



**PRUKSA
HOLDING**

Sustainability Report
2022



Enriching people's lives.

Live well Stay well.



GRI 2-23, GRI 2-24



Sustainable Development Policy

Pruksa Holding Public Company Limited and its subsidiaries are committed to growing business sustainably creating utmost satisfaction to all stakeholders and striving to be a sustainable development organization that creates economic value reduces environmental impacts and uplift people's quality of life in society under good corporate governance and extreme engagement to reach the Sustainable Development Goals (SDGs). With an integration of company's core business its expertise and resources as well as creative innovation and technology Pruksa has been able to deliver high-quality residences that respond to all requirements by focusing on 4 main principles:

Heart to Home

Care for quality of
"live well, Stay well."
to provide all customers
with quality residences.



Heart to Earth

Care for environmental
impacts in all production processes
to Stop Global Warming.



Heart to Society

Care for people and provide
good opportunities for
the society to better the lives
of the disadvantaged.



Heart to Health

Care for good health
of stakeholders.







GRI 2-22

Message from Group Chief Executive Officer

“ Throughout 29 years of operation, one significant policy Pruksa Holding has been still persisting is to grow business with social care under our expertise on real estate and healthcare business in order to raise the quality of life and contribute to the society. ”

We aim to create innovation and technology to deliver good residential environment for good health and well-being responding all needs of customers. We offer good opportunities for the society by adhering to sustainable development principles focusing on Environmental, Social and Governance (ESG) factors through good corporate governance management. We respect human rights and accept their diversities covering all of affected people and those related in business value chain for stable and sustainable growth in every dimension.

Care for Environment

In 2022, one of pride for Prukisa Holding on an environmental aspect was to promote the consumption of renewal energy by setting up a new company to sell and install solar roof or a rooftop solar power system. The system could reduce power consumption of the companies' group and clients for saving electricity cost and other expenses. Moreover, Prukisa has used "Reduce" concept for environment to develop the design of Hollow Core products enabling the reduction of concrete usage. Our plant was regarded as the first Thai plant of "Green Factory" that uses the "Zero Waste" concept meanwhile green technology "CarbonCure" was imported to come into use as the first time in the real estate development group to produce low carbon precast sheet (Low Carbon Precast). The removed carbon dioxide from this technology is injected into concrete during mixing process and then converted into a calcium carbonate mineral which is embedded in the concrete resulting in compressive strength. The technology can reduce 15,000 million tons of carbon dioxide emissions annually, solve the global warming problem and also makes Prukisa achieve Net Zero policy more efficient. It is not only a sustainable investment for environment but also maintaining of productive quality standards. Besides, we collaborated with the environmental alliance companies to recycle the plastic waste through the "WON" project for three consecutive years.

Social Responsibility

Emphasizing to develop quality of life both for today and the future, Prukisa Holding has started with the establishment of ViMUT Hospital during the pandemic situation of COVID-19 which was applied as a COVID-19 vaccination center serving over 138,681 persons both Thais and foreigners. This year we commence to operate "ViMUT Wellness" in the Prukisa Avenue, Bangna-Wongwaen District to provide home health care services for communities. It is a family and elderly healthcare and rehabilitation center which offers a widerange of services such as general medical examination, treatment, health check, vaccination, physical therapy, hydrotherapy, geriatric care by specialists on family medicine, cardiologist and multidisciplinary team. It helps raising community's quality of life and providing more convenient accessibility to medical services. More branches are planned to be extended to many communities in the future as well. Besides, Prukisa has elevated quality of life of the disabled through the project "Home for Disabled People by PRUKSA" for four consecutive years by joining hands with government agencies, local communities, volunteers and network partners to make the disabled's dream come true in stable and secure residences. In 2022 was the first year in launching "Accelerate Impact with PRUKSA" project to support social enterprises in Thailand in stable business extension. It was also the year to encourage the social enterprises to make positive social and environmental impacts regarding the social inequality reduction by improving the quality of life and enhancing knowledge of people who lack of appropriate skills with upskilling or reskilling methods. These would result in their job opportunities and family incomes. Likewise, the elderly care business both physically and mentally and the use of innovative solution for employment or proactive solution for the purpose renewal in life of the elderly are the prides of Prukisa in strengthening the social enterprises and widely providing positive impacts sustainably.

Sustainable Development

Many great awards on sustainable development and corporate governance continually received each year can exactly confirm the strong commitment and intention of Pruksa Holding Public Company Limited. The mentioned awards are the “THSI Award” granted for seven consecutive years reflecting an attention in operating business with concern on economic, social, environmental and governance (ESG) factors along with the international award of “ASEAN CG Scorecard 2021 for ASEAN Asset Class Publicly Listed Companies” for two consecutive years organized by The Institute of Corporate Directors Philippines (ICDPH) under the support of ASEAN Capital Markets Forum (ACMF) and Asian Development Bank. Following by the 3G Excellence in Sustainable Development Award 2022 or 3G CSR Leadership Award 2022 which is received from the Global Good Governance Award (3G Award) organized by Cambridge IFA International Financial Advisory of England to honor international government and private sectors that demonstrate making good governance practices, organizational management under international standards and commitment to social responsibility practices in sustainable manner. That’s not including “The 10th NACC Integrity Awards from The National Anti-Corruption Commission (NACC) where Pruksa was the first and the sole real estate company granted it and also one in three of leading companies in Thailand to occupy this prestigious award.

The Next Step of PRUKSA Holding

Pruksa Holding is still committing to care for well-being, offer opportunities and create better values for society and communities to establish sustainable and tangible growth together so as to uplift the standard of true happiness of Thai people's better living for today and tomorrow.



Mr. Thongma Vjijtpongpun

Group Chief Executive Officer
Pruksa Holding Public Company Limited



Mr. Uten Lohachitpitaks

Group Chief Executive Officer
Pruksa Holding Public Company Limited

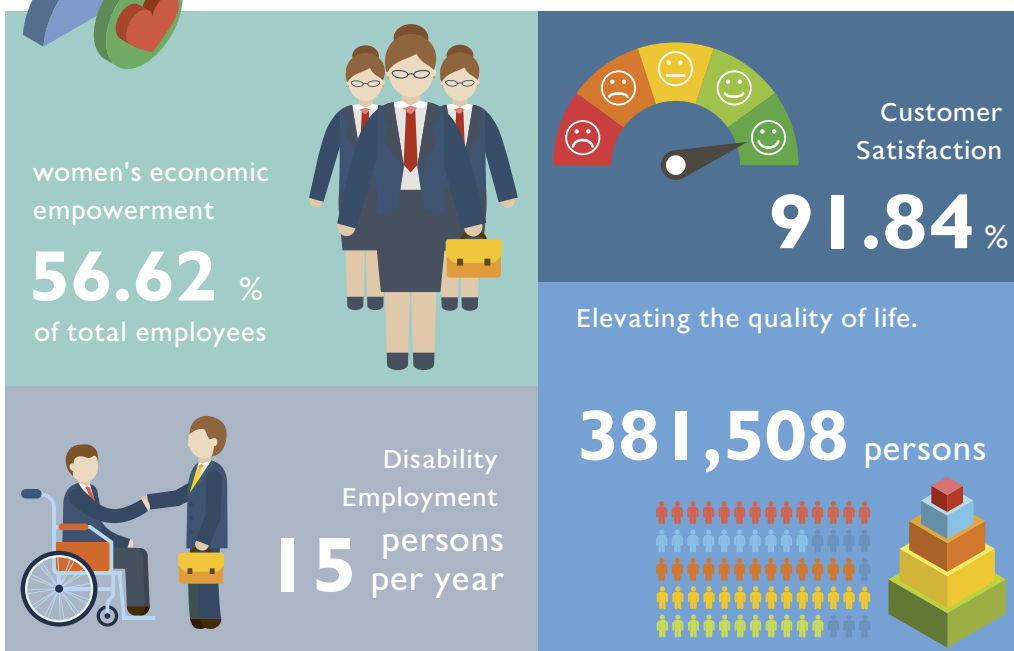
Sustainability Highlights



Economic growth



Care for people and provide good opportunities



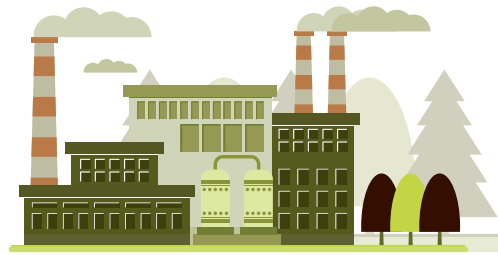


Care for environmental impacts



Energy Saving

837,222
kWh



GHG Emission Reduction

853,768

kgCO₂e per year



Increase Green Spaces.

385,454 square metre



Zero Waste

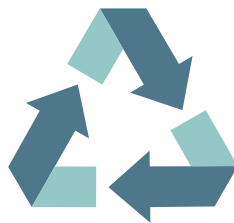
153,440

kg per year



Water Saving

17.77%



Water Recycling

100%



Awards of Pride

Thailand Sustainability Investment 2022 (THSI)

PSH was listed as THSI : Thailand Sustainability Investment 2022 by the Stock Exchange of Thailand for 7 consecutive years which reflected its commitment to grow the organization steadily and continually while realizing the risk management, readily coping with social and environmental changeable factors, enhancing competitiveness and prioritizing all stakeholders.



