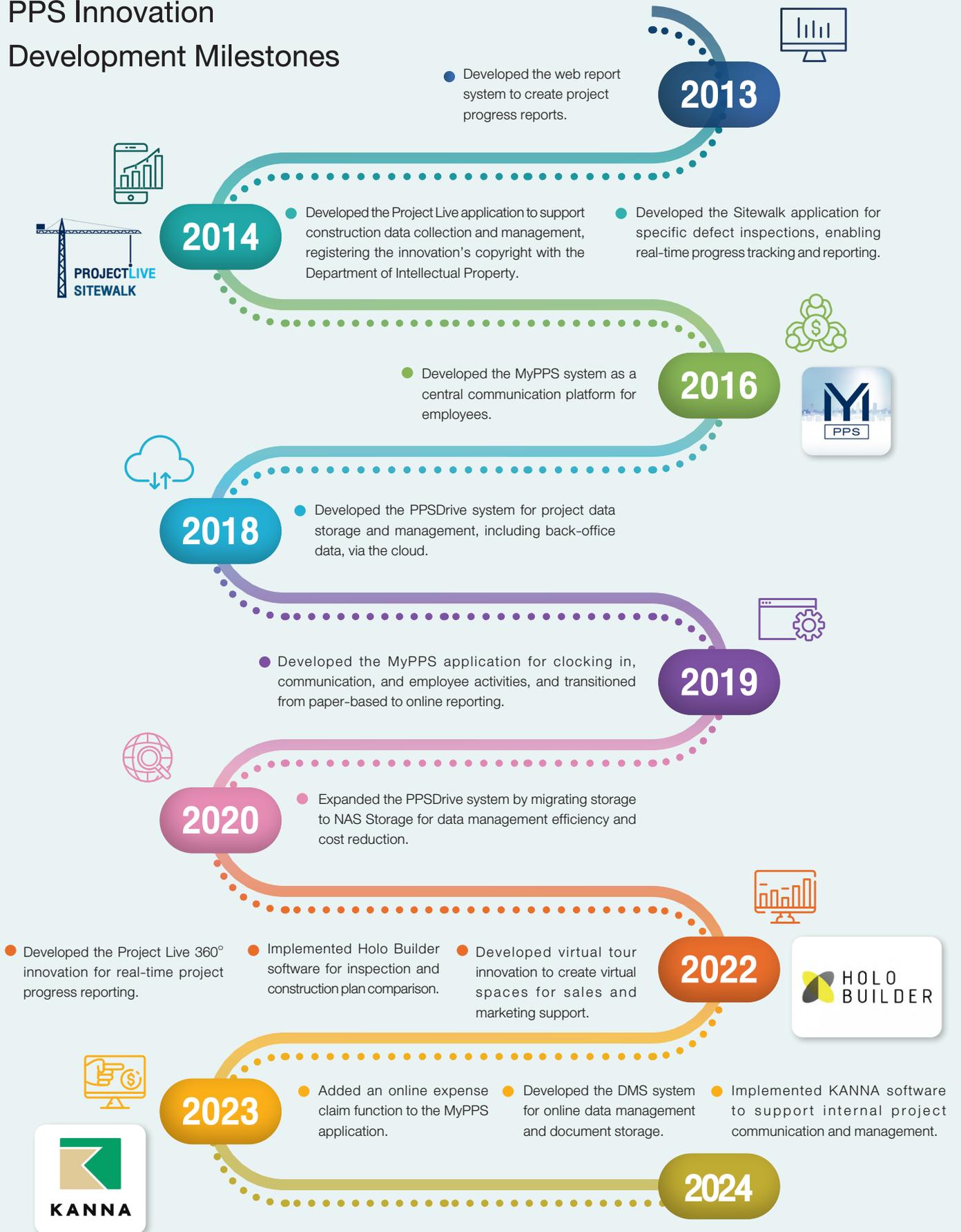
- Adapt to digital technology changes.
- Increase revenue and corporate value through innovation services.

## 2024 Performance Results

- Invented and developed innovations Project Live 360°, MyPPS, and PPSDrive to improve the efficiency of existing work systems.
- Piloted Holo Builder technology for construction monitoring and management.
- Developed Virtual Tour innovation to expand service offerings and generate revenue in related businesses.
- Generated revenue from innovation services, 2% of service revenue.

Currently, technological changes are increasingly playing a significant role in people's daily lives, impacting communication and work patterns, which can affect business models. Therefore, PPS views this as a risk that needs to be monitored and a potential opportunity to develop new solutions to support services and create business opportunities. We have a policy to invent and develop in-house innovations and collaborate with external partners to create products or leverage new technologies to continuously enhance work efficiency. Since 2013, we have been developing innovations that meet service needs, build competitiveness, and create future business opportunities for the Group while also facilitating customers and partners, benefiting society, and reducing environmental impact, which is another CSR in process initiative that generates positive impacts through PPS-developed innovations.

# PPS Innovation Development Milestones



## 1. 2024 Innovations for Project Management and Control

### Project Live and Sitewalk:

PPS continues to drive innovation to enhance efficiency across all work processes. Starting with the Future Leader project in 2013, which led to the development of the Project Live application, patented in 2014. This application enables project progress inspections and reporting via mobile devices, reducing workflow steps, minimizing paper usage, and improving project management convenience and speed. Subsequently, PPS developed the defect module as a separate Sitewalk application, designed for defect inspections and client handover reports, with real-time project progress tracking for more efficient work control.

### Project Live 360° and Holo Builder:

In 2024, PPS advanced the Project Live 360° innovation, integrating 360° photography technology with project data management. This allows uploading construction plans for monthly comparisons with actual construction, selecting areas for inspection, and displaying results in 360°, reducing construction errors and enabling rapid on-site problem resolution. It also enhances communication between clients, contractors, and partners, providing a shared project overview.

This year, PPS expanded the use of Holo Builder, a leading international construction management innovation, in key projects like the Siam Paragon shopping center renovation. Holo Builder improves defect inspection and 360° progress tracking accuracy, reduces work disputes, and accelerates problem-solving. PPS remains committed to developing new innovations to enhance project management and control efficiency in all aspects.

## 2. Innovations for Document Management in 2024

### PPSDrive:

PPS continues to enhance PPSDrive to support data management and quality control across all construction projects. This system streamlines quality control reporting and project data storage in a central database. Back-office teams with extensive documentation also benefit from PPSDrive, reducing paper documents and improving data management efficiency.

Since 2018, PPS has developed an electronic document storage system as a central data repository. This system facilitates easier and faster data inspection, review, and retrieval. In 2020, PPS shifted from external server rentals to in-house data storage development, supporting multiple access methods like web services, applications, and WebDAV, while adding document version control and access permission features, enhancing security and reducing server rental costs by 600,000 baht annually.

In 2024, PPS collaborated with a Japanese partner to integrate KANNA, a platform for document storage, meeting reports, chat, and personnel management in a single system. KANNA enhances data management efficiency, simplifies communication, and improves organizational agility. PPS remains committed to continuously developing data storage and document management systems to meet digital-age work demands and support future organizational growth.





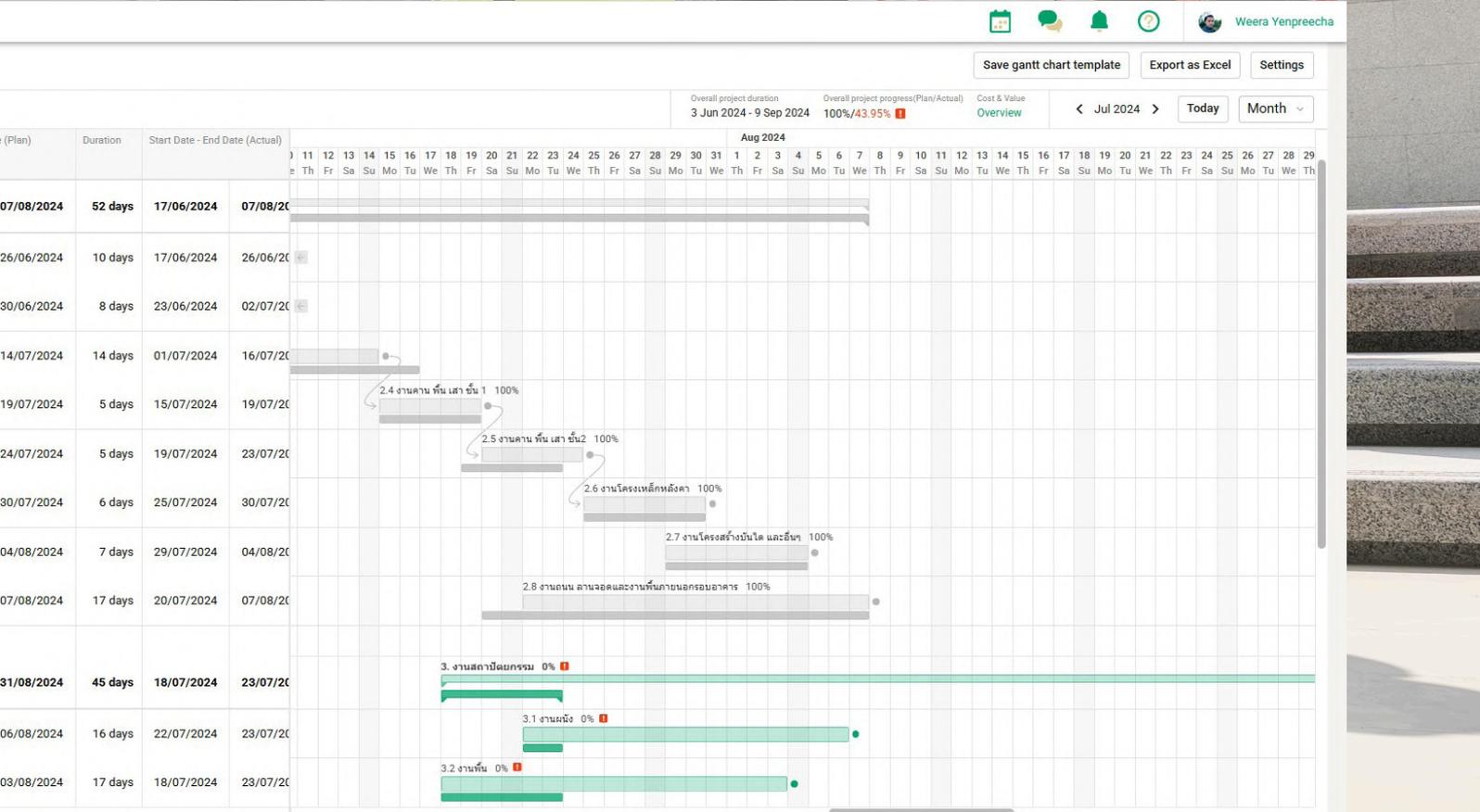
# 2024 Innovation Performance and Benefits

