



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**PROJECT PLANNING SERVICE PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2022



## Table of Contents

	Page
<b>Business Operations and Performance</b>	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	7
<b>Corporate Governance</b>	
Corporate Governance Policy	11
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	12
Performance Report on Corporate Governance	26

# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : PROJECT PLANNING SERVICE PUBLIC COMPANY LIMITED

Symbol : PPS

Address : 381/6 Soi Rama IX 58 (Soi 7 Seree 7), Rama IX Road, Suanluang

Province : Bangkok

Postcode : 10250

Business : The Company has been offering a numerous of services in management and construction supervision of construction works such as building and infrastructure, structural & architectural works, civil works, utilities systems (electrical and communication systems , mechanical systems, sanitary systems and fire protection systems), landscape, interior decoration including particular projects that need conversant skill for both private and public sectors.

Registration Number : 0107555000147

Telephone : 0-2718-2785-9

Fax (if applicable) : 0-2300-5545-6

Website : [www.pps.co.th](http://www.pps.co.th)

Email : [csoffice1@pps.co.th](mailto:csoffice1@pps.co.th)

Total Shares Sold (shares)

Common Stock : 859,855,142

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

By Product Line or Business Grouping\*

	2020	2021	2022
Total (Thousand baht)	409,650.00	396,550.00	438,840.00
Office buildings (Thousand baht)	52,140.00	40,700.00	45,720.00
Retail areas (Thousand baht)	71,720.00	85,870.00	94,010.00
Residential buildings (Thousand baht)	96,160.00	90,710.00	117,570.00
Multi-Purpose Buildings (Mix Use) (Thousand baht)	48,050.00	48,700.00	71,650.00
Hotels (Thousand baht)	16,770.00	20,660.00	14,830.00
Hospital (Thousand baht)	1,520.00	5,780.00	600.00
Infrastructures (Thousand baht)	0.00	850.00	1,410.00
Standard Public Utility (Thousand baht)	90,140.00	62,180.00	64,140.00
Subsidiary Companies (Thousand baht)	410.00	5,190.00	5,540.00
Other Revenue (Thousand baht)	24,200.00	24,060.00	21,900.00
Other income (Thousand baht)	8,540.00	11,850.00	1,470.00
	2020	2021	2022
Total (%)	100.00	100.00	100.00
Office buildings (%)	12.73	10.26	10.42
Retail areas (%)	17.51	21.65	21.42
Residential buildings (%)	23.47	22.87	26.79
Multi-Purpose Buildings (Mix Use) (%)	11.73	12.28	16.33
Hotels (%)	4.09	5.21	3.38

Hospital (%)	0.37	1.46	0.14
Infrastructures (%)	0.00	0.21	0.32
Standard Public Utility (%)	22.00	15.68	14.62
Subsidiary Companies (%)	0.10	1.31	1.26
Other Revenue (%)	5.91	6.07	4.99
Other income (%)	2.08	2.99	0.33

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	409,650.00	396,550.00	438,840.00
Domestic (Thousand baht)	409,650.00	396,550.00	438,840.00
International (Thousand baht)	0.00	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

\*Excluding the profit margins in the associated companies

## Information on Products and Services (1.2.2)

### Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	3,970.00	3,762.00	588.00

# Risk Management

# Risk Management

## Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

<div>Strategic Risk</div> <div>Risk Management Measures: Yes</div> <div>Related Risk Topics</div> <div>Strategic Risk</div> <div><ul style="list-style-type: none"><li>• Other</li></ul></div>
<div>Operational Risk</div> <div>Risk Management Measures: Yes</div> <div>Related Risk Topics</div> <div>Operational Risk</div> <div><ul style="list-style-type: none"><li>• Reliance on employees in key positions</li><li>• Other</li></ul></div>
<div>Financial Risk</div> <div>Risk Management Measures: Yes</div> <div>Related Risk Topics</div> <div>Financial Risk</div> <div><ul style="list-style-type: none"><li>• Insufficient sources of funding</li></ul></div>
<div>Compliance Risk</div> <div>Risk Management Measures: Yes</div> <div>Related Risk Topics</div> <div>Compliance Risk</div>