Recognition Sustainability Disclosure Award 2022

Given by Thaipat Institute, a founder of Sustainability Disclosure Community (SDC) to PSH for 4 consecutive years. The prestigious Sustainability Disclosure Award could reaffirm the complete information disclosure of organization on environmental, social and governance (ESG) performance apart from financial information through the Sustainability Report 2022 which would benefit to all stakeholders.

3G Excellence in Sustainable Development Award 2022

3G CSR Leadership Award 2022

The Global Good Governance Awards or 3G Awards, world's prestigious award organized by Cambridge IFA International Financial Advisory of England was bestowed to international government and private sectors that demonstrate making good governance practices, organizational management under international standards and commitment to social responsibility practices in sustainable manner.



Awards for Organization of Outstanding Empowerment for Person with Disabilities

The plaque of honor and certificate of "Excellence" were granted to PSH by Khon Kaen province in collaboration with multi-sector networks of Khon Kaen, on the International Day of Disabled Persons 2021 resulting from PHS's commitment in offering equal opportunities to the disabled for social activity participation.

Awards of Pride

ASEAN CG Scorecard 2021

PSH was awarded ASEAN CG Scorecard Award 2021 - ASEAN Asset Class PLCs for the score over 97.50 according to the assessment of the listed company's corporate governance information disclosed to the public. This reflected good governance and management under reviewing and monitoring practices on regular basis.

The event was organized by ASEAN Capital Markets Forum (ACMF) and Asian Development Bank (ADB) whereby IOD was CG Expert and Domestic Ranking Body as determined by the Securities and Exchange Commission (SEC).



BEST BRAND PERFORMANCE ON SOCIAL MEDIA

The FINALIST prize of BEST BRAND PERFORMANCE ON SOCIAL MEDIA Award Group in Real Estate & Property Development area was granted to the company in the 10th Thailand Social Award 2022 organized by Wiselight (Thailand) Co.,Ltd., a social media analytics expert, to honor the remarkable performance brand and creative use of social media in presenting corporate development via digital media that hits to heart of the target group effectively.



THAILAND TOP COMPANY AWARD 2022

The Company granted Thailand Top Company Award 2022 organized by Business+ Magazine in collaboration with the University of the Thai Chamber of Commerce which took into account of its turnover: revenue figures, growth rate, profit, business management according to governance principles and in-dept analysis to select the top company of each industrial group.

PRODUCT INNOVATION AWARDS 2022

Pruksa's single-detached business group received the Product Innovation Awards 2022, for its outstanding innovative concept of "Living Solution" under the design responding to the new residential trend of given wide-ranging experiences including health promotion, good quality of life and care for environment sustainably.



BCI ASIA TOP 10 DEVELOPERS AWARDS 2022

As organized by BCI Asia, a provider of building and construction developers, this international prestigious award is bestowed to the property developers with outstanding performance, considered from concept, design and sustainable project development. In 2022, Pruksa received the awards for both townhouse and condominium, totaling 3 projects.





Contents

Sustainable Development Policy	2
Message from Group Chief Executive Officer	4
Sustainability Highlights	8
Awards of Pride	10
Business of Prukسا Holding	16
Major Changes and Developments in 2022	20
Vision	25
Sustainable Business Development	26
Participation in Sustainable Development Networks	29
Create Innovation for Sustainability	30
Overview of Risk Management	36
Corporate Governance	51
Stakeholder Engagement	59
Code of Conduct	69
About Prukسا Sustainability Report	75
Drive Business for Economic Sustainability	78
Economic Operations for Sustainability Value Addition and Growth Expansion of Sustainable Economy	79
Tax Administration	79
Sustainable Supply Chain	80
Heart to Earth	86
Management Resources	87
Waste Management in Business Process	94
Greenhouse Gases (GHGs) Emissions	100
Follow Environmental Laws and Regulations	102
Heart to Society	103
Society and Community Engagement	104
Care for Employees	109
Employees Care	114
Promotion and Development of Employee Potential	117
Evaluation of Employee Engagement	127
Occupational Safety, Health and Working Environment	128
Assurance Statement	137
GRI Content Index	140



Business of Pruksa Holding

Pruksa Holding Public Company Limited (“the Company”) operates as a holding company in real estate and healthcare business of which core business is real estate development for sale. The Company has the policy to diversify its investment and seek for new business opportunities especially from real estate segment to achieve sustainable growth. The main focus of new investment is on recurring income business.

Business Group

1. Real Estate Business

As the real estate business operator of the Company, Pruksa Real Estate Public Company Limited (“Pruksa”) conducts business on residential real estate development townhouses comprising single detached houses/semi-detached houses and condominiums located around Bangkok Metropolitan Region and Bangkok’s business centers in high-growth potential sites. Besides, Pruksa also expands its low-rise product and condominium to the premium segment to increase the high-end residential market shares while improving brand image for precise management of each business group to achieve sustainable and continual growth as well as stabilizing financial status.

Presently, Pruksa Real Estate Public Company Limited composes of three product groups in real estate development business which are townhouse group, single detached house group and condominium group.

2. Hospital Business

ViMUT Hospital

ViMUT Hospital is the first investment in hospital business which was officially commenced its operation in May 2021 as a general hospital with 236-beds tertiary care of general and complicated ailments. Initially, 100 hospital beds were in service. The hospital is located in the central business district on a 4 rai 55.60 square wah on Phaholyothin Road near Saphan Khwai intersection with the capital investment of approximately Bt. 4,900 million, comprising Bt. 950 million for land and Bt. 3,950 million for building construction, medical equipment and other expenses. The hospital has already passed the Health Accreditation Standard level 2 in 2022.

Theptarin Hospital

Since 2021, ViMUT Hospital Holding Company Limited has acquired 51% of shares in Theptanyapa Company Limited which conducts business of Theptarin Hospital located in the central business district on Rama IV Road. As a medium-size general hospital of 80 beds, Theptarin Hospital has specialized in Noncommunicable Diseases (NCDs) and provided comprehensive care under one roof while the intent of the hospital’s founder on people’s best quality of living is in line with the hospital’s business expansion plan focusing on taking care of patients from hospital to their livings in community, or Heart of Health principle.

Expansion of Hospital Business


As aimed to extend its business plan under the Trusted Healthcare Platform, the Company then expanded its service base in wider ranges apart from hospital treatment. To serve the expansion of aging society, ViMUT Wellness Services Company Limited was established. Then in August 2022, ViMUT Hospital, Bangna-Wongwaen District, the first family and elderly healthcare and rehabilitation center, was in service. It is a medium-size physical therapy hospital of 50 beds. To catch up with the market demand, the Company joined with JAS Asset Company Limited establishing Senera ViMUT Health Services Company Limited with 51% of shares held in the company. It is the comprehensive personalized elderly care both daycare and overnight stay services. The first project was located at JAS Green Village, Kubon Road, with investment capital of Bt.40 million.

To extend the innovation mission through the new business investment, the Company joined an investment with Pathology Asia Holdings, one of the largest leaders of diagnostic service provider in Southeast Asia, to bring the knowhow on Genomics and modernized laboratories system to expand its business in Thailand. This is to apply the global medical innovation to support and increase the health service efficiency for healthcare business group.

Meanwhile, the Company opened up a clinic called “Baan Mhor ViMUT” to provide general healthcare services e.g., medical treatment, wound dressing, blood test, medical checkup, vaccination, and healthcare consultancy services especially in family medicine in order to help the medical services covering prevention, treatment and rehabilitation, accessed to the community comprehensively. The first pilot service was in Rangsit Khlong 3, Pathumthani province. Besides, ViMUT Application was developed to be another channel for patients to reach the treatment through the Telemedicine. The patients need not to meet with the doctor at the hospital but use the online service to consult with the doctor. The service also includes medication delivery and online payment for medical fees.

3. Investment in Other Businesses

The Company has still been seeking for an investment opportunity in the new business group including emerging technologies. This would bring about the business growth as specified in the long-term corporate strategy both domestically and internationally under diversified investment models.