## KANNA

Project Management Made Easy

KANNA is a project management tool with key features in quality control, cost management, and on-time delivery. It enables seamless data connectivity across all departments through a single application platform, offering easy access, real-time data sharing and retrieval, reduced on-site issues, rapid communication, and precise document storage with advanced security.

| KANNA                                      |                       |
|--|-----------------------|
| Project A Final <span>Details</span>       |                       |
|  | Start Date - End Date |
| ▼ 2. งานโครงสร้าง                          | 17/06/2024            |
| ▶ 2.1 งานวางผัง ลอกเข็ม                    | 17/06/2024            |
| ▶ 2.2 งานขุดดิน ตัดเข็ม                    | 23/06/2024            |
| ▶ 2.3 งานฐานราก ตอม่อ                      | 01/07/2024            |
| ▶ 2.4 งานคาน พื้น เสา ชั้น 1               | 15/07/2024            |
| ▶ 2.5 งานคาน พื้น เสา ชั้น 2               | 20/07/2024            |
| ▶ 2.6 งานโครงสร้างเหล็กหลังคา              | 25/07/2024            |
| ▶ 2.7 งานโครงสร้างบันได และอื่น ๆ          | 29/07/2024            |
| ▶ 2.8 งานถนน ลานจอดรถและงานที่นภายนอกอาคาร | 22/07/2024            |
| + Add                                      |                       |
| ▼ 3. งานสถาปัตยกรรม                        | 18/07/2024            |
| ▶ 3.1 งานผนัง                              | 22/07/2024            |
| ▶ 3.2 งานพื้น                              | 18/07/2024            |



## Performance Improvements

### (Benefits to Project Staff)



Implemented in 38/38 projects, achieving 100% coverage.



Out of 300 PPS employees, 227 accessed and used the system, representing 76% from 50% target.



Over 60 employees (20%) demonstrated system understanding for business expansion, indicating successful employee skill development and knowledge transfer from 10% target.



Positive feedback from owner and contractor on system adoption, enhancing coordination, reporting, and communication, leading to improved construction efficiency (AOT/CPN/BAANSETTHAKIJ/MIDEA/ITD/FIRST TEC./RITTA/SDB/PLE).

### (Business Benefits)



over 60 organizations expressed interest



over 30 organizations expressed interest



Over 60 organizations expressed interest during customer outreach events with approximately 30 organizations participated in DEMO system usage and training. Continued follow-up with both government and private sector entities.

- Live system implementation for
1. SJC (1-year contract, 24,000 baht)
  2. ACT (6-months contract, 27,000 baht)
  3. SCE (1-year contract, 466,200 baht)



Developed "KANNA Report," a new feature for digital form conversion, and enhanced the KANNA Project for stability and user-friendliness, retaining existing clients and expanding accessibility.



Continuous usage throughout the sales, production, and delivery processes. Positive feedback from SJC staff and management, highlighting the system's ability to streamline workflows, reduce travel, and minimize resource consumption (SJC's goal: end-to-end process improvement for rapid customer response and secure communication).



# Timeline KANNA 2023

Conducted feature testing and implementation in projects, with training for employees and project stakeholders.

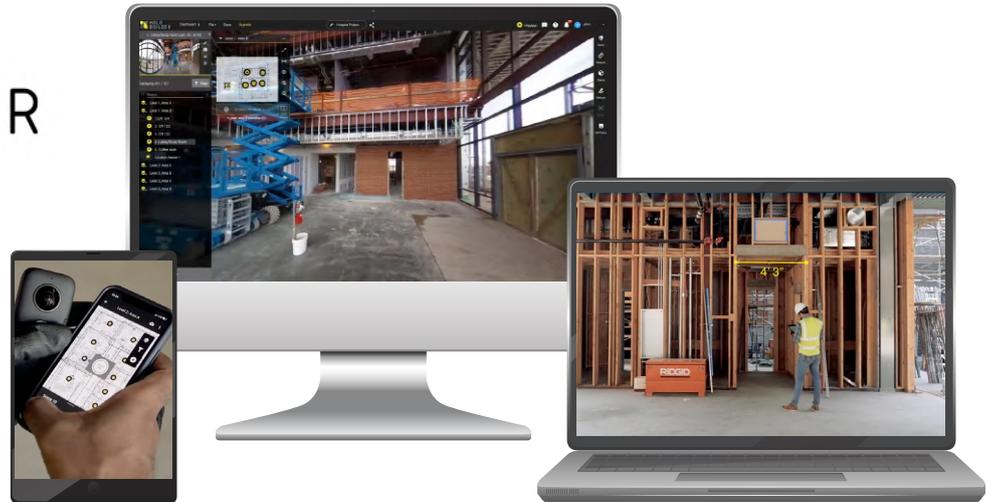


Exhibited and launched the software at the "Building the Future with Digital Transformation" event by PPS.



Provided customer training and introduced new features.





# PPS Project

X

# Holo Builder 2024

## What Have Been Done

April 2023 Start Using Holo Builder

**14** Totals  
Projects

- 📍 Has Been Created

**08** Active  
Projects

- 📍 Central Nakhon Pathom
- 📍 The Custom House
- 📍 The Spheres
- 📍 Dusit Central Park
- 📍 Teeraporn Hospital
- 📍 Central Chidlom
- 📍 InZ Eye Hospital
- 📍 Sanam Chan

**06** Finish  
Projects

- 📍 Village Hub Pracha Uthit 90
- 📍 Design Village Bangna
- 📍 Paragon
- 📍 Makro Samut Prakan
- 📍 Central Westgate
- 📍 Tha Wasukri

## 2024 Holo Builder Usage Development

Previously, PPS used 360-degree cameras to capture site photos and manually stitch them together for progress and monthly reports. However, data modification or updates required programmer intervention, which was time-consuming and not feasible for immediate site needs.

### Holo Builder Implementation:

Since 2023, PPS has implemented Holo Builder, a construction management software that captures 360-degree images at various site locations arranged chronologically for easy project progress tracking. Holo Builder facilitates easy comparison between historical and current images using only a 360-degree camera.

### Holo Builder Advantages:

- Convenience and Speed: On-site operations are possible without relying on organizational servers.
- Collaboration: Project owners and external collaborators can access data, provide feedback, and track progress in real time without site visits.
- Dispute Reduction: All data is centrally stored and can be accurately reviewed or compared.
- Efficiency Improvement: Reduces work time and steps, while enhancing project management transparency.

### 2024 Progress:

PPS has continued to expand Holo Builder usage across various projects. In 2024, over 50 PPS employees (15% of all site personnel) have been trained on Holo Builder, enabling independent site operations without reliance on central team.

Full-scale Holo Builder implementation in 2024 has not only improved project management efficiency but also strengthened PPS's competitiveness for business expansion and long-term customer trust.

## Holo Builder User Feedback:

### 1. Royal Project

**Project Type :** Renovation

**Site :** Suan Sunandha Palace, Tha Wasukri

- Facilitates multi-organizational meeting progress reviews.
- Captures pre-movement, assembly, and accuracy checks of royal artifacts.

### 2. Community Mall

**Project Type :** Structure, Architecture, Building Systems, Landscape

**Site :** Village Hub, The Spheres

- Provides owners with an overview of construction progress.
- Compares on-site work with 3D models for owner visualization.
- Showcases wastewater treatment systems for tenant pre-construction planning.

### 3. Department Store

**Project Type :** Structure, Architecture, Interior, Renovation

**Site :** Siam Paragon, Central Nakhon Pathom, Central Westgate

- Enables pre-renovation comparisons.
- Generates monthly 3D perspective comparisons with actual work.

### Future Steps:

PPS Group is conducting a comprehensive feasibility and business needs assessment to plan future site management and inspection development. The focus is on maximizing Holo Builder benefits and exploring new technologies for enhanced efficiency and sustainable project needs fulfillment.

### 3. Innovations for Human Resource Management and Internal Communication 2024

#### MyPPS:

PPS has developed MyPPS as a central platform for communication and human resource management, catering to digital-age work demands. Initially, in 2016, it was created as an internal communication platform for policy announcements, news, public relations, and team-building activities.

In 2019, PPS upgraded MyPPS to a mobile application with a clock in and out function for attendance recording using user location, reducing installation and maintenance costs for fingerprint scanners at dispersed construction sites. It also includes a leave request system for convenient manager approvals.

#### 2024 Progress:

In 2024, PPS fully implemented an online expense claim system on MyPPS, reducing paper usage and accelerating HR data recording. Additionally, an activity function was added to enhance employee engagement through features like running distance accumulation, quizzes, and activity participation, with employees earning redeemable coins.

The continuous development of MyPPS in 2024 has not only improved HR management efficiency but also fostered employee engagement and collaboration, supporting sustainable work practices and reducing environmental impact.

### 4. Innovations for Sales and Marketing 2024

#### Virtual Tour:

PPS developed the Virtual 360° innovation, an application for creating virtual spaces to present and simulate projects before construction. Project owners or real estate developers can simulate construction plans, customizing

spaces with layouts and furniture based on client preferences. This innovation reduces actual construction costs and time while enhancing sales and marketing efficiency.

#### 2024 Progress:

In 2024, PPS enhanced the virtual tour with increased realism and customer responsiveness, adding real-time customization and interactive display features for clearer project visualization and easier decision-making.