- Change in laws and regulations

#### **Safety and Environment Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Safety, occupational health, and working environment

#### **Corruption Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Operational Risk

- Corruption

#### **Emerging Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Changes in technologies

Operational Risk

- Climate change and disasters

### **Risk to Securities Holder (2.2.2)**

#### **Securities Holder Investment Risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

- Return from investment of securities holder



# Sustainable Development

## Sustainable Development

### Sustainability Management Policy and Targets (3.1)

#### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://investor.pps.co.th/storage/download/cg-document/20230109-sustainable-development-policy-and-goals-th.pdf>

### Environmental Aspect (3.3)

#### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://investor.pps.co.th/storage/download/cg-document/20220517-environmental-policy-and-biodiversity-th.pdf>

Company environmental guideline : Electricity Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

#### Results with Respect to the Environmental Aspect (3.3.2)

##### Energy management

###### • Fuel consumption

	2020	2021	2022
Diesel (Litre)	N/A	6,783.64	3,380.27
Gasoline (Litre)	N/A	20,882.37	22,949.13

###### • Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	37,221.00	33,507.00	30,310.00

## Water management

### • Water consumption

	2020	2021	2022
Water consumption (cubic meters)	543.00	377.00	612.00

## Greenhouse gas management

### • Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	67.00	79.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	76.00	73.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
<b>Total (Tons of carbon dioxide equivalents)</b>	N/A	143.00	152.00

### • Verification of greenhouse gas emissions over the past year

Third-party verification : No

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://investor.pps.co.th/storage/download/cg-document/20230109-pps-human-right-policy-th.pdf>

Company human right guideline : Employee Rights, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

### Results with Respect to the Social Aspect (3.4.2)

#### Information about employees

##### • Total number of employees

	2020	2021	2022
Number of male employees (persons)	218	209	216
Number of female employees (persons)	99	100	112
<b>Total (persons)</b>	<b>317</b>	<b>309</b>	<b>328</b>

##### • Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	215,889,822.00	209,527,805.00	237,163,962.00

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	14	9	10
Employee development and training expenses (baht)	970,560.00	131,280.00	1,334,397.00

##### • Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	0

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	27.44	25.57	28.05

• **Significant labor dispute**

	2020	2021	2022
Significant labor dispute	No	No	No

# Corporate Governance Policy



## Corporate Governance Policy

### Overview of the Corporate Governance Policy and Guideline (6.1)

#### Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://investor.pps.co.th/storage/download/cg-document/20230109-pps-policy2022-cg-th.pdf>

#### Policy and Guideline Related to the Board of Directors (6.1.1)

##### Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct : Yes

##### Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption

Corporate Governance Structure  
and Significant Information Regarding  
the Board of Directors, Subcommittees,  
Management,  
Employee and Other Information

## Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

### Board of Directors (7.2)

#### Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	8	100.00
Number of male directors	8	100.00
Number of female directors	0	0.00
Number of executive directors	4	50.00
Number of non-executive directors	4	50.00
Number of independent directors	4	50.00

#### Information on the board of directors and persons with authority to control the company (7.2.2)

##### List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PRASONG THARACHAI Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Re-elected as director	2 Jun 2012	Governance/ Compliance, Risk Management, Leadership, Engineering, Corporate Management, Project Management, Negotiation, Corporate Social Responsibility, Construction Services

2.	<p>Mr. KACHEN BENJAKUL</p> <p>Gender: Male</p> <p>Age: 45 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Fine and Applied Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	2 Jun 2012	<p>Audit, Engineering, Human Resource Management, Finance, Accounting, Economics</p>
3.	<p>Mr. PHONGTHON THARACHAI</p> <p>Gender: Male</p> <p>Age: 47 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	2 Jun 2012	<p>Economics, Construction Materials, Construction Services, Property Development, Energy &amp; Utilities, Information &amp; Communication Technology, Law, Marketing, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Engineering, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance</p>
4.	<p>Mr. TAT THONGPAKDI</p> <p>Gender: Male</p> <p>Age: 59 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Re-elected as director</p>	17 Apr 2013	<p>Economics, Construction Materials, Construction Services, Energy &amp; Utilities, Property Development, Information &amp; Communication Technology, Law, Marketing, Accounting, Corporate Social Responsibility, Human Resource Management, IT Management, Negotiation, Project Management, Corporate Management, Engineering, Risk Management, Audit, Governance/ Compliance, Budgeting, Strategic Management, Leadership</p>