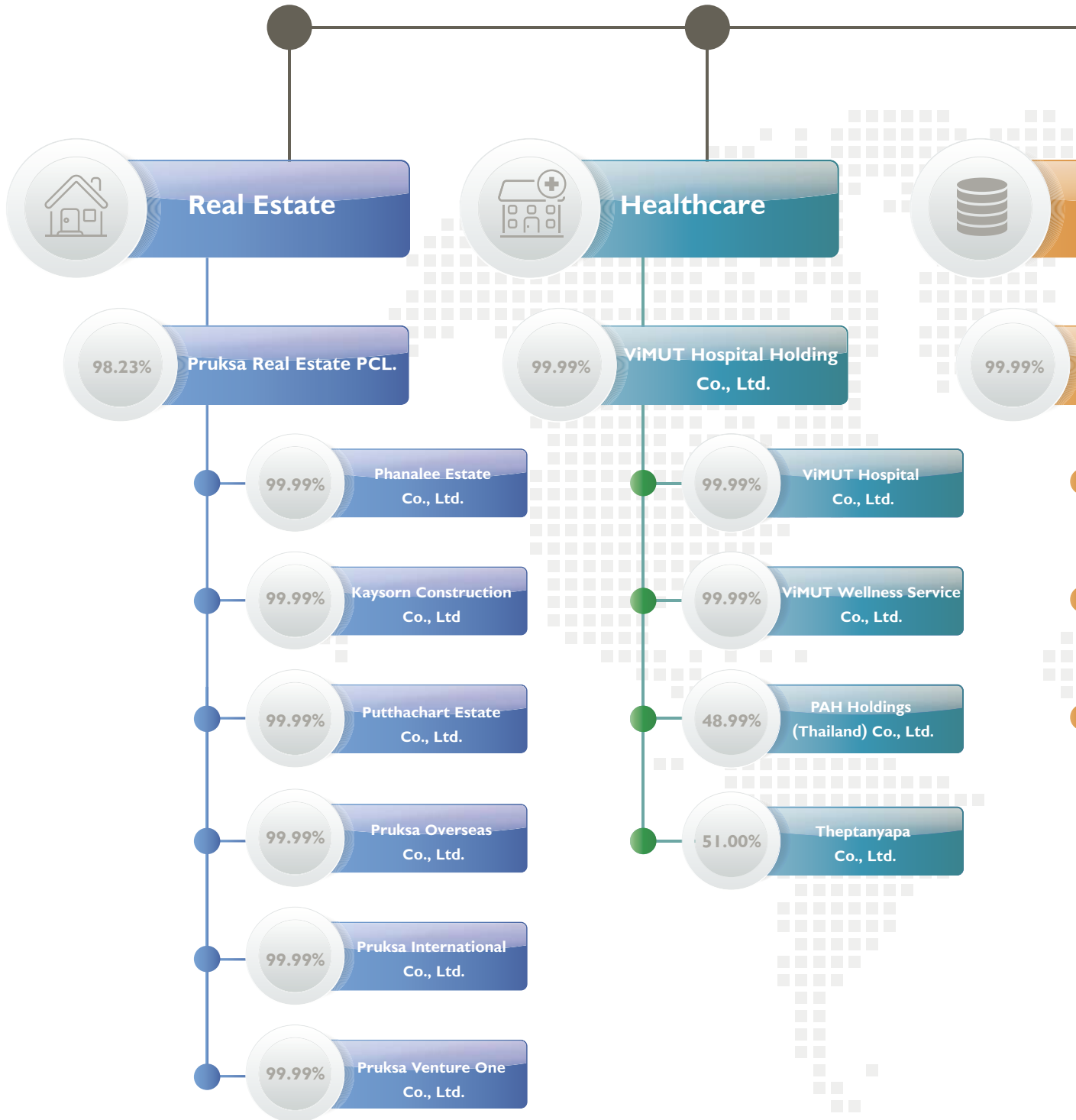


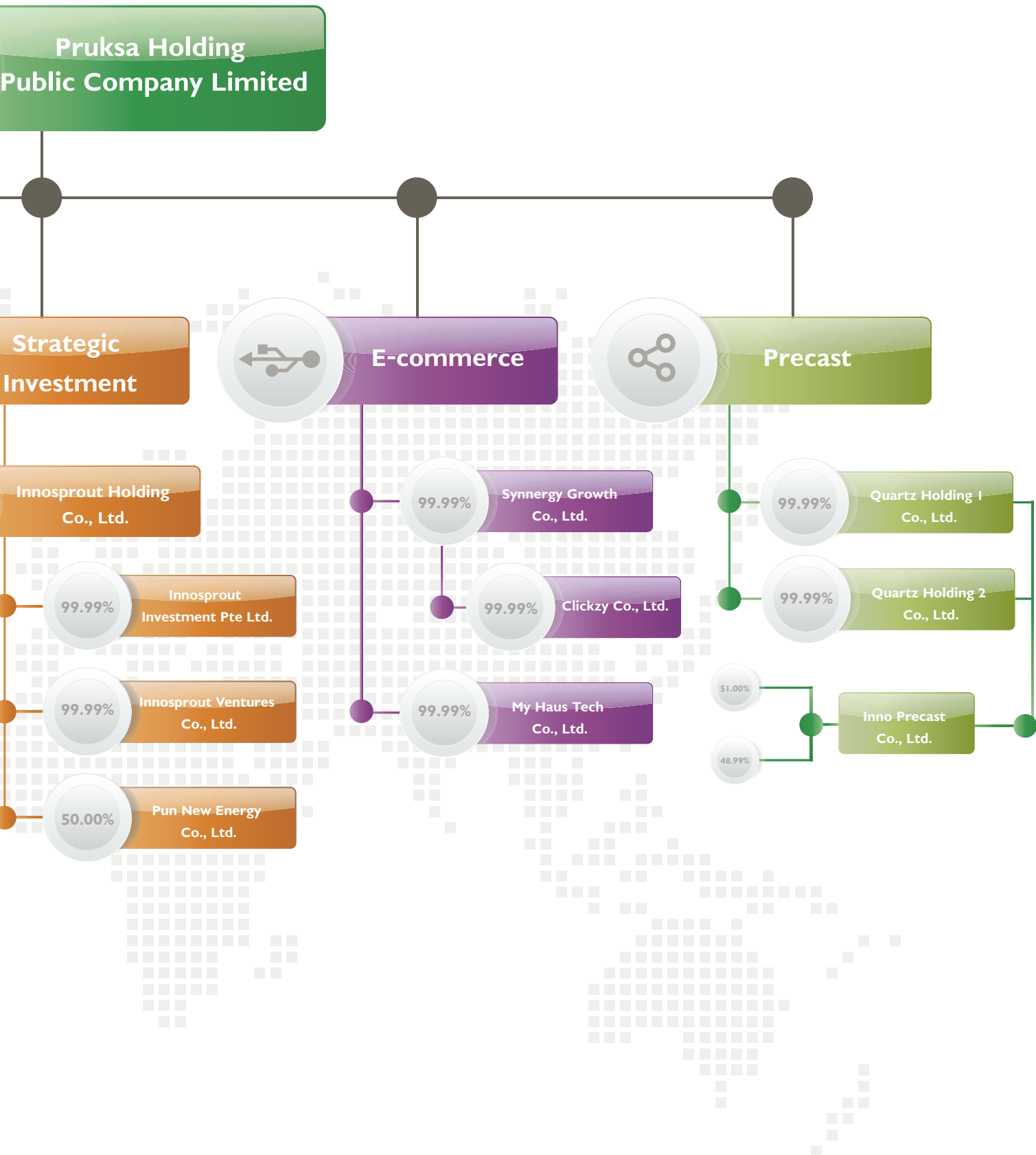
Type of investment	PropTech	HealthTech	SustainabilityTech	Others
Corporate Venture Capital	✓	✓	–	✓
Strategic Investment	–	✓	✓	–
New seed Business	–	–	–	✓

GRI 2-1, GRI 2-2

Organization Structure

as at 31 December 2022



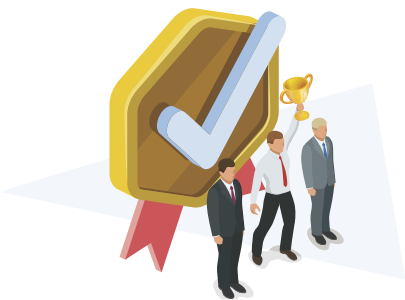


GRI 2-6

Major Changes and Developments in 2022



- ▶ Pruksa along with other world-class investors jointly invested in Taronga Ventures that just launched RealTech Ventures Fund which is a development fund for real estate technology with an investment portfolio in new global technological innovation companies that have a positive impact on the environment.



- ▶ Pruksa Real Estate was the first and only real estate company that received the award of honor, “The 10th Transparent Organization” from Office of the National Anti-Corruption Commission (ONACC) and was 1 of the 3 leading Thai organizations that received the aforementioned award last year. The Transparent Organization Award is the award that the ONACC bestows upon model companies that operate with social, environmental, economic responsibility by adhering to the rules of law and human rights.



- ▶ ViMUT Wellness Services Company Limited, under the management of ViMUT Hospital affiliated with Pruksa Holding Public Company Limited, and JAS Asset Public Company Limited signed a Memorandum of Understanding (MOU) to establish “SENERA ViMUT HEALTH SERVICE,”. It is a rehabilitation and wellness center for families and the elderly situated within the SENERA SENIOR WELLNESS project on Khu Bon Road to provide comprehensive healthcare services in aspects of prevention, health recovery and services for the elderly who need Long Term Care.



- ▶ “ViMUT Hospital” in collaboration with AIS Business has elevated itself into a Smart Hospital with full solution services, ICT System Management, Data Management, Data Center, work communications via the Cloud Contact Center as well as a digital service to facilitate and enhance patient experiences on medical service via mobile application namely Telemedicine.



- ▶ “Pruksa” received the THAILAND TOP COMPANY AWARDS for the 3rd consecutive year based on excellent turnover, excellent performance and passing the quality assessment such as revenue figures, growth rate, profits and management according to corporate governance principles.



- ▶ Pruksa’s single detached house business group received the Top Product and Services Awards 2022 based on the excellence of the innovative idea “Pruksa Living Solution” that enabled house designs to cater to new lifestyle trends in all aspects, whether in health and wellness, quality of life or sustainable environment.