Additionally, PPS developed other innovations to support operations and improve organizational efficiency:

#### 1) KANNA:

PPS implemented KANNA software from Japan for construction project management, enhancing project information communication with all stakeholders, reducing communication complexity, and enabling anytime, anywhere data uploads or retrieval with reliable security.

#### 2) Document Management System (DMS):

PPS developed the DMS document storage system for back-office support, adding features like document input-output control (WI), activity dashboards for report summaries, and OCR for automatic digital text conversion from image files. This system reduces annual costs by over 400,000 baht, with a 5-month ROI, and minimizes paper usage and greenhouse gas emissions.

#### 3) ISO 20000 Standard:

PPS developed an ISO 20000 standard system, an international IT service management standard, to enhance IT management efficiency and align with global standards.

These 2024 innovations have not only improved operational efficiency but also created competitive advantages and supported long-term business growth.





# ESG Metrics



## Environment

| Code   | GRI Standards | ESG Indicators   | Unit                | 2024   | 2025   |
|--|---------------|--|---------------------|--|--|
| <b>E1 Environmental Management Policy and Standards Compliance</b> |               |  |                     |  |  |
| E1.1C  | GRI 103       | Environmental Management Policies and Practices  | Have/<br>Don't Have | Disclosed on PPS Website & Sustainability Report | Disclosed on PPS Website & Sustainability Report |
| E1.2C  |               | Number of Violations or Incidents of Legal Infringement or Environmental Impacts, with Descriptions of Corrective Measures | Number of Cases     |  |  |
| E1.3C  |               | Value of Damages or Fines Incurred from Legal Infringement or Environmental Impacts  | Baht                | Have   | Have   |
| E1.4R  |               | Compliance with International Principles and Standards Related to Energy Management  | Have/<br>Don't Have | Have   | Have   |
| E1.5R  |               | Compliance with International Principles and Standards Related to Water Management   | Have/<br>Don't Have | Have   | Have   |
| E1.6R  |               | Compliance with International Principles and Standards Related to Waste and Refuse Management                              | Have/<br>Don't Have | Have   | Have   |
| E1.7R  |               | Compliance with International Principles and Standards Related to Greenhouse Gas Management or Climate Change              | Have/<br>Don't Have | Have   | Have   |
| <b>E2 Energy Management</b>  |               |  |                     |  |  |
| E2.1C  | GRI 30        | Energy Management Plan   | Have/<br>Don't Have | Have   | Have   |
| E2.2C  |               | Energy Consumption (Electricity/Fuel)  | kWh                 | 31,818   | 34,008   |
| E2.3C  |               | Renewable Energy Consumption   | kWh                 | 32,890   | 33,245   |
| E2.4R  |               | Energy Management Goals  | kWh                 | 103,896  | 103,811  |

| Code                                  | GRI Standards | ESG Indicators  | Unit                | 2024                                 | 2025                                 |
|---------------------------------------|---------------|---|---------------------|--------------------------------------|--------------------------------------|
| <b>E3 Water Management</b>            |               |   |                     |                                      |                                      |
| E3.1C                                 | GRI 303       | Water Management Plan   | Have/<br>Don't Have | Have                                 | Have                                 |
| E3.2C                                 |               | Water Consumption   | Cubic Meter         | 988                                  | 1,128                                |
| E3.3R                                 |               | Water Consumption Goals   | Cubic Meter         | 988                                  | 1,015.20                             |
| <b>E4 Waste and Refuse Management</b> |               |   |                     |                                      |                                      |
| E4.1C                                 | GRI 306       | Waste and Refuse Management Plan  | Have/<br>Don't Have | Have                                 | Have                                 |
| E4.3R                                 |               | Waste and Refuse Management Goals   | %                   | 20                                   | 37.6                                 |
| E4.4R                                 |               | Amount of Waste and Refuse Processed Through Reuse and/or Recycling                               | ton                 | 0.795                                | 64.6                                 |
| <b>E5 Greenhouse Gas Management</b>   |               |   |                     |                                      |                                      |
| E5.1C                                 | GRI 305       | Greenhouse Gas Management Plan  | Have/<br>Don't Have | Have                                 | Have                                 |
| E5.2C                                 |               | Total Greenhouse Gas Emissions from Scope 1 and Scope 2   | tCo2-176            | 148                                  | 142                                  |
| E5.3C                                 |               | External Verification of Greenhouse Gas Emission Data   | Have/<br>Don't Have | Don't Have                           | Don't Have                           |
| E5.4R                                 |               | Greenhouse Gas Management Goals   | tCo2-e              | Reduction of 4.2% aligning with SBTi | Reduction of 4.2% aligning with SBTi |
| E5.5R                                 |               | Total Greenhouse Gas Emissions from Scope 1, Scope 2, and Scope 3                                 | tCo2-e              | 432                                  | 414                                  |
| E5.6R                                 |               | Greenhouse Gas Emission Intensity (Carbon Intensity) tCo2-e/Million Baht                          | No information      | 1.08                                 | 1.05                                 |
| <b>PRE-E1 Climate Change Risks</b>    |               |   |                     |                                      |                                      |
| PRE-E1.1                              | GRI 201-2     | Assessment of Climate Change Risks, with Descriptions of Potential Impacts on Business Operations | Have/<br>Don't Have | Have                                 | Have                                 |
| PRE-E1.2                              |               | Goals, Plans, and Measures to Mitigate Climate Change Risks                                       | Have/<br>Don't Have | Have                                 | Have                                 |



## Governance and Economic Dimensions

| Code   | GRI Standards | ESG Indicators   | Unit            | 2024  | 2025  |
|--|---------------|--|-----------------|---|---|
| <b>G1 Policies, Structures, and Governance Systems</b>                             |               |  |                 |   |   |
| G1.1C  | GRI 102-18    | Individual Board of Directors' Profiles                              | Have/Don't Have | Disclosed in PPS 56-1 One Report  | Disclosed in PPS 56-1 One Report  |
| G1.2C  |               | Total Number of Board Members  | Person          | 8   | 8   |
| G1.3C  |               | Number of Independent Directors                                      | Person          | 4   | 4   |
| G1.4C  |               | Number of Non-Executive Directors                                    | Person          | 4   | 4   |
| G1.5C  |               | Number of Female Directors   | Person          | 1   | 1   |
| G1.6C  |               | Chairman of the Board is an Independent Director                     | Yes/No          | No  | No  |
| G1.7C  |               | Chairman of the Board and Managing Director are Separate Individuals | Yes/No          | Yes   | Yes   |
| <b>G1.8C Number of Independent Directors in Each Sub-Committee (UNIT: Persons)</b> |               |  |                 |   |   |
| G1.9C  | GRI 102-18    | Audit Committee  | Person          | 4   | 4   |
|  |               | Nomination and Remuneration Committee                                | Person          | 2   | 2   |
|  |               | Risk Management Committee  | Person          | 1   | 1   |
|  |               | Chairperson of Each Sub-Committee is an Independent Director         | Yes/No          | The Chairperson of the Audit Committee and the Chairperson of the Nomination and Remuneration Committee are independent directors | The Chairperson of the Audit Committee and the Chairperson of the Nomination and Remuneration Committee are independent directors |
| G1.10C   |               | Number of Years of Individual Director Tenure                        | Year            | Disclosed in PPS 56-1 One Report  | Disclosed in PPS 56-1 One Report  |
| <b>Roles and Responsibilities of the Board of Directors</b>                        |               |  |                 |   |   |
| G1.11C   | GRI 102-26    | Number of Board of Directors Meetings                                | Frequency       | 5   | 5   |
| G1.12C   |               | Operating Results of the Board of Directors                          | Have/Don't Have | Disclosed in PPS 56-1 One Report  | Disclosed in PPS 56-1 One Report  |

| Code  | GRI Standards | ESG Indicators  | Unit                   | 2024                                   | 2025                                   |
|---|---------------|---|------------------------|--|--|
| G1.13C  | GRI 102-26    | Number of Audit Committee Meetings  | Frequency              | 5                                      | 4                                      |
| G1.14C  |               | Operating Results of the Company's Board of Directors   | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| G1.15C  |               | Operating Results of the Audit Committee  | Have/<br>Don't<br>Have | Disclosed in<br>PPS 56-1 One<br>Report | Disclosed in<br>PPS 56-1 One<br>Report |
| G1.16C  |               | Number of Audit Committee Meetings  | Frequency              | 4                                      | 4                                      |
| G1.17C  |               | Operating Results of Each Sub-Committee   | Have/<br>Don't<br>Have | Disclosed in<br>PPS 56-1 One<br>Report | Disclosed in<br>PPS 56-1 One<br>Report |
| <b>Director Nomination</b>                        |               |   |                        |  |  |
| G1.18C  | GRI 102-24    | Policy and Criteria for Nominating Directors with Qualifications Aligned with the Organization's Strategy | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| G1.19C  |               | Analysis of Director Skills and Experience Based on Business Characteristics (Board Skill Matrix)         | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| G1.20C  |               | Background of Newly Appointed Directors   | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| <b>Director and Senior Executive Remuneration</b> |               |   |                        |  |  |
| G1.21C  | GRI 102-38    | Policy and Criteria for Director Remuneration   | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| G1.22C  |               | Individual Director Remuneration  | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| G1.23C  |               | Non-Monetary Director Remuneration  | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| G1.24C  |               | Policy and Criteria for Senior Executive Remuneration   | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| G1.25C  |               | Total Senior Executive Remuneration   | Baht                   | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |

