

Stakeholder Engagement Policy

of

Project Planning Service Public Company Limited

November 12, 2025

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Project Planning Service Public Company Limited

Project Planning Service Public Company Limited ("the Company") has established the Stakeholder Engagement Policy in writing as a guideline to ensure that the company's operations align with the standards of good corporate governance practices and sustainable development principles. The Board of Directors, senior management, and employees of the company recognize the importance of enhancing corporate governance to an international standard, ensuring efficiency and effectiveness in management.

The management of interests is a matter the company handles with great care, striving to maintain fairness for all parties. This is achieved by strictly adhering to applicable laws to protect the rights of stakeholders. During the 4/2025 Board of Directors meeting on November 11, 2025, the Board reviewed and revised the Stakeholder Engagement Policy, with the details attached to this directive. All parties are hereby instructed to comply with the relevant provisions strictly, effective from November 12, 2025.

Given on November 12, 2025

Project Planning Service PLC.



(Mr. Prasong Tharachai)

Chairman of the Board of Directors

Stakeholder Engagement Policy

The company and the Board of Directors recognize that engagement with stakeholders is a fundamental basis for understanding their needs, in line with good corporate governance practices. It is also a vital foundation for the company's current operations and future development. The company's business operates in collaboration with multiple stakeholders, and the management of interests is approached with great caution. The company strives to maintain fairness for all parties, strictly adhering to relevant laws to protect the rights of stakeholders. The company is committed to fairness and ethical conduct in dealing with stakeholders, ensuring no discrimination or unjust treatment of any individual. Decisions are made without bias or personal relationships influencing the judgment, offering equal opportunities regardless of race, nationality, religion, or gender. The company recognizes its responsibility to society and the community. It considers it a key mission to create projects and activities that contribute to the development of society and local communities. The company has evaluated the significance of its stakeholders to create avenues for engagement to mitigate or reduce potential impacts on stakeholders during all stages of its operations. The company has developed this policy and established practices for engagement, including transparency in its treatment of all stakeholders, as outlined below:

- 1. Shareholders:** The company is committed to developing its business for long-term growth, ensuring its competitiveness, and fairly distributing profits to shareholders. Additionally, the company provides shareholders with accurate, complete, transparent, timely, and equal information.
- 2. Employees:** The company treats all employees equally and fairly, using a performance evaluation system (KPI) to assess work performance. The results of these evaluations are used for training plans, supporting further education, and considering fair compensation. The company also establishes employee provident funds and other welfare benefits, and ensures safety and good health practices in the workplace
- 3. Customers:** The company is dedicated to its customers, ensuring their satisfaction by providing high-quality services at fair prices and delivering projects on time. The company also recognizes the importance of safety, considering potential impacts on communities, society, and the environment, as well as ensuring consumer rights are protected.

4. Business Partners: Purchases of goods and services from partners are based on commercial terms. The company adheres to agreements made with partners and complies with relevant laws.
5. Competitors: The company follows fair competition principles, refraining from using dishonest methods to harm competitors. Competition will be based on the quality of work.
6. Creditors: The company complies with contracts and relevant laws to repay debts to creditors who have provided financial support to the company.
7. Intellectual Property and Copyrights: The company respects the intellectual property rights and copyrights of others.
8. Human Rights: The company has policies and practices in place to avoid involvement in human rights violations.
9. Society: The company has policies and is committed to fulfilling its social responsibility by contributing to society.
10. Community: The company has policies and emphasizes its involvement in supporting community development activities when appropriate opportunities arise.
11. Resources and Environment: The company is committed to environmental responsibility, promoting the efficient use of resources, and being environmentally friendly.