- ▶ ViMUT Hospital celebrated its 1st anniversary and proudly advanced to its 2nd year, organizing the "Thank You for Your Heart" campaign as a return gift for every love received with the intent to see Thai people in good health and free from any mental or physical ills. The expert team of doctors and cutting-edge medical equipment and technology are gathered for accurate diagnosis and efficient treatment at affordable prices.



- ▶ Received 3G Excellence in Sustainable Development Award 2022 and 3G CSR Leadership Award 2022 from an international stage – Global Good Governance Awards or 3G Awards of 2022 held in Dubai which reflects the company’s excellence in creating sustainability and its meticulous management according to principles of corporate governance.



- ▶ Invested in overseas HealthTech startups in pursuit for new business opportunities in HealthTech startups such as "Naluri," a digital preventive wellness healthtech that aims to develop healthcare technology and innovation to improve the level of services for Pruksa residents and ViMUT Hospital.



- ▶ Invested in AMILI, the first and only company in South East Asia with bio-technology on intestinal microflora that has the most accuracy in hopes of adopting that technology and raising the level of service in ViMUT Hospital and Theptarin Hospital, at the same time establishing the first research laboratory in Thailand to study microbiome in the digestive system as diagnosis for intestinal microflora is a new medical technology that will solve the mystery and proactively prevent health problems before the disease takes place with efficiency, accuracy and speed.



- ▶ Collaborated with Gunkul Engineering Public Company Limited in establishing a joint venture company, “Pun New Energy Company Limited” with shareholding proportion of 50:50 to further develop and create new strengths for PrukSA’s projects aiming to operate, sell and install Solar Roofs both EPC type of contracts and solar energy trade with the project value at 1,500 million baht.



- ▶ Launched the first ViMUT Wellness Center in PrukSA Avenue Bangna – Wongwaen under the motto “Live well, Stay well” as a starting point for good quality of life for today and the future aiming to develop and fully integrate PrukSA Avenue Bangna – Wongwaen into the first Wellness Living Community in the real estate industry, developing houses from the stage of designs which shapes the house into a Healthy Home for every along with healthcare stage with the online channel, Telemedicine, in cooperation with ViMUT Hospital as well as the healthcare and rehabilitation services at the community wellness center.



- ▶ Initiated the startup nurturing project, “Accelerate Impact with PRUKSA,” now in its first year to search for and provide support to Social Enterprises in Thailand that need support in stabilizing business expansion. The project helps the project participants to achieve their goals of positive impact creation for social and environmental development as given target.



- ▶ Expanded business channels by splitting into the New Business group, establishing Synergy Growth Company Limited, as a newbie startup that supervises the services of platforms in the organization that uses digital technology for business operations and customer service with subsidiary services of supervising their own service performance to comprehensively cover every factor and customer's satisfaction.



- ▶ Pruksa Holding (PSH) was selected as part of sustainable shares THSI of the year 2022 and has been selected for 7 consecutive years which reflects its attentiveness towards operating business according to the sustainable organizational development framework in Environmental, Social, and Governance (ESG) aspects.



- ▶ Invested in Pathology Asia Holdings which is one of the leaders in medical diagnosis service providers in South East Asia with medical laboratories in Singapore, Malaysia, Vietnam and Australia. The subsequent investment plan is to establish a joint venture company that adopts a know-how in Genomics and a cutting-edge lab management system with the aim to expand the business in Thailand, all of which will utilize world-class medical technology to support and increase the efficiency in healthcare services of the healthcare business group.



- ▶ ViMUT Hospital launched a new service, ViMUT Life Link, a smart solution that assists users in reporting emergencies and receiving timely treatment to increase the confidence in living for the elderly. The emergency signaling devices are divided into 2 types which are the emergency alert equipment installed at home (Home Safety) with an Emergency Button and a portable emergency button used inside the house (Help Trigger) including the emergency signal receiver (SmartHome Base Unit). In the event of an emergency, the patient can press the emergency button installed at home to send an alert signal to the Smart Home Base Unit before notifying to the emergency nurse team on stand-by 24 hours.



GRI 2-23



Vision

Our Group aims to be the leading company that provides integrated living and health solutions for “Better home and Healthier communities”. We are here for good to impact lives and drive sustainable outcomes for today and tomorrow generations.

GRI 3-3, GRI 2-13, GRI 2-23



Sustainable Business Development

Heading towards business growth for an absolute sustainability of the Company, the Sustainability Development Committee and the Sustainability Working Group were appointed in 2022 to encourage the collaboration of both executives and employees in driving the Company to meet the sustainable development goal efficiently. All operations shall be monitored and regularly reported to Group Chief Executive Officer and the Sustainability Development Committee on a quarterly basis.

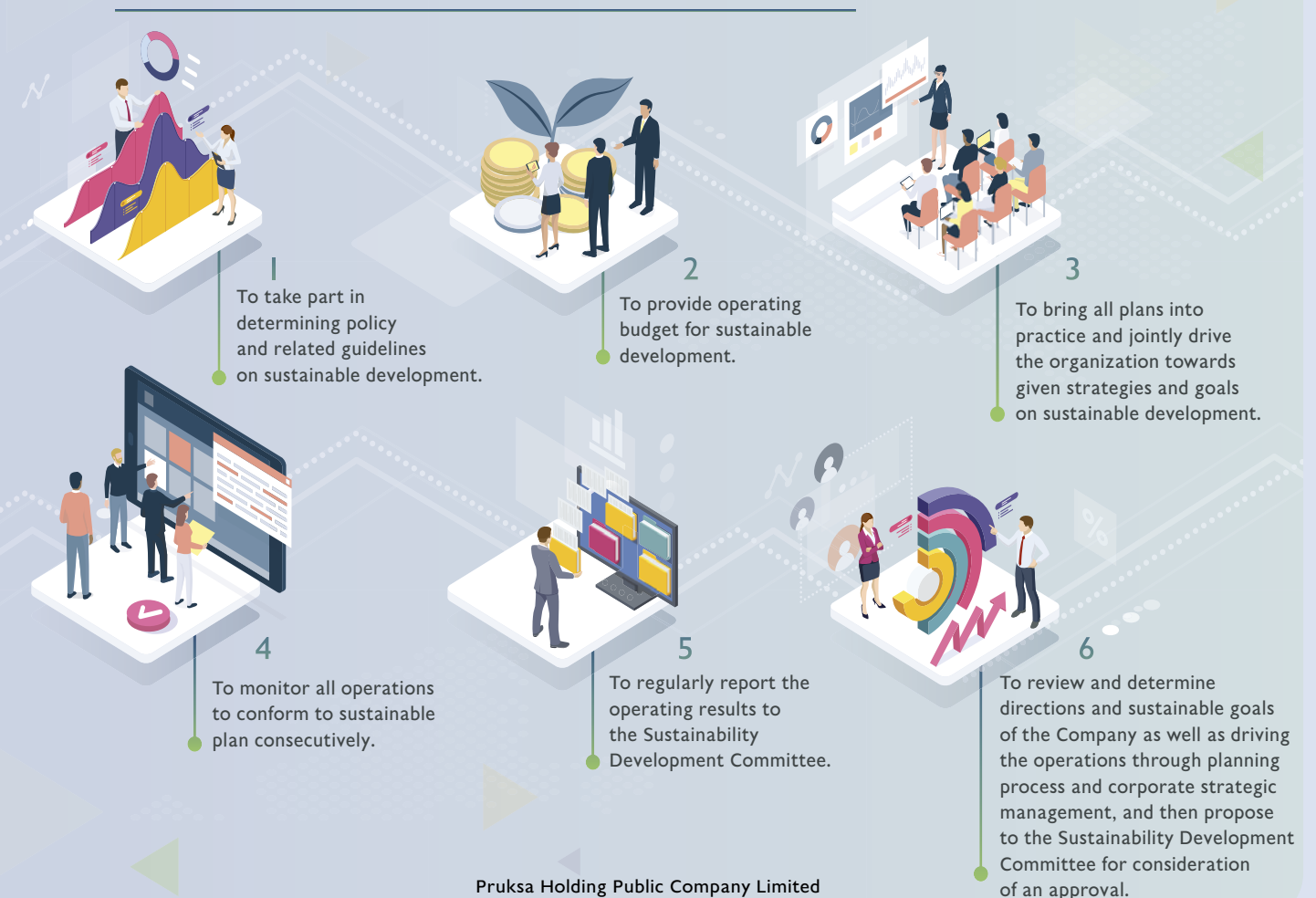
GRI 2-13

Roles and Duties of the Sustainability Development Committee



GRI 2-13

Roles and Duties of the Sustainability Working Team



PSH SUSTAINABILITY DEVELOPMENT ROADMAP 2019-2023



**PRUKSA
HOLDING**

We seek to deliver “Live well Stay well” solutions to enrich healthy experience, to make lives joyful and create a more sustainable community.

HEART to HOME Care for Quality of Life



Care for all designs in every step of process to provide all customers

Goals:
Increase within 2023



HEART to EARTH Care for Environmental Impacts



Think over the environmental impacts in all production processes to stop global warming.