| Code  | GRI Standards | ESG Indicators  | Unit                   | 2024                                   | 2025                                   |
|---|---------------|---|------------------------|--|--|
| G1.26C  |               | Other Remuneration and Long-Term Benefits for Senior Executives                   | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| <b>Director Development</b>   |               |   |                        |  |  |
| G1.27C  | GRI 102-27    | Policy on Director Development Plan   | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| G1.28C  |               | Individual Director Development Performance                                       | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| <b>Performance Evaluation of the Board of Directors and Senior Executives</b> |               |   |                        |  |  |
| G1.29C  | GRI 102-28    | Criteria for Evaluating the Performance of the Board of Directors                 | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| G1.30C  |               | Collective Board Performance Evaluation Results                                   | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| G1.31C  |               | Individual Sub-Committee Performance Evaluation Results                           | Have/<br>Don't<br>Have | Disclosed<br>in PPS 56-1<br>One Report | Disclosed<br>in PPS 56-1<br>One Report |
| G1.32R  |               | Individual Director Performance Evaluation Results                                | Have/Don't<br>Have     | Disclosed in<br>PPS 56-1 One<br>Report | Disclosed in<br>PPS 56-1 One<br>Report |
| G1.33R  |               | Criteria for Evaluating the Performance of the Managing Director                  | Have/Don't<br>Have     | Disclosed in<br>PPS 56-1 One<br>Report | Disclosed in<br>PPS 56-1 One<br>Report |
| <b>Business Ethics</b>  |               |   |                        |  |  |
| G1.34C  | GRI 102-17    | Code of Conduct   | Have/Don't<br>Have     | Disclosed in<br>PPS 56-1 One<br>Report | Disclosed in<br>PPS 56-1 One<br>Report |
| G1.35C  |               | Policy and Practices on Anti-Corruption   | Have/Don't<br>Have     | Disclosed in<br>PPS 56-1 One<br>Report | Disclosed in<br>PPS 56-1 One<br>Report |
| G1.36C  |               | Number of Business Ethics Violations or Corruption Cases with Corrective Measures | Number of<br>Case      | 0                                      | 0                                      |
| G1.37C  |               | Policy and Practices on Complaint and Whistleblowing Management                   | Have/Don't<br>Have     | Disclosed in<br>PPS 56-1 One<br>Report | Disclosed in<br>PPS 56-1 One<br>Report |
| G1.38R  |               | Measures to Prevent Business Ethics Violations                                    | Have/Don't<br>Have     | Disclosed in<br>PPS 56-1 One<br>Report | Disclosed in<br>PPS 56-1 One<br>Report |

| Code   | GRI Standards      | ESG Indicators   | Unit            | 2024                       | 2025                       |
|--|--------------------|--|-----------------|----------------------------|----------------------------|
| <b>G2 Sustainability Policies and Strategies</b> |                    |  |                 |                            |                            |
| G2.1C  | GRI 102-55         | Corporate Sustainability Policies and Goals                                  | Have/Don't Have | Disclosed on PPS's Website | Disclosed on PPS's Website |
| G2.2R  |                    | Organization's Material Topics   | Have/Don't Have | Have                       | Have                       |
| G2.3R  |                    | Sustainability Report  | Have/Don't Have | Have                       | Have                       |
| G2.4R  |                    | Sustainability Performance Disclosure Standards, such as GRI Standards, etc. | Have/Don't Have | Have                       | Have                       |
| <b>G3 Sustainability Risk Management</b>         |                    |  |                 |                            |                            |
| G3.1C  | GRI 102-15         | Sustainability Risk Management Policies and Practices                        | Have/Don't Have | Disclosed on PPS's Website | Disclosed on PPS's Website |
| G3.2C  |                    | Sustainability Risk and Opportunity Factors (ESG risks)                      | Have/Don't Have | Have                       | Have                       |
| G3.3C  |                    | Emerging Risks that May Impact Business in the Near Future                   | Have/Don't Have | Have                       | Have                       |
| G3.4C  |                    | Business Continuity Plan (BCP), etc.   | Have/Don't Have | Have                       | Have                       |
| G3.5R  |                    | Sustainability Risk Management Standards                                     | Have/Don't Have | Have                       | Have                       |
| <b>G4 Sustainable Supply Chain Management</b>    |                    |  |                 |                            |                            |
| G4.1C  | GRI 308<br>GRI 414 | Sustainable Supply Chain Management Policies and Practices                   | Have/Don't Have | Have                       | Have                       |
| G4.2C  |                    | Sustainable Supply Chain Management Plan                                     | Have/Don't Have | Have                       | Have                       |
| G4.3R  |                    | Percentage of New Suppliers Subject to Sustainability Screening              | %               | 100                        | 100                        |
| G4.4R  |                    | Supplier Code of Conduct   | Have/Don't Have | Disclosed on PPS's Website | Disclosed on PPS's Website |
| G4.5R  |                    | Percentage of Key Suppliers Committed to the Supplier Code of Conduct        | %               | 100                        | 100                        |

| Code   | GRI Standards | ESG Indicators  | Unit            | 2024                       | 2025                       |
|--|---------------|---|-----------------|----------------------------|----------------------------|
| <b>G5 Innovation Development</b>                         |               |   |                 |                            |                            |
| G5.1C  |               | Corporate Innovation Development Policies and Practices   | Have/Don't Have | Disclosed on PPS's Website | Disclosed on PPS's Website |
| G5.2C  |               | Organization's Innovation Development and Culture Promotion Process   | Have/Don't Have | Have                       | Have                       |
| G5.3C  |               | Innovation Research and Development Expenditures  | Baht            | 0.58                       | 0.26                       |
| G5.4R  |               | Benefits from Innovation Development  | Have/Don't Have | Have                       | Have                       |
| <b>PRE-G1 Cybersecurity and Personal Data Protection</b> |               |   |                 |                            |                            |
| PRE-G1.1   | GRI 418-1     | Cybersecurity and Personal Data Protection Policies and Practices   | Have/Don't Have | Disclosed on PPS's Website | Disclosed on PPS's Website |
| PRE-G1.2   |               | Percentage of IT Infrastructure Certified with Cybersecurity Standards, such as ISO 27001 or Other Standards, etc.  | %               | -                          | -                          |
| PRE-G1.3   |               | Personal Data Usage Measures and Practices  | Have/Don't Have | Have                       | Have                       |
| PRE-G1.4   |               | Percentage of Employees Trained in Cybersecurity and Personal Data Usage  | %               | 100                        | 100                        |
| PRE-G1.5   |               | Number of Cyber Attack Incidents or Cases with Corrective Measures  | Number of Case  | 0                          | 0                          |
| PRE-G1.6   |               | Number of Personal Data Leakage Incidents or Cases with Corrective Measures   | Number of Case  | 0                          | 0                          |
| <b>PRE-G2 Sustainable Finance Development</b>            |               |   |                 |                            |                            |
| PRE-G2.1   | G4-FS1        | Environmental, Social, and Governance (ESG) Policies and Practices in Financial Service or Investment Consideration, such as Client Due Diligence (CDD) or Know Your Customer (KYC), etc. | Have/Don't Have | Have                       | Have                       |
| PRE-G2.2   | G4-FS1        | Value of Investment in Projects or Assets Considering Company's Environmental, Social, and Governance (ESG) Factors.  | Baht            | 0.80                       | 0.30                       |

| Code                                     | GRI Standards | ESG Indicators   | Unit            | 2024 | 2025 |
|--|---------------|--|-----------------|------|------|
| <b>PRE-G3 Financial Crime Prevention</b> |               |  |                 |      |      |
| PRE-G3.1                                 | G4-S04        | Financial Crime Prevention Policies and Measures   | Have/Don't Have | Have | Have |
| PRE-G3.2                                 | G4-S03        | Number of Incidents or Complaints Related to Financial Crimes, such as Bribery, Fraud, Money Laundering, Embezzlement, or Terrorism Financing, etc., with Descriptions of Corrective and Remedial Measures |                 | 0    | 0    |





Social

| Code   | GRI Standards | ESG Indicators  | Unit            | 2024                       | 2025                       |
|--|---------------|---|-----------------|----------------------------|----------------------------|
| <b>S1 Human Rights</b>                       |               |   |                 |                            |                            |
| S1.1C  | GRI 412       | Human Rights Policies and Practices   | Have/Don't Have | Disclosed on PPS's Website | Disclosed on PPS's Website |
| S1.2R  |               | Comprehensive Assessment of Human Rights Violation Risks in Business Operations (Human Rights Due Diligence: HRDD) with Preventive Measures | Have/Don't Have | Disclosed on PPS's Website | Disclosed on PPS's Website |
| S1.3R  |               | Number of Human Rights Violation Incidents with Corrective and Remedial Measures  | Number of Case  | 0                          | 0                          |
| <b>S2 Fair Labor Practices</b>               |               |   |                 |                            |                            |
| <b>Employment</b>                            |               |   |                 |                            |                            |
| S2.1C  | GRI 401       | Total Number of Employees   | People          | 354                        | 325                        |
| <b>Employee Statistics by Age Group</b>      |               |   |                 |                            |                            |
|  | GRI 401       | Under 30 Years Old  | People          | M 57/F 20                  | M 46/F 13                  |
|  |               | 30-50 Years Old   | People          | M 139/F 77                 | M 129/F 80                 |
|  |               | Over 50 Years Old   | People          | M 47/F 14                  | M 44/F 13                  |
| <b>Employee Statistics by Position Level</b> |               |   |                 |                            |                            |
|  | GRI 401       | Operational Level   | People          | M 178/F 96                 | M 166/F92                  |
|  |               | Management Level  | People          | M 4/F 0                    | M 44/F13                   |
|  |               | Senior Executives   | People          | M 4/F 0                    | M 9/F 1                    |
|  |               | Bangkok and Metropolitan Area   | People          | M 144/F 60                 | M 146/F70                  |
|  |               | Northern Region   | People          | M 24/F 6                   | M 21/F7                    |
|  |               | Central Region  | People          | M 13/F 8                   | M 13/F8                    |
|  |               | Northeastern Region   | People          | M 41/F 21                  | M24 /F10                   |
|  |               | Southern Region   | People          | M 12/F 9                   | M 10/F6                    |
|  |               | Eastern Region  | People          | M 3/F 3                    | M6 /F4                     |
| Western Region                               | People        | M 6/F 4   | M 1/F1          |                            |                            |
| S2.2C  | GRI 405       | Number of Employees with Disabilities   | People          | 3                          | 3                          |
| S2.2C  | GRI 405       | Number of Senior Employees  | People          | 3                          | 3                          |