5.	<p>Mr. THEERATHON THARACHAI</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	24 Apr 2015	<p>Economics, Finance &amp; Securities, Construction Services, Property Development, Energy &amp; Utilities, Information &amp; Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Fund Management, Corporate Management, Strategic Management, Risk Management, Budgeting</p>
6.	<p>Mr. PISIT SAENG-XUTO</p> <p>Gender: Male</p> <p>Age: 50 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	24 Apr 2019	<p>Construction Materials, Construction Services, Information &amp; Communication Technology, Marketing, Corporate Social Responsibility, IT Management, Negotiation, Engineering, Governance/ Compliance, Sustainability, Risk Management</p>
7.	<p>Mr. CHULA SUKMANOP</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Philosophy</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	11 Nov 2021	<p>Economics, Energy &amp; Utilities, Commerce, Transportation &amp; Logistics, Law, Corporate Social Responsibility, Sustainability, Negotiation, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Audit</p>
8.	<p>Mr. ATTAWOOT PAPANGKORN</p> <p>Gender: Male</p> <p>Age: 37 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	22 Apr 2022	<p>Property Development, Accounting, Finance, Corporate Social Responsibility, Corporate Management, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance</p>

## Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : Yes

The company appoints at least one independent director to determine the agenda  
of the Board of Directors' meetings : Yes

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PISIT SAENG-XUTO Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	12 May 2021	Construction Materials, Construction Services, Information & Communication Technology, Marketing, Corporate Social Responsibility, IT Management, Negotiation, Engineering, Governance/ Compliance, Sustainability, Risk Management
2. Mr. KACHEN BENJAKUL [1] Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	11 Apr 2012	Audit, Engineering, Human Resource Management, Finance, Accounting, Economics
3. Mr. CHULA SUKMANOP Gender: Male Age: 57 years old Highest level of education: Doctoral degree Major: Philosophy Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	11 Nov 2021	Economics, Energy & Utilities, Commerce, Transportation & Logistics, Law, Corporate Social Responsibility, Sustainability, Negotiation, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance, Audit

4.	Mr. ATTAWOOT PAPANGKORN [1] Gender: Male Age: 37 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	22 Apr 2022	Property Development, Accounting, Finance, Corporate Social Responsibility, Corporate Management, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance
----	---	---	-------------	--

[1] A director with the accounting expertise needed to review financial statements

## Executive Committee

### List of executive committee members

General information		Position	Date position was assumed
1.	Mr. PHONGTHON THARACHAI Gender: Male Age: 47 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	2 Jun 2012
2.	Mr. PRASONG THARACHAI Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Aug 2021
3.	Mr. TAT THONGPAKDI Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	2 Jun 2012



4.	Mr. THEERATHON THARACHAI Gender: Male Age: 46 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	30 Jul 2020
5.	Mr. Wanchai Ruangsub-anek Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	2 Jun 2012
6.	Mr. Nopparat Narin Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	2 Jun 2012
7.	Mrs. Thunyanan Vijavksungsithi Gender: Female Age: 44 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Nov 2014
8.	Mr. Voradaj Piemsuwan Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	2 Jun 2012

#### Other sub-committees

## Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. KACHEN BENJAKUL	Chairman
	Mr. PISIT SAENG-XUTO	Member
	Mr. Anupan Wananukul	Member
Risk Management Committee	Mr. CHULA SUKMANOP	Chairman
	Mr. ATTAWOOT PAPANGKORN	Member
	Mr. Prawat Kitipongpairoj	Member
	Mr. Voradaj Piemsuwan	Member
	Ms. Wannee Sriratchakulpitak	Member
	Ms. Rungnapha Srichuay	Member
	Mr. Pairin Songkramrod	Member
Corporate Governance and Sustainability Committee	Mr. PISIT SAENG-XUTO	Chairman
	Mr. PHONGTHON THARACHAI	Member
	Ms. Rungnapha Srichuay	Member
	Mrs. Thunyanan Vijavksungsithi	Member
	Mr. Eakkamol Lertchunhakiat	Member

## Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Corporate Governance and Sustainability Committee

## Executives (7.4)

### List and positions of the executive (7.4.1)

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PHONGTHON THARACHAI Gender: Male Age: 47 years old Highest level of education: Doctoral degree Major: Engineering	CHIEF EXECUTIVE OFFICER	12 Oct 2017	Economics, Construction Materials, Construction Services, Property Development, Energy & Utilities, Information & Communication Technology, Law, Marketing, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Engineering, Corporate Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance
2. Mr. TAT THONGPAKDI Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Engineering	MANAGING DIRECTOR	17 Apr 2013	Economics, Construction Materials, Construction Services, Energy & Utilities, Property Development, Information & Communication Technology, Law, Marketing, Accounting, Corporate Social Responsibility, Human Resource Management, IT Management, Negotiation, Project Management, Corporate Management, Engineering, Risk Management, Audit, Governance/ Compliance, Budgeting, Strategic Management, Leadership

3.	<p>Mr. THEERATHON THARACHAI</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Engineering</p>	Executive	30 Jul 2020	<p>Economics, Finance &amp; Securities, Construction Services, Property Development, Energy &amp; Utilities, Information &amp; Communication Technology, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Fund Management, Corporate Management, Strategic Management, Risk Management, Budgeting</p>
4.	<p>Mr. Wanchai Ruangsub-anek</p> <p>Gender: Male</p> <p>Age: 57 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p>	Executive	1 Jan 2017	<p>Risk Management, Architecture, Engineering, Project Management, Negotiation, Property Development, Construction Services, Construction Materials, Economics</p>
5.	<p>Mr. Nopparat Narin</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p>	Executive	2 Jun 2012	<p>Budgeting, Strategic Management, Engineering, Project Management, Negotiation, Brand Management, Human Resource Management, Marketing, Property Development, Construction Services, Economics</p>
6.	<p>Mrs. Thunyanan Vijavksungsithi</p> <p>Gender: Female</p> <p>Age: 44 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Engineering</p>	Executive	1 Nov 2014	<p>Governance/ Compliance, Strategic Management, Engineering, Corporate Management, Human Resource Management, Corporate Social Responsibility, Sustainability, Law, Construction Services</p>
7.	<p>Ms. Kodchanipa Kalapak [1][2]</p> <p>Gender: Female</p> <p>Age: 40 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p>	Executive	7 May 2022	<p>Accounting, Finance, Budgeting</p>

[1] Highest responsibility in accounting and finance  
[2] Directly responsible for financial account supervision

## Remuneration policy for executives (7.4.2 – 7.4.3)

### Remuneration policy for executives

Remuneration policy for executives : Yes

### Remuneration

	2020	2021	2022
Total executive remuneration (baht)	20,960,000.00	17,500,000.00	21,120,000.00

### Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : Yes

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 216

Number of female employees (persons) : 112

Total (persons) : 328

#### Employee Remuneration

Total employee remuneration : 237,163,962.00

#### Provident fund

Total number of employees (persons) : 328

Number of employees contributing to the PVD (persons) : 181

Percentage of employees who are members (%) : 55.18

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Kodchanipa Kalapak	kornthip.k@pps.co.th	02-7182785

- Company secretary

General information	Email	Telephone
1. Mr. Voradaj Piemsuwan	voradaj.p@pps.co.th	02-7182785

- Head of internal audit

General information	Email	Telephone
1. Ms. Thitiworada Sawangjaithum	jptipaudit@gmail.com	
2. Mr. Tanongsak Padistarn	jptipaudit@gmail.com	

- Head of compliance unit

General information	Email	Telephone
1. Mr. Anupan Wananukul	anupan.w@pps.co.th	02-7182785

• Head of investor relations

General information	Email	Telephone
1. Ms. Rattanaorn Samanpratan	rattanaorn.s@pps.co.th	027182785