Goals:
Reduce within 2023



HEART to SOCIETY Care and Provide Good Opportunities



Provide good quality of lives for disadvantaged people (the disabled, teachers and vocational students)

Goals:
Increase within 2023



HEART to HEALTH Care for Good Health



Care for good health of customers, employees, communities and society

Goals:
Increase within 2023



GRI 2-28



Participation in Sustainable Development Networks



Create Innovation for Sustainability



PRUKSA LIVING SOLUTION

A house that cares for every living detail, designed for you... For today and tomorrow
For everyone to “Live well, Stay well,” under the motto, Tomorrow. Reimagined.



 [Please click here to watch the video Pruksa Living Solution](#)

At Pruksa, we believe that choosing a house is a long-term choice that must be able to be modified according to each stage of life. Pruksa, as a leader in real estate and a living solution company that does not only sell houses, but also caters to Thai people’s wishes in better living quality, has done a thorough research utilizing Big Data and Social Monitoring to analyze data and to understand the trends and real needs of consumers, as such, we have found that there is rising awareness in health and wellness. Hence, we have made a foresight on this topic, as health issues are connected to everything around us, which is why designing houses must take in every detail to accommodate aspects of Health & Wellness, Lifestyle Disruption and Sustainable Development.

Following this idea, Pruksa has designed PRUKSA LIVING SOLUTION to create a new standard in choosing residences, accommodating future changes to lifestyles while striving to deliver quality of life, good health, and sustainable environment with the 3 following core concepts:

HEALTH & WELLNESS

The present Pruksa is the only real estate development business in Thailand that has a hospital assimilated into its business structure, and is the first to combine “housing and living” with “health” with such perfection. Building a wellness house for good quality of life is a new development model that comes from combining the strengths of two businesses – Pruksa, an expert in residential project development, and ViMUT Hospital, an expert in healthcare – under the idea (House) cares for every living detail, designed for you... for today and tomorrow, “Tomorrow Reimagined,” following an innovation development framework for sustainable quality of life, placing key importance in Health & Wellness aspects for quality and happy living, emphasizing the goal of the brand, “Pruksa..Heart to Lives”

A house that creates a new definition of comprehensive healthcare for residents, turning a home into the place that promotes good physical and mental health. Pruksa has collaborated with experts from ViMUT Hospital in shaping and designing PRUKSA LIVING SOLUTION that will usher your life towards better physical and mental health.



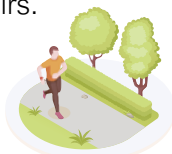
Non Step Floor

Non Step Floor, no need to worry about stumbling. Reduce risks, increase confidence in your every step, also accommodate wheelchairs.



Shock Absorption Floor

Shock Absorption Floor, reduce the severity of injuries from accidents such as stumbling/falling.



Jogging Track

Healthy jogging track, safe in every proportion.



Ventilation System

A cool house with reduced stuffiness/humidity for easier breathing made possibly by excellent air ventilation system.



Multi-sport Athletic Field

Design for sports and various activities according to the needs of each person in each age, also encourage community activities.

PRUKSA x ViMUT jointly develop Health & Wellness living.



River Healing Stone

Foot-rub stone floor, stimulate blood circulation, allows you to relax while walking and reduce muscle ache, good for the balance of the body.



Telemedicine

See ViMUT doctors at home, provide online medical consultation to soothe your worries.



Medicine Delivery Service

Deliver the prescribed medicine to your house, making it both convenient and safe for you.



Kids Playground

Child development playground, provide entertainment while also strengthening children's small and big muscles.



Senior Ergonomic Design

Ergonomic design to serve the elderly's anatomy with understanding the nature of body movements from sitting, standing to walking, reduce the risk of falling.



LIFESTYLE DISRUPTION

A house that can accommodate the different lifestyles of every age and can cushion every change by adopting the use of new innovation for convenience of living, equipped with PRUKSA LIVING SOLUTION which will provide more convenience in your life.



Flexible Space

A house with flexible space that is ready to be modified to accommodate every lifestyle, catering to the different needs of each person such as an exercise space inside the house, space of various types for cooking or adequate space for children to play safely.



Universal Design

The design to fit every age, from gardens, playgrounds and spaces for easy walk of the elderly with ramps and hand rail for safety purpose.

76,637 people

The number of customers who obtained a better quality of life from the 145 projects of Townhouse, Single Detached Houses and Condominium.



385,454 square meters

of the increasing green spaces.



Pruksa Member

Great privileges that cover every lifestyle, whether to dine, travel, shop or relax, including entertainment activities to collect points in exchange for many other privileges.



▶ **Double Park**

Double-Exercise parks with both active and passive exercise activities for every age namely the active park, equipped with a basketball court for those who like to exercise by playing sports and the passive park, a green park with foot-rub River Healing Stone floor designed specifically for the elderly.



▶ **Triple Kitchen**

Full happiness in a large kitchen spaces of 3 types, serving every different activity.



▶ **Clubhouse 24 hrs.**

Available for an exercise at all times as wished.



▶ **Grand Living Space**

The space that connects the bonds of every member in the family.



SUSTAINABLE DEVELOPMENT

A house that promotes sustainability in aspects of the environment, society and living that can be passed on to future generations, equipped with PRUKSA LIVING SOLUTION that involves your house into part of the effort in nature preservation and also provides the best living experience.

Heart to Home

Pay attention to quality of life and good living conditions to deliver quality houses to customers for instance, installing solar cell panels in the communal area to save energy, having construction processes that reduce pollutant and impacts towards health and environment, using Toxic Free paint, reducing the use of wood by replacing it with SPC materials to decrease the use of chemicals in wood preservatives such as liquid termiticide.

Heart to Earth

Pay attention to environmental impact in every process of production to reduce global warming for instance, installing septic tanks for waste treatment in every residential project and treating the quality of the water before releasing it to the communities. In addition, Pruksa gets involved with the communities in the 'Khlomg Suay Nam Sai' project which is a project that treats and restores the quality of canal water, and also improves the environment of communities in the vicinity of the projects. Moreover, there is also the "Loop" project which encourages residents to separate dry, clean, and stretchable plastic trash for the purpose of recycling them into new products.

Heart to Society

Pay attention to the society and provide opportunities to those who need them, giving them good quality of life for instance, "Accelerate Impact with PRUKSA," to support Social Enterprise to create value for the society and environment, and the project "Heart to Home for the Disabled" as one of Pruksa's goals that is not only to create houses but also create lives, meaning we fulfil people's lives to Live Well, Stay Well and also bring more sustainability to communities.

Heart to Health

Pay attention to the health of customers, employees, communities and the society for instance, the Health Caring project that was funded by Vijitpongpun Fund to provide support for specialty surgeries and treatment fees for patients from Paweena Foundation, and the Health care synergy service & Class training projects, such as the Give Heart..Give Blood project in collaboration with the National Blood Center, Thai Red Cross Society to encourage Thais to donate blood in support of patients all over the country, and the Zero to Hero Activity project that fulfils children's dream of becoming a doctor and provides first-aid tools to Ruamkatanyu Foundation vans and other volunteer groups, etc.

At Pruksa, there are still many more innovations that were created to promote health and cater to different lifestyles inside the house. As we believe that houses that were built from paying attention to every detail of living is the starting point for good physical and mental health.

And this is the creation of a new standard in choosing houses

That will fulfill your happiness of not just today, but also last into the future in a sustainable fashion.

The quality of Live well, Stay well that we can choose, can be easily started inside the house

Let "Our House" take care of you, for your today and tomorrow

**Pruksa...Heart to Home
Tomorrow. Reimagined.**



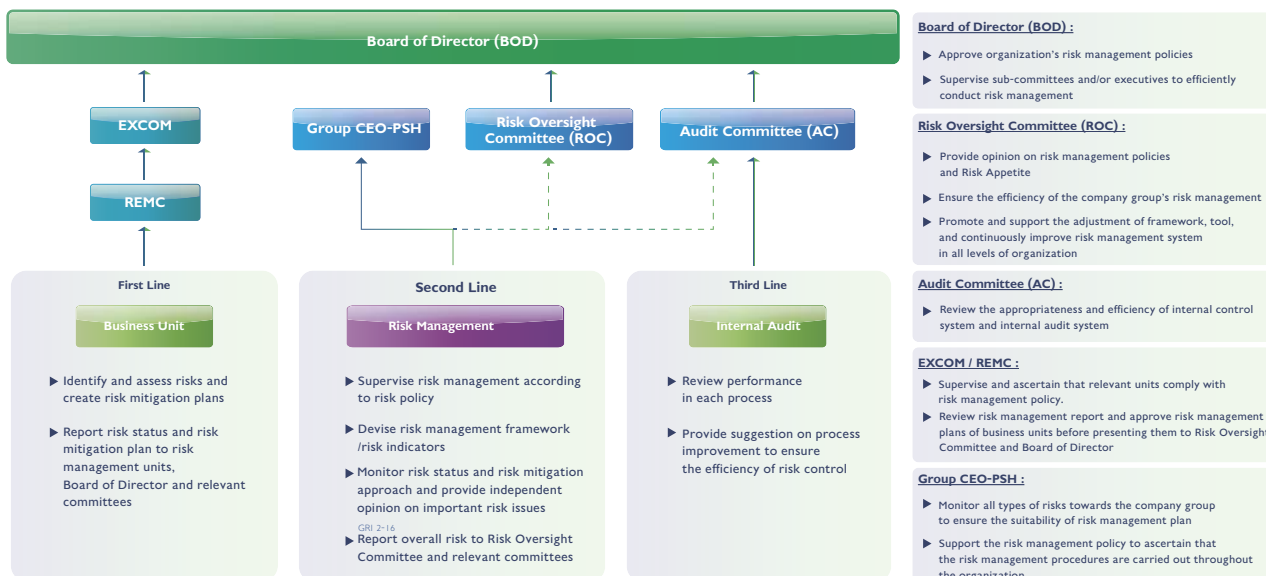
Overview of Risk Management

Pruksa Holding Public Company Limited (“Company”) is aware of the importance of risk management which is an important part of good corporate governance and encourages the business to achieve the given objective by including the risk management as a part of corporate culture. Therefore, the risk management policy and the Risk Appetite as well as regularly arranging the assessment of risk factors for both internal and external on an annual basis. The risk management guidelines is applied as a part to formulate business strategy and business operations so that the business will grow and generate long-term returns for investors, shareholders or stakeholders.