| Code   | GRI Standards      | ESG Indicators  | Unit                           | 2024                                 | 2025                                 |
|--|--------------------|---|--------------------------------|--------------------------------------|--------------------------------------|
| <b>Employee Remuneration</b>                             |                    |   |                                |                                      |                                      |
| S2.3C  | GRI 404            | Total Employee Remuneration   | Baht                           | N/A Internal Data, Disclosure Exempt | N/A Internal Data, Disclosure Exempt |
| S2.4C  |                    | Percentage of Employees Enrolled in Provident Fund                                | %                              | 189                                  | 67.98                                |
| S2.5R  |                    | Gender Pay Gap  | Male/<br>Female                | Equal Pay                            | Equal Pay                            |
| S2.3C  |                    | Employee Development Plans or Activities  | Have/Don't<br>Have             | Have                                 | Have                                 |
| S2.4C  |                    | Average Employee Training Hours   | Hour/<br>Person/Year           | 21.62                                | 9.85                                 |
| S2.5R  |                    | Employee Development Plan as Part of Annual Employee Performance Evaluation       | Have/Don't<br>Have             | Have                                 | Have                                 |
| S2.6R  |                    | Employee Development Goals  | Have/Don't<br>Have             | Have                                 | Have                                 |
| S2.7R  |                    | Employee Development Expenditures   | Baht                           | N/A Internal Data, Disclosure Exempt | N/A Internal Data, Disclosure Exempt |
| S2.8R  |                    | Employee and/or Organizational Benefits from Employee Development                 | Have/Don't<br>Have             | Have                                 | Have                                 |
| <b>Occupational Health, Safety, and Work Environment</b> |                    |   |                                |                                      |                                      |
| S2.12C   | GRI 403            | Occupational Health, Safety, and Work Environment Development Plans or Activities | Frequency                      | Have                                 | Have                                 |
| S2.13C   |                    | Number of Lost-Time Work-Related Injuries   | Frequency                      | 0                                    | 0                                    |
| S2.14R   |                    | Occupational Health, Safety, and Work Environment Development Goals               | Have/Don't<br>Have             | Have                                 | Have                                 |
| S2.15R   |                    | Lost Time Injury Frequency Rate (LTIFR)   | Frequency/<br>200,000<br>Hours | 0                                    | 0                                    |
| <b>Employee Relations and Engagement Promotion</b>       |                    |   |                                |                                      |                                      |
| S2.16C   | GRI 402<br>GRI 407 | Employee Engagement and Retention Development Plan                                | Have/Don't<br>Have             | Have                                 | Have                                 |
| S2.17C   |                    | Percentage of Voluntary Employee Turnover   | %                              | 16.1                                 | 13.29                                |
| S2.18C   |                    | Number of Significant Labor Disputes with Corrective Measures                     | Number of<br>Case              | 0                                    | 0                                    |
| S2.19R   |                    | Employee Engagement and Retention Development Goals                               | Have/Don't<br>Have             | Have                                 | Have                                 |
| S2.20R   |                    | Employee Engagement Evaluation Results  | Have/Don't<br>Have             | Have                                 | Have                                 |

| Code   | GRI Standards      | ESG Indicators   | Unit            | 2024                                 | 2025                                 |
|--|--------------------|--|-----------------|--------------------------------------|--------------------------------------|
| S2.21R                                       | GRI 402<br>GRI 407 | Employee Collective Bargaining on Employee Benefits and Welfare  | Have/Don't Have | Have                                 | Have                                 |
| <b>S3 Customer/Consumer Responsibility</b>   |                    |  |                 |                                      |                                      |
| <b>Consumer Rights</b>                       |                    |  |                 |                                      |                                      |
| S3.1C  | GRI 102-43 GRI 418 | Policies and Practices Regarding Customer Personal Data Protection                                       | Have/Don't Have | Disclosed on PPS's Website           | Disclosed on PPS's Website           |
| S3.2C  |                    | Number of Customer Data Leakage Incidents with Corrective Measures                                       | Number of Case  | 0                                    | 0                                    |
| S3.3C  |                    | Number of Consumer Rights Violation Incidents or Complaints with Corrective Measures                     | Number of Case  | 0                                    | 0                                    |
| S3.4R  |                    | Customer/Consumer Complaint Channels   | Have/Don't Have | Have                                 | Have                                 |
| S3.5R  |                    | Customer Satisfaction Development Plan   | Have/Don't Have | Have                                 | Have                                 |
| S3.6R  |                    | Customer Satisfaction Development Goals  | Have/Don't Have | Have                                 | Have                                 |
| S3.7R  |                    | Customer Satisfaction Evaluation Results   | Have/Don't Have | Have                                 | Have                                 |
| <b>Responsible Marketing and Advertising</b> |                    |  |                 |                                      |                                      |
| S3.8R  | GRI 417            | Responsible Marketing and Advertising Practices  | Have/Don't Have | Have                                 | Have                                 |
| S3.9R  |                    | Practices for Communicating Product and Service Impact Information to Customers/Consumers                | Have/Don't Have | Have                                 | Have                                 |
| <b>S4 Community/Social Responsibility</b>    |                    |  |                 |                                      |                                      |
| S4.1C  | GRI 413            | Policies for Community/Social Development and Engagement that May Be Affected by Business Operations     | Have/Don't Have | Have                                 | Have                                 |
| S4.2C  |                    | Plans to Promote Community/Social Development and Engagement that May Be Affected by Business Operations | Have/Don't Have | Have                                 | Have                                 |
| S4.3C  |                    | Number of Community/Social Disputes with Corrective Measures   | Number of Case  | 0                                    | 0                                    |
| S4.4R  |                    | Goals for Community/Social Development and Engagement that May Be Affected by Business Operations        | Have/Don't Have | Have                                 | Have                                 |
| S4.5R  |                    | Benefits from Projects or Activities for Community/Social Development and Assistance                     | Have/Don't Have | Have                                 | Have                                 |
| S4.6R  |                    | Total Amount of Funds Used in Projects or Activities for Community/Social Development and Assistance     | Million Baht    | N/A Internal Data, Disclosure Exempt | N/A Internal Data, Disclosure Exempt |

| Code  | GRI Standards | ESG Indicators   | Unit            | 2024                                 | 2025                                 |
|---|---------------|--|-----------------|--------------------------------------|--------------------------------------|
| <b>PRE-S1 Respect for Diversity and Equality</b>              |               |  |                 |                                      |                                      |
| PRE-S1.1  | GRI 405-1     | Policies and Practices Regarding Respect for Diversity and Equality Within the Organization and Supply Chain, Regardless of Gender, Age, Nationality, Disability, Religion, or Other Factors | Have/Don't Have | Have                                 | Have                                 |
| <b>PRE-S1.2 Employee Statistics by Gender and Nationality</b> |               |  |                 |                                      |                                      |
|   | GRI 405-1     | Thai   | People          | M 242/F110                           | M 219/F106                           |
|   |               | Myanmar  | People          | M 1/F 1                              | M 1/F 2                              |
|   |               | Cambodian  | People          | -                                    | -                                    |
|   |               | Lao  | People          | -                                    | -                                    |
|   |               | Others   | People          | -                                    | -                                    |
| PRE-S1.3  | GRI G4 S01    | Number of Incidents or Complaints Related to Violations of Equality Rights and Unfair Labor Practices, with Corrective and Remedial Measures   | Number of Case  | 0                                    | 0                                    |
| <b>PRE-S2 Promotion of Female Labor</b>                       |               |  |                 |                                      |                                      |
| PRE-S2.1  | GRI 405-1     | Policies and Practices Regarding the Promotion of Women in the Workplace on an Equal Basis   | Have/Don't Have | Disclosed on PPS's Website           | Disclosed on PPS's Website           |
| <b>PRE-S2.2 Female Employee Data by Job Position</b>          |               |  |                 |                                      |                                      |
|   | GRI 405-1     | Senior Executives  | People          | M 4/F 0                              | 1                                    |
|   |               | Managers   | People          | M4/F 0                               | 13                                   |
|   |               | Employees  | People          | M235/F11                             | 92                                   |
| <b>PRE-S3 Sustainable Social Project Management</b>           |               |  |                 |                                      |                                      |
| PRE-S3.1  | G4-S01        | Practices Regarding the Development of Community and Social Quality of Life in the Company's Real Estate Investment or Project Management  | Have/Don't Have | Have                                 | Have                                 |
| PRE-S3.2  |               | Percentage of Real Estate Projects Operated in Accordance with Practices Regarding the Development of Community and Social Quality of Life   | %               | N/A Internal Data, Disclosure Exempt | N/A Internal Data, Disclosure Exempt |



# Comparison of Sustainability Performance

## Economic Aspects

| Item                           | Unit         | Consolidated Financial Statements |         | Separate Financial Statements |        |
|--------------------------------|--------------|-----------------------------------|---------|-------------------------------|--------|
|                                |              | 2024                              | 2025    | 2024                          | 2025   |
| Service Revenue                | Million Baht | 413.96                            | 363.41  | 408.63                        | 349.32 |
| EBITDA                         | Million Baht | 15.05                             | 16.56   | 40.41                         | 13.50  |
| Net Profit (Loss)              | Million Baht | 18.69                             | (13.30) | 8.11                          | 5.54   |
| Earnings (Loss) Per Share      | Baht/Stock   | 0.021                             | (0.016) | 0.009                         | 0.006  |
| Total Assets                   | Million Baht | 617.61                            | 589.25  | 651.51                        | 643.46 |
| Total Shareholders' Equity     | Million Baht | 311.11                            | 295.14  | 353.01                        | 355.90 |
| Return on Equity (ROE)         | Percentage   | 5.82                              | (4.39)  | 2.32                          | 1.56   |
| Return on Total Assets (ROA)   | Percentage   | 0.13                              | (2.20)  | 4.16                          | 0.86   |
| Employee Salaries and Benefits | Million Baht | 272.53                            | 258.81  | 267.58                        | 254.90 |