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KARIN AUDIT COMPANY LIMITED	<p>1. Mr. Pojana Asavasontichai Email: pojana@karinaudit.co.th Telephone: -</p> <p>2. Mr. Mr. Komin Linphrachaya Linphrachaya Email: komin@karinaudit.co.th Telephone: -</p> <p>3. Ms. Kannika Wipanura Email: kannika@karinaudit.co.th Telephone: -</p>	990,000.00	-



# Performance Report on Corporate Governance

# Performance Report on Corporate Governance

## Summary of Director Performance (8.1)

### Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

#### List of new directors appointed in the past year

• List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PRASONG THARACHAI Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Re-elected as director	Date position was assumed: 2 Jun 2012	Governance/ Compliance, Risk Management, Leadership, Engineering, Corporate Management, Project Management, Negotiation, Corporate Social Responsibility, Construction Services
2. Mr. TAT THONGPAKDI Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 17 Apr 2013	Economics, Construction Materials, Construction Services, Energy & Utilities, Property Development, Information & Communication Technology, Law, Marketing, Accounting, Corporate Social Responsibility, Human Resource Management, IT Management, Negotiation, Project Management, Corporate Management, Engineering, Risk Management, Audit, Governance/ Compliance, Budgeting, Strategic Management, Leadership

• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. ATTAWOOT PAPANGKORN Gender: Male Age: 37 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 22 Apr 2022	Property Development, Accounting, Finance, Corporate Social Responsibility, Corporate Management, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance

## Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PRASONG THARACHAI	Chairman of the board	Participating
Mr. KACHEN BENJAKUL	Director	Participating
Mr. PHONGTHON THARACHAI	Director	Participating
Mr. TAT THONGPAKDI	Director	Participating
Mr. THEERATHON THARACHAI	Director	Participating
Mr. PISIT SAENG-XUTO	Director	Participating
Mr. CHULA SUKMANOP	Director	Participating
Mr. ATTAWOOT PAPANGKORN	Director	Participating

## Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

## Meeting attendance and remuneration to each Board member (8.1.2)

## Meeting attendance of the board of directors

Number of board meetings (times) : 5

Date of AGM meeting : 22 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. PRASONG THARACHAI (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2.	Mr. KACHEN BENJAKUL (Director)	-	5/5	Participating	Did not hold the meeting
3.	Mr. PHONGTHON THARACHAI (Director)	-	5/5	Participating	Did not hold the meeting
4.	Mr. TAT THONGPAKDI (Director)	-	5/5	Participating	Did not hold the meeting
5.	Mr. THEERATHON THARACHAI (Director)	-	5/5	Participating	Did not hold the meeting
6.	Mr. PISIT SAENG-XUTO (Director)	-	5/5	Participating	Did not hold the meeting
7.	Mr. CHULA SUKMANOP (Director)	-	5/5	Participating	Did not hold the meeting
8.	Mr. ATTAWOOT PAPANGKORN (Director)	-	4/4	Non-participating	Did not hold the meeting

## Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1.	Mr. PRASONG THARACHAI (Chairman of the board)	-	75,000.00	70,000.00	No
2.	Mr. KACHEN BENJAKUL (Director)	-	110,000.00	90,000.00	No
3.	Mr. PHONGTHON THARACHAI (Director)	-	50,000.00	70,000.00	No

4.	Mr. TAT THONGPAKDI (Director)	-	50,000.00	70,000.00	No
5.	Mr. THEERATHON THARACHAI (Director)	-	50,000.00	70,000.00	No
6.	Mr. PISIT SAENG-XUTO (Director)	-	170,000.00	100,000.00	No
7.	Mr. CHULA SUKMANOP (Director)	-	90,000.00	90,000.00	No
8.	Mr. ATTAWOOT PAPANGKORN (Director)	-	70,000.00	90,000.00	No

## Report on the Audit Committee's Performance for the Past Year (8.2)

### Report on the audit committee's performance for the past year

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. PISIT SAENG-XUTO (Chairman of the audit committee)	-	4/4
2.	Mr. KACHEN BENJAKUL (Audit committee)	-	4/4
3.	Mr. CHULA SUKMANOP (Audit committee)	-	4/4
4.	Mr. ATTAWOOT PAPANGKORN (Audit committee)	-	3/3