GRI 2-16

In addition, the Company has also arranged for risk management in various aspects according to international guidelines and practices which encompass business operations of the company group comprising strategic risk, financial risk, operational risk and compliance risk. Risk management operations are carried out in accordance with the risk management structure that clearly divides the duties and responsibilities of each work segment. The Company also has a dedicated risk management division responsible for independently supervising risks and reporting risk management results to the Risk Oversight Committee and relevant committees according to the overall risk governance and reporting structure for acknowledgement and giving advice or useful guidelines. These would benefit for improvement of risk management efficiency and the timely response to all aspects of the company group’s risk.

Corporate Governance and Overall Risk Management Structure



The Company efficiently plans the corporate governance and overall risk management structure in accordance with the principles of control, supervision and audit (Three Lines Model) by clearly dividing responsibilities of each segment with the risk management units being responsible for independently managing risks according to good internal control principles and reporting results of risk management to the Executive Committee, Risk Oversight Committee, Audit Committee and Board of Director for acknowledgement and giving insightful feedback in improving the efficiency of risk management. Additionally, the Company also emphasizes the importance of regularly disclosing of the accurate and complete risk management information to the public.

Strengthening Risk Management Culture and Communicating Risks to the Highest Executives

The Company is aware of the importance of timely and effective risk management and has continuously developed and reviewed policy, framework, tools and process in risk management in preparation for the upward trend of risks from both internal and external factors. The Company has also arranged the following management plans in response to changes in situations:



- ▶ Adjust the management structure of the Risk Oversight Committee and risk reporting of the company group to encourage the growth of corporate governance mechanism and checks and balances between the Management and independent committees according to good risk anagement guidelines and restructure the risk management units to correspond to new business operations and sustainability risk management (ESG Risk).



- ▶ Review and modify the charter of the Risk Oversight Committee and organizational risk management policies in accordance with present operational structure and roles encompassing all operations under the company group.



- ▶ Review the ERM Framework and set important standards and guidelines in risk management such as Risk Appetite Statement and Risk Management Training Plan of 2022 to executives and employees of all levels.



- ▶ Create a risk management framework to support important transactions of the company group such as investment risk management framework, financial management guidelines and policies of the company group and the Company's insurance framework etc.



- ▶ Improve risk measurement, risk indicators and Risk Appetite including new overall important risk reporting to cover all operations of businesses under Pruksa Holding Public Company Limited which consists of real estate business, healthcare business and new seed business investment - requiring the unit facing risks to report the risk and present a risk mitigation approach in collaboration with risk management units to the Board of Director and the Risk Oversight Committee Create a Risk Management Dashboard of the company group and monitor the risk status through Key Risk Indicators (KRIs). Create risk management guidelines or plans to ensure that operations meet goals and reduce negative impact on the company group's business operations.



- ▶ Provide operational risk reports and loss control including considering and giving feedback on important risk issues and the adequacy of risk control measures or risk management plans to ensure an acceptable level of risk management.



- ▶ Encourage risk management culture within the organization by organizing training for executives and employees of all levels to continuously raise awareness and emphasize the importance of risk management throughout the organization.






- ▶ Promote the risk management culture within the organization by providing executives and employees at all levels with essential knowledge and trainings to raise their awareness and priority on corporate risk management thoroughly and continuously.

Risks of Pruksa Holding



As Pruksa Holding Public Company Limited (“the Company”) was established as a Holding Company with main revenue generated from holding shares of other companies. Thus, the risks that may occur are from business operations of its subsidiaries and/or future associated companies. The analysis of risk issues and risk prevention and mitigation measures are summarized as follows:

I. Strategic Risk

Risk Issue	Management Action	Result
 <p>Risk due to economic change and real estate market conditions</p>	<ul style="list-style-type: none"> ▶ Regularly monitor market conditions, economic conditions and important events to adjust strategic plans to match the direction of present market and economic conditions, for instance, employing price and promotion strategies to increase sales and inventories release including increasing the size of “Real Demand” client group which is a consumer who buys house for real living. ▶ Study consumer behavior to build quality houses that cater to the new generations’ lifestyles, developing living solutions in response to 3 mega trends: Health & Wellness, Lifestyle Disruption and Sustainability. Post-Covid New Normal trend relies on technologies and innovations for living convenience and Sustainability in living trend, society and environment that aims to take care of the environment in order to pass it on to future generations. ▶ Employ a sales strategy that presents projects suitable for customers, matching their purchasing potential and power including considering pre-approved mortgage for customers before they apply for real mortgage loans and providing advice to customers in choosing banks by analyzing the customer’s qualifications and comparing them to the appropriate conditions of partner banks to increase the customer’s chance in being approved by the bank and decrease the risk of being cancelled their project reservations. ▶ Control project development costs and keep expenditures under budget, for instance, tracking price movements of raw materials to get the material source with a reasonable price that suits their quality and working on the project within the specified time slots, etc. 	<ul style="list-style-type: none"> ▶ In 2022, Pruksa’s <i>Positive Voice</i> ranked 1st in the real estate industry, at 40.9%. ▶ On the overview of Townhouse business group, Pruksa holds the number one market shares among the Segment 1-3 MB group. ▶ For the single detached house business group in Segment 2-5 group, Pruksa is still in the Top 3 of the market. <p>Survey Data of RealSmart</p>

Risk Issue	Management Action	Result
 <p>Risk from Interest Rate Fluctuations</p>	<ul style="list-style-type: none"> ▶ Closely monitor the direction and tendency of changes in interest rates and keep the Interest Coverage Ratio at appropriate level. ▶ Efficiently create a cost control plan by setting the appropriate level of borrowed capital structure, bearing in mind the importance of risk management by diversifying loans from many financial institutions that are suitable to the business structure. ▶ Provide advice to customers in selecting projects suitable for their payment installment capacity and power including considering pre-approved mortgage for customers before they apply for real mortgage loans and providing advice to customers in choosing banks by analyzing the customer's qualifications and comparing them to the appropriate conditions of partner banks to increase the customer's chance in being approved for loan limit and most favorable conditions. 	<p><i>Float to Fixed ratio in December 2022 was at 27% from the target Fixed rate \geq 25% but did not exceed 75%.</i></p>
 <p>Construction Costs</p>	<ul style="list-style-type: none"> ▶ Select vendors from bidding in main building materials to stabilize the construction costs throughout the year. ▶ Hold monthly meetings with reports on changes in main material costs and calculate the impact on cost of sales to help in adjusting sale prices or finding substitute materials. ▶ Build ready-to-move-in houses to anticipate building plans and advance procurement of materials. ▶ Consider and set the back-up plans for material procurement or manufacturing / importing source of substitute materials to reduce risk of undeliverable products due to the lockdown policy of partner countries or other factors. 	<p><i>Cost Savings Report compared costs with the medium cost of 2022, managed to save 2.12% in comparison with the medium cost.</i></p>
 <p>Investment in Assets and Project Management</p>	<ul style="list-style-type: none"> ▶ Adopt the use of risk assessment tools for Project Risks, determine clear risk assessment criteria and guidelines in measuring results that are in line with the goals and strategic direction of the Company. ▶ Regularly track the results of risk assessment to ensure an acceptable level of risk and publicize risk issues to executives and employees so that they can set clear strategies or guidelines in managing assets of each type and manage construction projects according to the given criteria of the Company. 	<p><i>Target cost of the project portion that did not follow Master Budget > 10% must not exceed 20% of all projects.</i></p>