## Research and Development Investment

| Item                         | Unit         | Consolidated Financial Statements |         | Separate Financial Statements |        |
|------------------------------|--------------|-----------------------------------|---------|-------------------------------|--------|
|                              |              | 2024                              | 2025    | 2024                          | 2025   |
| Total Revenue                | Million Baht | 436.63                            | 386.59  | 434.43                        | 375.72 |
| Profit (Loss) Before Tax     | Million Baht | 15.33                             | (9.81)  | 11.04                         | 7.71   |
| Income Tax Revenue (Expense) | Million Baht | 3.37                              | (3.49)  | 2.92                          | 2.17   |
| Net Profit (Loss)            | Million Baht | 18.69                             | (13.30) | 8.11                          | 5.54   |

## Economic Aspects

| Item   | Unit         | 2024                                 | 2025                                 |
|--|--------------|--------------------------------------|--------------------------------------|
| Research and Development Investment as a Percentage of Service Revenue | Percentage   | N/A Internal Data, Disclosure Exempt | N/A Internal Data, Disclosure Exempt |
|  | Million Baht |                                      |                                      |
| Paper-Saving Innovation  | Ream         | 160                                  | 485                                  |
|  | Baht         | 16,800                               | 50,925                               |

## Personnel Aspects

| Item                                   | Unit   | 2024 | 2025 |
|--|--------|------|------|
| <b>Total Number of Employees</b>       |        |      |      |
| Total                                  | People | 354  | 327  |
| <b>Breakdown by Employment Type</b>    |        |      |      |
| - Full-Time Employees                  | People | 351  | 325  |
| - Temporary Employees                  | People | 3    | 2    |
| <b>New Hires (Full-Time Employees)</b> |        |      |      |
| Total                                  | People | 92   | 31   |
| - Head Office                          | People | 9    | 4    |
| - Project Directors                    | People | -    | -    |
| - Managers                             | People | -    | -    |
| - Project Staff                        | People | 83   | 27   |
| <b>New Hires (Temporary Employees)</b> |        |      |      |
| Total                                  | People | 1    | 0    |
| - Head Office                          | People | -    | -    |
| - Project Directors                    | People | -    | -    |
| - Managers                             | People | -    | -    |
| - Project Staff                        | People | 1    | -    |

| Item  | Unit                       | 2024                                 | 2025                                 |
|---|----------------------------|--------------------------------------|--------------------------------------|
| <b>Resignations (Full-Time Employees)</b>   |                            |                                      |                                      |
| Total   | Person                     | 75                                   | 44                                   |
| - Head Office   | Person                     | 12                                   | 3                                    |
| - Project Directors   | Person                     | 1                                    | -                                    |
| - Managers  | Person                     | -                                    | -                                    |
| - Project Staff   | Person                     | 70                                   | 41                                   |
| <b>Resignations (Temporary Employees)</b>   |                            |                                      |                                      |
| Total   | Person                     | 1                                    | 0                                    |
| - Head Office   | Person                     | -                                    | -                                    |
| - Project Directors   | Person                     | -                                    | -                                    |
| - Managers  | Person                     | -                                    | -                                    |
| - Project Staff   | Person                     | 1                                    | 1                                    |
| <b>Maternity Leave</b>  |                            |                                      |                                      |
| Number of Employees Entitled to Maternity Leave   | Person                     | 354                                  | 325                                  |
| Number of Employees Taking Maternity Leave  | Person                     | 1                                    | 3                                    |
| Number of Employees Returning to Work After Maternity Leave Ends                            | Person                     | 1                                    | 3                                    |
| Return-to-Work Rate and Retention of Employees Returning to Work After Maternity Leave Ends | Person                     | 100%                                 | 100%                                 |
| <b>Training</b>   |                            |                                      |                                      |
| Average Training Hours  | Hour/Person/Year           | 21.616                               | 9.85                                 |
| <b>Breakdown by Employee Tenure</b>   |                            |                                      |                                      |
| 0-1 Year  | Hour/Person/Year           | N/A Internal Data, Disclosure Exempt | N/A Internal Data, Disclosure Exempt |
| 1-3 Years   | Hour/Person/Year           |                                      |                                      |
| 4-6 Years   | Hour/Person/Year           |                                      |                                      |
| More Than 6   | Hour/Person/Year           |                                      |                                      |
| <b>Lost Time Injury Frequency Rate (LTIFR)</b>  |                            |                                      |                                      |
| Employees   | Person/Total Employees     | -                                    | -                                    |
| Partners/Contractors  | Person/Total Working Hours | -                                    | -                                    |

| Item                                 | Unit                   | 2024 | 2025 |
|--------------------------------------|------------------------|------|------|
| <b>Work-Related Fatalities</b>       |                        |      |      |
| Employees                            | Person/Total Employees | -    | -    |
| Partners/Contractors                 | Person/Total Employees | -    | -    |
| <b>Significant Labor Disputes</b>    |                        |      |      |
| Number of Human Resources Complaints | Cases                  | -    | -    |

## Environmental Aspects

| Item  | Unit                      | 2024  | 2025 |
|---|---------------------------|-------|------|
| Environmental Expenditure as a Percentage of Service Revenue        | Percentage                | N/A   | N/A  |
| Greenhouse Gas Emissions from Electricity Consumption (Head Office) | Tons of CO <sub>2</sub> e | 51.94 | 1.77 |

## Pollution and Waste

| Pollution and Waste Control and Monitoring Results in Construction Units for the Year 2024                      |  |  |
|---|--|--|
| Control Issues  | Measurement Objectives   | Operating Results  |
| Air Pollutant Emissions   | Not Exceeding National Environment Board Notification Standards, Meeting Standards   | Not Exceeding National Environment Board Notification Standards, Meeting Standards |
| <b>Greenhouse Gases</b>   |  |  |
| Carbon Monoxide (CO)  | Below Standard Values  | Below Standard Values  |
| Sulfur Dioxide (SO <sub>2</sub> )   | (CO < 30 ppm, SO <sub>2</sub> < 0.30 ppm and NO <sub>2</sub> < 0.17 ppm)   | (CO < 30 ppm, SO <sub>2</sub> < 0.30 ppm and NO <sub>2</sub> < 0.17 ppm)           |
| Nitrogen Dioxide (NO <sub>2</sub> )   |  |  |
| Total Hydrocarbons  |  |  |
| Pollutant and Waste Emissions, such as Odors, Noise, Dust, Smoke, Radiation, Waste, Wastewater, or Other Wastes | Not Exceeding National Environment Board Notification Standards (Average 24-hour noise level not exceeding 70 dB(A) and maximum level not exceeding 115 dB(A), Total Suspended Particulate Matter < 0.33 mg/m <sup>3</sup> , Particulate Matter 10 Microns < 0.33 mg/m <sup>3</sup> , and Water Quality Index not exceeding standards) | Below Standard Values  |

## Satisfaction Assessment Aspects

| Item   | Unit       | 2024 | 2025 |
|--|------------|------|------|
| Employee Satisfaction Evaluation Results Regarding the Company | Percentage | 81   | 89   |
| Customer Satisfaction Evaluation Results Regarding the Company | Percentage | 85   | 85   |

## Social Contribution Aspects

| Item   | Unit       | 2024 | 2025 |
|--|------------|------|------|
| Social Contribution as a Percentage of Service Revenue     | Percentage | N/A  | N/A  |
| Number of Sustainability Projects Organized by the Company | Project    | 4    | 4    |

## Legal Aspects: Company's Compliance with Various Laws

| Item                                    | Inspection Objective | 2024  | 2025  |
|---|----------------------|---|---|
| Environmental Law Violation Cases       | 0 case               | No Environmental Law Violations Found       | No Environmental Law Violations Found       |
| Economic and Social Law Violation Cases | 0 case               | No Economic and Social Law Violations Found | No Economic and Social Law Violations Found |



# GRI Content Index

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

| GRI STANDARD/<br>OTHER SOURCE   | DISCLOSURE   | LOCATION                      | OMISSION  |        |             |
|---------------------------------|--|-------------------------------|---|--------|-------------|
|                                 |  |                               | REQUIREMENT(S)<br>OMITTED   | REASON | EXPLANATION |
| <b>General disclosures</b>      |  |                               |   |        |             |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details   | SD 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 14-16                      |   |        |             |
|                                 | 2-3 Reporting period, frequency and contact point                                | SD 15-19                      |   |        |             |
|                                 | 2-4 Restatements of information  | SD 7-8                        |   |        |             |
|                                 | 2-5 External assurance   | SD 5                          |   |        |             |
|                                 | 2-6 Activities, value chain and other business relationships                     | SD 20-21                      |   |        |             |
|                                 | 2-7 Employees  | SD 58-61                      |   |        |             |
|                                 | 2-8 Workers who are not employees  | SD                            |   |        |             |
|                                 | 2-9 Governance structure and composition   | SD 22-23                      |   |        |             |
|                                 | 2-10 Nomination and selection of the highest governance body                     |                               |   |        |             |
|                                 | 2-11 Chair of the highest governance body  |                               |   |        |             |
|                                 | 2-12 Role of the highest governance body in overseeing the management of impacts |                               |   |        |             |
|                                 | 2-13 Delegation of responsibility for managing impacts                           |                               |   |        |             |
|                                 | 2-14 Role of the highest governance body in sustainability reporting             | SD 34-35<br>Materiality Index |   |        |             |
|                                 | 2-15 Conflicts of interest   |                               |   |        |             |
|                                 | 2-16 Communication of critical concerns  |                               |   |        |             |
|                                 | 2-17 Collective knowledge of the highest governance body                         |                               |   |        |             |

