

## Sustainability Development Policy and Objectives

of

Project Planning Service Public Company Limited.

No. 1/2025

November 12, 2025

PROPERTY  
CONSTRUCTION  
INNOVATION

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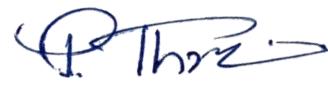
Project Planning Service Public Company Limited. (the "Company") has established the "Sustainability Development Policy and Objectives" in writing to guide the Company in conducting business for strong and sustainable growth in the future. This approach covers three key areas: Environmental, Social, and Governance (ESG), demonstrating responsible business practices toward all stakeholders. The aim is for the Company, the environment, and society to grow together in a mutually supportive manner.

During the Board of Directors Meeting No. 4/2025, held on November 11, 2025, the Board reviewed and considered the key points of the Social and Environmental Policy, with details attached to this order. Therefore, all parties are requested to strictly comply with the relevant aspects of this policy.

This policy will be effective from November 12, 2025, onwards.

Given on November 12, 2025

Project Planning Service PLC.



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Mr. Prasong Tharachai

Chairman of the Board of Directors

## Sustainability Development Policy and Objectives

To ensure the balanced and sustainable growth of the Company in the future, the Company has considered the issue of sustainable business development and has selected sustainable development goals to align with the Company's business strategy. This encompasses all three dimensions: Environmental, Social, and Governance (ESG). A plan of action has been developed to address the feedback from stakeholders at all levels, ensuring that the Company's operations can coexist harmoniously with communities, society, and the environment. This will be done under a business model that upholds ethics, with principles of transparency, honesty, and integrity. The following are the established Sustainability Management Policy and Objectives:

## Environmental Dimension

**Effective Management of Resources and the Environment:** Committed to controlling and managing environmental aspects and biodiversity, promoting natural resource conservation through efficient usage to maximize benefits. Measures are in place for managing energy, water, waste, and pollution, with no intrusion into or destruction of ecosystems. Environmental risk assessments and management processes are incorporated into business operations.

**Goal:** Achieve effective environmental management to control and minimize the impact of operational activities on the environment, free from complaints regarding environmental violations.

## Social Dimension

- 1. Respect for Human Rights:** Treating all employees fairly according to ethical principles, respecting their human rights and freedoms, ensuring equal treatment without discrimination based on race, color, religion, gender, language, nationality, or education. The company also commits to eliminating forced and child labor and providing appropriate communication channels and human rights protection.

**Goal:** Be recognized as an organization that respects human rights with no complaints related to human rights violations.

2. **Fair Employment Practices and Employee Engagement:** Ensure fair employment and treatment of employees with respect for their rights, providing social protection, a safe working environment, and fostering employee satisfaction and commitment.

**Goal:** No illegal employment practices, with processes in place to enhance employee engagement and retention, maintaining satisfaction and minimizing turnover rates.

3. **Promote Employee Development:** Support and encourage continuous learning for employee growth in their careers.

**Goal:** Develop new talent that can take over leadership roles, supporting future growth and sustainability of the company.

4. **Fair Business Practices:** Conduct business with fairness, responsibility towards competitors, and respect for others' intellectual property.

**Goal:** Ensure fair competition and ethical practices in business operations, with no complaints about unfair treatment of competitors.

**5. Deliver Quality Performance and Meet Customer Needs:** Ensure responsibility towards customers by offering fair, high-quality services at competitive prices, prioritizing customer satisfaction while ensuring safety standards that protect communities, society, and the environment.

**Goal:** Continuously improve operational efficiency, delivering results that meet or exceed customer expectations.

6. Share Knowledge and Foster Sustainable Community Development:  
Responsibly address community and societal needs by sharing expertise, offering engineering knowledge through outreach programs, and promoting activities that improve the quality of life and foster community self-sufficiency and sustainable growth.

**Goal:** Be recognized by stakeholders and society for contributing to community development and demonstrating corporate responsibility.

## Governance Dimension

1. **Commitment to Good Corporate Governance:** Implementing measures to ensure transparent business operations, focusing on good governance, ethical business practices, anti-corruption efforts, effective risk management, and clear communication of vision, mission, strategies, and goals.

**Goal:** Build societal confidence in the company's commitment to good governance, with no complaints about lack of transparency in operations.

2. **Enhance Value-Added Services:** Seek opportunities for business growth, adapt to change, and develop the company's image as a leading service provider in the construction industry, creating added value.

**Goal:** Become a strong, sustainable organization with consistent growth.

3. **Innovation Leadership:** Develop innovations to improve project management efficiency and create competitive advantages through innovative services.

**Goal:** Develop innovations that meet service needs and drive business opportunities, enhancing competitiveness.