2. Operational Risk


Risk Issue	Management Action	Result
 <p>Project Development Falling Behind Schedule</p>	<ul style="list-style-type: none"> ▶ Modify some parts of the manufacturing plan by replacing workers with technology, such as Fully Precast technology or ready-made concrete slabs and using prefabricated structures in projects where they can be used. ▶ Hold meetings with contractors to plan the appropriate management of workers in each project so that it will not affect project delivery plan. ▶ Distribute construction work by keeping in mind the abilities of each contractor, for instance, a Turnkey project on a high-rising building or condominium. ▶ Form partnerships with contractors whose performance is exceptional and high quality to reduce risk of worker shortage during expansion of production or construction capacity. ▶ Push for hiring more major contractors in low-rise housing projects for the purpose of centralization which also solve problems in quality of construction. ▶ Liaise with Social Security Office to provide vaccination to the Company's partner contractors including setting regular inspection and prevention measures to reduce risk of Covid-19 outbreak. 	<ul style="list-style-type: none"> ▶ <i>Hired Turnkey contractors for 100% high-rise projects.</i> ▶ <i>Increased the number of hired major contractors (Strengthen Partnership Project) in low-rise projects from 9 to 12 in 2022.</i>
 <p>Dangers of Construction Project</p>	<ul style="list-style-type: none"> ▶ Raise awareness of safety in operations through training for employees in every segment including stakeholders such as contractors, partners and project workers as required by the law. ▶ Organize training sessions on High-Risk Activities for employees working in construction projects including contractors and project workers ▶ Arrange for Work Permits of high-risk operations, such as High Work, Hot Work, Work in Confined Space, Excavation Work and other Special Work that needs to be assessed by experts or Safety Officers before being granted permission to operate. 	<p><i>In 2022, no accidents that lead to disability or fatality were found.</i></p>



Risk Issue	Management Action	Result
	<ul style="list-style-type: none"> ▶ Arrange for Safety Officers (Professional Level) in each business segment to perform random checks on operations to ensure safety and provide necessary safety equipment. ▶ Arrange the occupational health and safety management standards (ISO 45001) in high-rise projects as international safety standards. This is still in assessment process for approval. 	
 <p>Staffing Shortage</p>	<ul style="list-style-type: none"> ▶ Publicize to employees within the organization so that they are aware of and understand the direction of the Company's operations and its future growth prospects, led by the Top Management, to maintain trust in the organization. ▶ Increase flexibility and mobility in company culture to pave the way for new innovations for the sake of future growth, adopt the use of technologies and place importance on upskilling employees in Digital Literacy. ▶ Invest in development of employees' skills and abilities, for instance, giving lessons through Platform e-Learning so that they can access to the necessary skillsets for work and additional skills for their own career growth. ▶ Improve policies on employee care, such as revising terms and conditions on insurance policy to increase convenience on the employees' part, looking after their income and any impact that might affect their income. ▶ Create Team Engagement using the Theme "Pruksa Sustainability in Action" and business model, take initiative in tackling social and environmental problems in a sustainable fashion (Social Enterprise Program) and encourage employees to join the campaign. 	<ul style="list-style-type: none"> ▶ <i>In 2022, 500 target employees passed the training course in TUXSA, increasing their work capability through e-Learning 100%.</i> ▶ <i>In the process of determining the result of the satisfaction survey (Employee Engagement).</i>


3. Financial Risk

Risk Issue	Management Action	Result
 <p>Funding and Liquidity</p>	<ul style="list-style-type: none"> ▶ Consider various funding sources, especially organizing a funding structure that is able to keep important financial ratios at an appropriate level, comparable to other companies in the same industry. ▶ Consider the importance of risk management in diversifying loans from many financial institutions and manage risks from interest and exchange rates with Hedging Tools that are suitable to the business structure, focusing on diversification of risks and competitive costs, for instance, issuing debenture to sell to institutional and retail investors, issuing short-term promissory note and bill of exchange notes to be enough for both short and long-term needs of working capital. ▶ Additionally, the Company also attaches importance to Financial Discipline and focuses on regularly maintaining good relationships with institutional investors in the capital and money markets to keep investors' trust and confidence in operations. From the regular monitoring of changes in funding-related factors, the Company believes it possesses the ability to acquire adequate funding for future business expansion, with the appropriate financial costs. 	<p><i>The interest-bearing debt to equity ratio as of 31 December 2022 was at 0.36, while the target ratio was below or equal to 1.</i></p>


4. Compliance Risk

Risk Issue	Management Action	Result
 <p>Business Operations under Strict Laws</p>	<ul style="list-style-type: none"> ▶ Adhering to the corporate governance will lead to the efficient, transparent and auditable nature of product development, material and equipment procurement, and employment of contractors. Hence, there is no major compliance risk from business operations whatsoever. 	<p><i>Loss from lawsuits or claims from cases relating to obtaining state permit for various operations, in the case that a lawsuit or claim is filed, the punishment is more than 1 year of imprisonment or a fine/ settlement fee of more than 100,001 baht each time. In 2022, there were no such incidents.</i></p>


Risk Issue	Management Action	Result
 <p>Result of Changes in Lending Policy of Commercial Banks</p>	<ul style="list-style-type: none"> ▶ Create a policy in offering loan services, providing an option for mortgage preapproval for customers interested in purchasing the houses so they can get a loan limit or perceive any problems in pre-approval and approval process before making a house reservation. ▶ For customers with loan problems, the Customer Retention team will analyze the qualifications of the customer in comparison with loan approval conditions of more than 10 partner banks (Bank Matching) ▶ Liaise with Debt Clinic by SAM on the Consumer Debt Relief Program by Sukhumvit Asset Management Company Limited, in assisting customers with NPL on credit cards, debit cards or personal loans to resolve the NPL status. ▶ To prevent sales through brokers, Pruksa has a segment dedicated to Broker Management which is responsible for selecting good, ethical brokers to form partnerships with and regularly inspecting brokers' performance to assure the bank in approving loans. ▶ Create a plan to develop technology for loan services, develop an online system for loan request (Digital Mortgage) in collaboration with partner banks. The system will operate on the grounds of maintaining the safety of personal information. 	<p><i>Bank Online Approval (BOA) Project, was able to develop the connection with bank systems according to the plan 100%, successfully connected to the available for use APIs of 3 major banks and in the middle of signing MOU with 5 other banks.</i></p>
 <p>Enforcement of Personal Data Protection Act (PDPA)</p>	<ul style="list-style-type: none"> ▶ Arrange training sessions on basic knowledge of the matter for every director and employee and appoint a committee in charge of managing personal information which consists of representatives of relevant work segments who work alongside a consulting company. ▶ Create Data Mapping for data interface and assign authorization and levels of authorization in accessing company data. ▶ Assign a working group and operator in the position of DPO (Data Protection Officer) and report to the Personal Data Protection Commission. ▶ Publicize policy on personal data protection and relevant regulations. ▶ Protect personal information according to Personal Data Protection Act, determining solution and prevention methods in case of personal data breach or unlawful use of personal data, or any use of information that might bring harm to the Company. 	<p><i>Operated according to preparation plans in compliance with the Personal Data Protection Act (PDPA) 100%.</i></p>

Risk Issue	Management Action	Result
 <p>Changes in Land and Buildings Tax Act</p>	<ul style="list-style-type: none"> ▶ Make preparations and study business-related clauses in the Land and Buildings Tax Act. ▶ Plan expenses for the upcoming taxes. ▶ Create a strategy in consistently developing the land in possession and offer some plots of land which are unable to be developed up for sale. ▶ Speed up the process of selling furnished houses and transfer ownership to customers to reduce the impact of future tax expenditures. 	<p><i>Operated according to preparation plans for changes in Land and Buildings Tax 100%.</i></p>

5. Environmental and Social Risk


Risk Issue	Management Action	Result
 <p>Risk from Impact on Environment and Nearby Communities</p>	<ul style="list-style-type: none"> ▶ For projects that are legally required to provide Environmental Impact Assessment (EIA) or EHIA, the Company hires experts in impact assessment and prepares reports on important measures to be implemented in reducing environmental impact to relevant agencies and also arranges public hearings in nearby communities as required by the law to listen to their problems and use that information to create measures in reducing possible impact on environment and communities in the future. ▶ Organize Community Relations for the purpose of liaising and communicating with nearby communities that might be affected by the project from the beginning of the project to construction completion to assure and maintain good relationships with the communities. ▶ In the site selection process for project development, a physical property survey team is in charge of studying the land, location and its Sensitive Areas to be used as data for setting management measures before deciding to purchase. 	<ul style="list-style-type: none"> ▶ <i>Reporting period on EIA Monitoring of July 2022, provided the EIA Monitoring Report according to the requirements of the law 100%.</i> ▶ <i>Reporting period of January 2023, still in the process of summarizing the report.</i>


6. Fraud Risk

Risk Issue	Management Action	Result
 <p data-bbox="231 627 311 649">GRI 205-1</p> <p data-bbox="207 672 335 705">Fraud Risk</p>	<ul style="list-style-type: none"> <li data-bbox="470 425 1141 694">▶ Work procedures of the Company will be done through committees comprising executives who are experienced in property and land development, business, finance, legal matters and government provisions, such as site selection process, obtaining construction-related permits, material procurement or worker and project contractor hiring process, etc. <li data-bbox="470 728 1141 907">▶ The Company has expressed an intent to join Thailand's Private Sector Collective Action Coalition Against Corruption (CAC) since 2017 and its membership was last approved on 30 September 2020 and will last until 29 September 2023. <li data-bbox="470 940 1141 1052">▶ Publicize Anti-Corruption policies and measures to directors, employees, brokers, suppliers and various financial institutions in addition to issuing the "No Gift Policy" <li data-bbox="470 1086 1141 1388">▶ Create Pruksa - Supplier Sustainable Code of Conduct for business partners and Pruksa - Purchaser Code of Conduct for employees so that suppliers and employees are aware that they must carry out procurement and hiring procedures with transparency and allow every business partner to fairly compete including primarily considering the ability and qualifications in accepting assignments of business partners' work groups. 	<p data-bbox="1197 425 1404 974"><i>Loss from lawsuits or claims from on cases relating to fraud and corruption, in the case that a lawsuit or claim is filed, the punishment is more than 1 year of imprisonment or a fine/settlement fee of more than 100,001 baht each time. In 2022, there were no such incidents.</i></p>