| GRI STANDARD/<br>OTHER SOURCE     | DISCLOSURE   | LOCATION                           | OMISSION  |                                      |  |
|-----------------------------------|--|------------------------------------|---|--------------------------------------|--|
|                                   |  |                                    | REQUIREMENT(S)<br>OMITTED   | REASON                               | EXPLANATION  |
|                                   | 2-18 Evaluation of the performance of the highest governance body                    |                                    |   |                                      |  |
|                                   | 2-19 Remuneration policies   |                                    |   |                                      |  |
|                                   | 2-20 Process to determine remuneration   |                                    |   |                                      |  |
|                                   | 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 36-37                           |   |                                      |  |
|                                   | 2-23 Policy commitments  | SD 26-27                           |   |                                      |  |
|                                   | 2-24 Embedding policy commitments  | AR XXX<br>หน้าทีคนธรรมาCG<br>SD 84 |   |                                      |  |
|                                   | 2-25 Processes to remediate negative impacts   | SD 32-33                           |   |                                      |  |
|                                   | 2-26 Mechanisms for seeking advice and raising concerns                              | SD 30-31                           |   |                                      |  |
|                                   | 2-27 Compliance with laws and regulations  | SD 34-35                           |   |                                      |  |
|                                   | 2-28 Membership associations   | SD 80-81                           |   |                                      |  |
|                                   | 2-29 Approach to stakeholder engagement  | SD 80-81                           |   |                                      |  |
|                                   | 2-30 Collective bargaining agreements  |                                    | a,b   | Information unavailable / incomplete | Information is not of adequate quality to report, waiting to verify by HR department |
| <b>Material topics</b>            |  |                                    |   |                                      |  |
| GRI 3: Material Topics 2021       | 3-1 Process to determine material topics   | SD 28-29                           | 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 28-29                           |   |                                      |  |
| <b>Economic performance</b>       |  |                                    |   |                                      |  |
| GRI 3: Material Topics 2021       | 3-3 Management of material topics  |                                    |   |                                      |  |
| GRI201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed                                |                                    |   |                                      |  |
|                                   | 201-2 Financial implications and other risks and opportunities due to climate change | SD 53                              |   |                                      |  |
|                                   | 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                            |

| GRI STANDARD/<br>OTHER SOURCE           | DISCLOSURE   | LOCATION  | OMISSION                  |                                      |  |
|---|--|---|---------------------------|--------------------------------------|--|
|   |  |   | REQUIREMENT(S)<br>OMITTED | REASON                               | EXPLANATION  |
| <b>Market presence</b>                  |  |   |                           |                                      |  |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  | SD 26-27  |                           |                                      |  |
| 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 |
| <b>Indirect economic impacts</b>        |  |   |                           |                                      |  |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  |   |                           |                                      |  |
| GRI 203: Indirect Economic Impacts 2016 | 203-1 Infrastructure investments and services supported                            | SD 30   |                           |                                      |  |
|   | 203-2 Significant indirect economic impacts  |   | a,b                       | Information unavailable / incomplete | Undertaken impact valuation on PPS academy as community services                     |
| <b>Procurement practices</b>            |  |   |                           |                                      |  |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  | SD 30   |                           |                                      |  |
| 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                                  |
| <b>Anti-corruption</b>                  |  |   |                           |                                      |  |
| GRI 3: Material Topics 2021             | 3-3 Management of material topics  | Website <a href="https://pps.co.th/sustainability/anti-corruption-policy">https://pps.co.th/sustainability/anti-corruption-policy</a> |                           |                                      |  |
| GRI 205: Anti-corruption 2016           | 205-1 Operations assessed for risks related to corruption                          | SD 89   |                           |                                      |  |
|   | 205-2 Communication and training about anti-corruption policies and procedures     | SD 90   |                           |                                      |  |
|   | 205-3 Confirmed incidents of corruption and actions taken                          | SD 87   |                           |                                      |  |

| GRI STANDARD/<br>OTHER SOURCE          | DISCLOSURE  | LOCATION  | OMISSION                  |   |   |
|--|---|---|---------------------------|---|---|
|  |   |   | REQUIREMENT(S)<br>OMITTED | REASON  | EXPLANATION   |
| <b>Anti-competitive behavior</b>       |   |   |                           |   |   |
| GRI 3: Material Topics 2021            | 3-3 Management of material topics   | SD 32   |                           |   |   |
| GRI206: Anti-competitive Behavior 2016 | 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | SD 33   | a,b                       | Not applicable                                    | No legal action or complaint against this matter            |
| <b>Tax</b>                             |   |   |                           |   |   |
| GRI 3: Material Topics 2021            | 3-3 Management of material topics   | <a href="http://investor.pps.co.th/th/corporate-governance/corporate-governance-document">http://investor.pps.co.th/th/corporate-governance/corporate-governance-document</a> |                           |   |   |
| GRI 207: Tax 2019                      | 207-1 Approach to tax   |   |                           |   |   |
|  | 207-2 Tax governance, control, and risk management                                    |   |                           |   |   |
|  | 207-3 Stakeholder engagement and management of concerns related to tax                |   |                           |   |   |
|  | 207-4 Country-by-country reporting  |   |                           |   |   |
| <b>Materials</b>                       |   |   |                           |   |   |
| GRI 3: Material Topics 2021            | 3-3 Management of material topics   | SD 49   |                           |   |   |
| GRI 301: Materials 2016                | 301-1 Materials used by weight or volume  | SD 49   |                           |   |   |
|  | 301-2 Recycled input materials used   | SD 51   |                           |   |   |
|  | 301-3 Reclaimed products and their packaging materials                                |   | a,b                       | Not applicable                                    | PPS product is service so no reclaim on product and package |
| <b>Energy</b>                          |   |   |                           |   |   |
| GRI 3: Material Topics 2021            | 3-3 Management of material topics   | SD 53   |                           | Not applicable information unavailable incomplete | PPS Use Costumer Rectricity which is out of PPS control     |
| GRI 302: Energy 2016                   | 302-1 Energy consumption within the organization                                      | SD 50   |                           |   |   |
|  | 302-2 Energy consumption outside of the organization                                  | SD 54   | a                         |   |   |
|  | 302-3 Energy intensity  | Rental  | a,b,c,d                   |   |   |
|  | 302-4 Reduction of energy consumption   | SD 51   |                           |   |   |
|  | 302-5 Reductions in energy requirements of products and services                      | SD 51   |                           |   |   |

| GRI STANDARD/<br>OTHER SOURCE     | DISCLOSURE  | LOCATION | OMISSION                  |                                      |  |
|-----------------------------------|---|----------|---------------------------|--------------------------------------|--|
|                                   |   |          | REQUIREMENT(S)<br>OMITTED | REASON                               | EXPLANATION  |
| <b>Water and effluents</b>        |   |          |                           |                                      |  |
| GRI 3: Material Topics 2021       | 3-3 Management of material topics   | SD 47    |                           |                                      |  |
| GRI 303: Water and Effluents 2018 | 303-1 Interactions with water as a shared resource  | SD 47    |                           |                                      |  |
|                                   | 303-2 Management of water discharge-related impacts   |          | a                         | Not applicable                       | PPS consume and discharge water using Metropolitan Waterworks Authority pipeline |
|                                   | 303-3 Water withdrawal  | SD 47    |                           |                                      |  |
|                                   | 303-4 Water discharge   |          | a,b,c,d,e                 | Not applicable                       | PPS consume and discharge water using Metropolitan Waterworks Authority pipeline |
|                                   | 303-5 Water consumption   | SD 47    |                           |                                      |  |
| <b>Biodiversity</b>               |   |          |                           |                                      |  |
| GRI 3: Material Topics 2021       | 3-3 Management of material topics   | SD 76    |                           |                                      |  |
| SD 101                            | 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 | This is no assessment by PPS but the job owner will be responsible of EIA        |
|                                   | 304-3 Habitats protected or restored  | SD 77    |                           |                                      |  |
|                                   | 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations                                |          |                           | Information unavailable / incomplete | Evaluations will be conduct in the future  |
| <b>Emissions</b>                  |   |          |                           |                                      |  |
| GRI 3: Material Topics 2021       | 3-3 Management of material topics   | SD 82-83 |                           |                                      |  |
| GRI 305: Emissions 2016           | 305-1 Direct (Scope 1) GHG emissions  | SD 82-83 |                           |                                      |  |
|                                   | 305-2 Energy indirect (Scope 2) GHG emissions   | SD 82-83 |                           |                                      |  |
|                                   | 305-3 Other indirect (Scope 3) GHG emissions  | SD 82-83 |                           |                                      |  |
|                                   | 305-4 GHG emissions intensity   | SD 82-83 |                           |                                      |  |
|                                   | 305-5 Reduction of GHG emissions  | SD 82-83 |                           |                                      |  |
|                                   | 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   |          |                           |                                      |  |

| GRI STANDARD/<br>OTHER SOURCE                      | DISCLOSURE   | LOCATION       | OMISSION                  |                                      |  |
|--|--|----------------|---------------------------|--------------------------------------|--|
|  |  |                | REQUIREMENT(S)<br>OMITTED | REASON                               | EXPLANATION  |
| <b>Waste</b>                                       |  |                |                           |                                      |  |
| GRI 3: Material Topics 2021<br>GRI 306: Waste 2020 | 3-3 Management of material topics  | SD 27<br>SD 40 |                           |                                      |  |
|  | 306-1 Waste generation and significant waste-related impacts   | SD 49          |                           |                                      |  |
|  | 306-2 Management of significant waste-related impacts  | SD 49          |                           |                                      |  |
|  | 306-3 Waste generated  |                | a,b                       | Not applicable                       | PPS is service company and no direct waste generated                 |
|  | 306-4 Waste diverted from disposal   |                |                           |                                      |  |
|  | 306-5 Waste directed to disposal   | SD 49          | a,b,c,d,e                 | Not applicable                       | PPS is service company and no direct relate to disposal              |
| <b>Supplier environmental assessment</b>           |  |                |                           |                                      |  |
| GRI 3: Material Topics 2021                        | 3-3 Management of material topics  |                | a,b,c,d,e,f               | Information unavailable / incomplete | PPS plan to kick off 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 |  |
| <b>Employment</b>                                  |  |                |                           |                                      |  |
| GRI 3: Material Topics 2021                        | 3-3 Management of material topics  | SD 82          |                           |                                      |  |
| GRI 401: Employment 2016                           | 401-1 New employee hires and employee turnover   | SD 68          |                           |                                      |  |
|  | ESG metrics  | SD 34-35       |                           |                                      |  |
|  | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees |                | a,b,c,d,e                 | Information unavailable / incomplete | Information is not of adequate quality to report                     |
| <b>Labor/management relations</b>                  |  |                |                           |                                      |  |
| GRI 3: Material Topics 2021                        | 3-3 Management of material topics  | SD 56          |                           |                                      |  |
| 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                                |

| GRI STANDARD/<br>OTHER SOURCE                 | DISCLOSURE  | LOCATION | OMISSION                  |                                      |  |
|---|---|----------|---------------------------|--------------------------------------|--|
|   |   |          | REQUIREMENT(S)<br>OMITTED | REASON                               | EXPLANATION                                      |
| <b>Occupational health and safety</b>         |   |          |                           |                                      |  |
| GRI 3: Material Topics 2021                   | 3-3 Management of material topics   | SD 68    |                           |                                      |  |
| GRI 403: Occupational Health and Safety 2018  | 403-1 Occupational health and safety management system  | SD 68    |                           |                                      |  |
|   | 403-2 Hazard identification, risk assessment, and incident investigation  | SD 68    |                           |                                      |  |
|   | 403-3 Occupational health services  | SD 68    |                           |                                      |  |
|   | 403-4 Worker participation, consultation, and communication on occupational health and safety                       | SD 68    |                           |                                      |  |
|   | 403-5 Worker training on occupational health and safety   | SD 68    |                           |                                      |  |
|   | 403-6 Promotion of worker health  | SD 69    |                           |                                      |  |
|   | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | SD 69    |                           |                                      |  |
|   | 403-8 Workers covered by an occupational health and safety management system  | SD 69    |                           |                                      |  |
|   | 403-9 Work-related injuries   | SD 69    |                           |                                      |  |
|   | 403-10 Work-related ill health  |          | a,b,c,d,e                 | Information unavailable / incomplete | Information is not of adequate quality to report |
| <b>Training and education</b>                 |   |          |                           |                                      |  |
| GRI 3: Material Topics 2021                   | 3-3 Management of material topics   | SD 70    |                           |                                      |  |
| GRI 404: Training and Education 2016          | 404-1 Average hours of training per year per employee   | SD 70-75 |                           |                                      |  |
|   | 404-2 Programs for upgrading employee skills and transition assistance programs                                     | SD 70-75 |                           |                                      |  |
|   | 404-3 Percentage of employees receiving regular performance and career development reviews                          | SD 70-75 |                           |                                      |  |
| <b>Diversity and equal opportunity</b>        |   |          |                           |                                      |  |
| GRI 3: Material Topics 2021                   | 3-3 Management of material topics   | SD 31    |                           |                                      |  |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees  |          |                           | Information unavailable / incomplete | PPS plan to develop the data in 2025             |
|   | 405-2 Ratio of basic salary and remuneration of women to men  |          |                           | Information unavailable / incomplete | PPS plan to develop the data in 2025             |

| GRI STANDARD/<br>OTHER SOURCE                                  | DISCLOSURE   | LOCATION | OMISSION                  |                                      |  |
|--|--|----------|---------------------------|--------------------------------------|--|
|  |  |          | REQUIREMENT(S)<br>OMITTED | REASON                               | EXPLANATION                                      |
| <b>Non-discrimination</b>                                      |  |          |                           |                                      |  |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | SD 20-21 |                           |                                      |  |
| GRI 406: Non-discrimination 2016                               | 406-1 Incidents of discrimination and corrective actions taken   | SD 20-21 |                           |                                      |  |
| <b>Freedom of association and collective bargaining</b>        |  |          |                           |                                      |  |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | SD 30-31 |                           |                                      |  |
| 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 30-31 |                           |                                      |  |
| <b>Forced or compulsory labor</b>                              |  |          |                           |                                      |  |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | SD 58-61 |                           |                                      |  |
| GRI 409: Forced or Compulsory Labor 2016                       | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | SD 58-61 |                           |                                      |  |
| <b>Security practices</b>                                      |  |          |                           |                                      |  |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  |          | a,b,c,d,e,f               | Information unavailable / incomplete | PPS under develop human right due diligent       |
| GRI 410: Security Practices 2016                               | 410-1 Security personnel trained in human rights policies or procedures  |          | a,b                       | Information unavailable / incomplete | PPS under develop human right due diligent       |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | SD 68    |                           |                                      |  |
| GRI 411: Rights of Indigenous Peoples 2016                     | 411-1 Incidents of violations involving rights of indigenous peoples   |          |                           | Information unavailable / incomplete | PPS undertake human right due diligent next year |
| <b>Local communities</b>                                       |  |          |                           |                                      |  |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics  | SD 20-21 |                           |                                      |  |
| GRI 413: Local Communities 2016                                | 413-1 Operations with local community engagement, impact assessments, and development programs                       | SD 20    |                           |                                      |  |
|  | 413-2 Operations with significant actual and potential negative impacts on local communities                         | SD 21    |                           |                                      |  |

| GRI STANDARD/<br>OTHER SOURCE            | DISCLOSURE  | LOCATION | OMISSION                  |                                      |  |
|--|---|----------|---------------------------|--------------------------------------|--|
|  |   |          | REQUIREMENT(S)<br>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 plan to kick off supplier ESG policy and code of conduct in 2025 |
| GRI 414: Supplier Social Assessment 2016 | 414-1 New suppliers that were screened using social criteria  |          | a                         | Information unavailable / incomplete | PPS plan to kick off supplier ESG policy and code of conduct in 2025 |
|  | 414-2 Negative social impacts in the supply chain and actions taken                                 |          | a,b,c,d,e                 | Information unavailable / incomplete | PPS plan to kick off supplier ESG policy and code of conduct in 2025 |
| Public policy                            |   |          |                           |                                      |  |
| GRI 3: Material Topics 2021              | 3-3 Management of material topics   |          | a,b,c,d,e,f               | Information unavailable / incomplete | PPS plan to develop the data in 2025                                 |
| GRI 415: Public Policy 2016              | 415-1 Political contributions   |          | a,b                       | Information unavailable / incomplete | PPS plan to kick off supplier ESG policy and code of conduct in 2025 |
| Customer health and safety               |   |          |                           |                                      |  |
| GRI 3: Material Topics 2021              | 3-3 Management of material topics   | SD 68-69 |                           |                                      |  |
| GRI 416: Customer Health and Safety 2016 | 416-1 Assessment of the health and safety impacts of product and service categories                 | SD 68-69 |                           |                                      |  |
|  | 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services |          |                           |                                      |  |

| GRI STANDARD/<br>OTHER SOURCE        | DISCLOSURE   | LOCATION | OMISSION                  |                                      |   |
|--------------------------------------|--|----------|---------------------------|--------------------------------------|---|
|                                      |  |          | REQUIREMENT(S)<br>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 provide consultant and no marketing label provided                                      |
| GRI 417: Marketing and Labeling 2016 | 417-1 Requirements for product and service information and labeling                                |          | a,b                       | Not applicable                       | PPS provide consultant and no marketing label provided                                      |
|                                      | 417-2 Incidents of non-compliance concerning product and service information and labeling          |          | a,b                       | Not applicable                       | PPS provide consultant and no marketing label provided                                      |
|                                      | 417-3 Incidents of non-compliance concerning marketing communications                              |          | a,b                       | Not applicable                       | PPS provide consultant and no marketing label provided                                      |
| Customer privacy                     |  |          |                           |                                      |   |
| GRI 3: Material Topics 2021          | 3-3 Management of material topics  |          | a,b,c,d,e,f               | Confidentiality constraints          | PPS has signed non-disclosure policy on confidential data but this 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 customer privacy but formal reporting does not complete             |



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CONSULTANT

# Reader Feedback Survey

The information obtained from this reader feedback survey regarding the 2024 Sustainability Report will be used for the improvement and development of future reports. Thank you very much for your cooperation. Please mark an X in the  box and provide your comments in the space provided.

## 1. Which reader group are you?

- Shareholders/Investors     Customers     Employees     Surrounding Community
- Business Partners     Government Agencies     Academics     Students
- Mass Media     others (Please specify).....

## 2. How did you receive the Sustainability Report?

- Annual General Meeting of Shareholders     Seminars/Exhibitions/Lectures     PPS Employees
- PPS Website     others (Please specify).....

## 3. What is your purpose for reading this Sustainability Report?

- To learn about the PPS Group     Investment Decision Making     Preparing to Create Your Own Report
- Research/Study     others (Please specify).....

## 4. Satisfaction with the Sustainability Report Format

- The language is easy to understand     High     Moderate     Low     Need Improvement
- Use of images, graphs, and tables     High     Moderate     Low     Need Improvement
- The design     High     Moderate     Low     Need Improvement
- Overall satisfaction     High     Moderate     Low     Need Improvement

## 5. Interest in the content of each section of the Sustainability Report

- Message from the Chief Executive Officer and President     High     Moderate     Low     Need Improvement
- General Company Information     High     Moderate     Low     Need Improvement
- Report Preparation     High     Moderate     Low     Need Improvement
- Thai Oil Group Sustainability     High     Moderate     Low     Need Improvement
- Corporate Governance     High     Moderate     Low     Need Improvement
- Our Employees     High     Moderate     Low     Need Improvement
- Occupational Health and Safety     High     Moderate     Low     Need Improvement
- Social and Community Responsibility     High     Moderate     Low     Need Improvement
- Value Chain Management     High     Moderate     Low     Need Improvement
- Environmental Management     High     Moderate     Low     Need Improvement
- Climate Change and Energy Efficiency     High     Moderate     Low     Need Improvement
- Performance Summary     High     Moderate     Low     Need Improvement

## 6. Completeness and Credibility of the Sustainability Report

- How well do you understand PPS's key issues?     High     Moderate     Low     Need Improvement
- How aligned are the sustainability performance results with PPS's sustainability strategy?     High     Moderate     Low     Need Improvement
- How appropriate and credible is the content?     High     Moderate     Low     Need Improvement
- How well does the content meet your information needs?     High     Moderate     Low     Need Improvement

## 7. Do you think the content covers the key issues related to PPS's sustainability operations?

- Comprehensive     Not Comprehensive

If you think it is not comprehensive, please specify the issues you think should be added.

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## 8. Please provide suggestions for improving the next Sustainability Report.

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Project Planning Service (Public Limited Company)

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 Fold on the dotted line.



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