Emerging Risk

The Company is aware of the possibility of emerging risks which will cause serious harm or impact on the opportunity in business expansion. Therefore, the Company pays attention to the evaluation and review of emerging risks that may occur in the duration of current or future situations as follows:

Risk Issue	Management Action
 <p data-bbox="236 719 384 813">GRI 201-2 Climate Change Risk</p>	<p data-bbox="517 577 1358 607">Set the following measures and goals in reducing greenhouse gas emission:</p> <ul style="list-style-type: none"> <li data-bbox="517 636 1445 1043">▶ Collect information on the amount of greenhouse gas emission and reduction, divided into 3 phases <ul style="list-style-type: none"> <li data-bbox="592 734 1445 801">▼ 1st Phase Reduce the emission of GHGs by lowering liquid propane gas consumption and the use of company cars. <li data-bbox="592 831 1445 898">▼ 2nd Phase Reduce the emission of GHGs by reducing electric energy consumption. <li data-bbox="592 927 1445 1043">▼ 3rd Phase Reduce the emission of GHGs by decreasing the number of transportation trips and increasing transportation weight per trip for precast concrete slabs while still strictly complying with legal requirements. <li data-bbox="517 1099 1445 1279">▶ Encourage reducing energy consumption by continuously setting policies on adopting the use of solar power, installing solar cell panels in the communal area of housing projects such as the office of legal entity, the clubhouse, public park lighting and wastewater treatment pond in townhouse, single detached house and condominium projects. <li data-bbox="517 1312 1445 1458">▶ Systematically manage waste from manufacturing processes by sorting waste, especially recyclable waste that can be brought back into new manufacturing processes, such as mould release oil and scraps of concrete that can be recycled as materials for land reclamation, etc.
 <p data-bbox="197 1693 408 1798">Information Technology Risk and Cyber Threats</p>	<ul style="list-style-type: none"> <li data-bbox="517 1547 1445 1693">▶ Use Advance Endpoint Protection which monitors risk-prone behavior towards Ransomware or detects any abnormal or suspicious traffic which can be subjected to malware attacks, in which the system will halt virus activity if it finds that said activity is connected to the server while the data is being encrypted or decrypted. <li data-bbox="517 1727 1445 1794">▶ Implement the use of server backup to prevent any possible damage towards important information of the Company. <li data-bbox="517 1816 1445 1928">▶ Create a Cyber Security Roadmap and IT Disaster Recovery Plan (IT-DRP) to increase the efficiency in handling any situation comprising protecting, detecting and recovering the server. <li data-bbox="517 1951 1445 2063">▶ Regularly perform drills on server recovery through simulation, for example, an event in which an important work system is hacked by a malicious party to test the effectiveness and improve the IT Disaster Recovery Plan (IT-DRP).

Risk Issue	Management Action
	<p>Additionally, the Company has developed its information technology in response to substantial changes and competitive conditions in the market as follows:</p> <ul style="list-style-type: none"> ▶ Big Data Project will collect information to be used in analysis and planning for project development, analyzing house and land pricing, trends and future potential from consumers' satisfaction survey, etc. ▶ Virtual Reality (VR), simulating 360° virtual images for customers so that they can view houses or sample rooms as a way of adapting to New Normal trends, reducing travel risks and increasing the potential in technological use. ▶ Internet of Things (IoT) or utilizing the technology which enables electronic devices to transmit information to one another via the internet to command control, for example, remote power switch that is implemented in the housing project, both inside customers' houses and communal areas, etc. ▶ Utilizing drones to track and take aerial photographs for security in the housing project.
 <p>Risk from Changes in Population Composition</p>	<p>Change its operation direction under "Pruksa... Heart to Home" with the concept Tomorrow. Reimagined to create a change that suits the needs of people of all age groups especially developing housing projects for the elderly as follows:</p> <ul style="list-style-type: none"> ▶ Constructing houses that are focused on Universal Design in communal areas, designed for ease of access to the facilities, for instance, building ramps or up-to-standard, convenient and safe walkways including designing wider elevators. ▶ Design "Flexible Space" inside the house which enables the adjustment of rooms as one wishes including the integration of living innovations for Eldercare, such as installation of mobility aids and equipment, automatic light system in some areas for safety purposes and shock-absorbing flooring in risky places.

Organizational Crisis Management

The company has established the structure of the Incident Response Team at the Head Office (IRT-HO) which consists of representatives and managers of every line of work who are responsible for being the medium in communicating crucial information such as employees' regulations, important phone numbers, alternate work sites or key annual changes along with developing the business continuity management system connecting to the value chains of every business unit and planning a management system according to international standards to cope with various situations that may happen and cause business interruption. From 2019 to the present, the Company's Board of Directors has set a business continuity plan to cope with the possible incidents as follows:



1. Head Office

Carry out an exercise on IT Disaster Recovery Planning (DRP) on the main system to prepare for emergency situations and test the communications under various simulated scenarios. Due to the Covid-19 pandemic, there were no drills of the Disaster Recovery Plan (DRP) in 2022 that were usually performed by moving operations to an alternate site. Instead, there was a test on the Cloud data storage in the server performed by the IT team and system administrators and the results of which showed that the main system recovery was completed in the allotted time.



2. Projects Under Construction

Arrange a simulated scenario and exercise of the Emergency Response Plan (ERP) along with the Business Continuity Plan (BCP) for employees working at the construction project. However, due to the prolonged of the covid-19 pandemic, in 2021 the risk management unit and Safety unit adjusted the mode of drills into an emergency preparedness assessment (Checklist) and sent the forms to every project under construction to assess the preparedness to respond to possible emergency situations.



3. ViMUT Hospital and Baan Mhor ViMUT Clinic

A medical information technology system is the core in the operations of hospital and clinic business, for instance, the HIS (Hospital Information System). Baan Mhor ViMUT Clinic has arranged an evaluation of the operations under business continuity plan when the IT system is down by training the clinic professionals and IT officers on the system's know-how according to procedures such as pre-incident practice, creating an incident action plan, using the call tree system, switching on the manual system and post-incident report plan.

Encouragement of Learning / Training / Education of Risk and Risk Management for Every Level of Staff

Risk management is an important aspect that every level of staff, from the directors, executives to every employee of the organization, must consistently and seriously cooperate with and adhere to. The Company aims to create a Risk Culture within the organization with the Risk Oversight Committee being responsible for formulating the policy, framework, guidelines and providing key advice for executives and employees to follow including regularly tracking the progress of said operations.

In addition, knowledge in aspects of risk management, emergency/crisis management, business continuity management is being distributed including internal and external movements of the Company through the website of the internal risk management information center (<https://sites.google.com/pruksa.com/risk-management/home>), articles or overview analysis of the movements and trends of residential property market written by analysts from the outside or financial institutions who are credible, allowing everyone in the organization to acquire knowledge and understanding of risk management.

Moreover, in 2022 the Company encouraged employees from the level of Operation to Top Management to always develop their knowledge of risk management as follows:

- ▶ Publicize and educate employees of all levels on Risk Management through the company's main publicity channels, for instance Publicize the overall risk management Publicize the PDPA and Incident Reporting & Management Tips on risk management: Protection against Spam Mail by yourself for safety of oneself and the Company and Data Governance.



Organize training courses on risk management in the organization

for executives of EVP level and Head of SBU and above, for a total of 2 classes.

- Class 1: 23 June 2022, 22 participants
- Class 2: 24 June 2022, 19 participants

- ▶ Create E-Learning courses for organizational risk management and tests for executives and employees of Band 1-5 (Except the Head of SBU and above), broadcasted on 12 December 2022.



with 1,240 employees who took the course and did the test, accounting for 91%

As for ViMUT Hospital, there is an encouragement to form a Risk Report Culture in the organization, starting from Baan Mhor ViMUT Clinic that is open for service every day. Every level of officers can easily send an Incident Report via QR Code/Google Form which the system will timely send an automatic alert to the relevant teams and directors (in case of a Sentinel event).



Corporate Governance

GRI 2-17

Overview of Corporate Governance Policy and Practice Guidelines

The Company places importance on and follows good corporate governance principles of international standards as in accordance with the Principles of Good Corporate Governance for Listed Companies 2012 of the Stock Exchange of Thailand, the Corporate Governance Code for Listed Companies 2017 (CG Code) of the Securities and Exchange Commission as well as the criteria of the Corporate Governance Report of Thai Listed Company (CGR) of Thai Institute of Directors (IOD) and the criteria of ASEAN Corporate Governance Scorecard (ASEAN CG Scorecard). It is perceived that the business operation under good corporate governance principles could bring about fairness and transparency, generate remarkable returns, add long-term value for shareholders, instill confidence for all stakeholders and encourage competitiveness of the Company leading to further development sustainably.

GRI 2-12

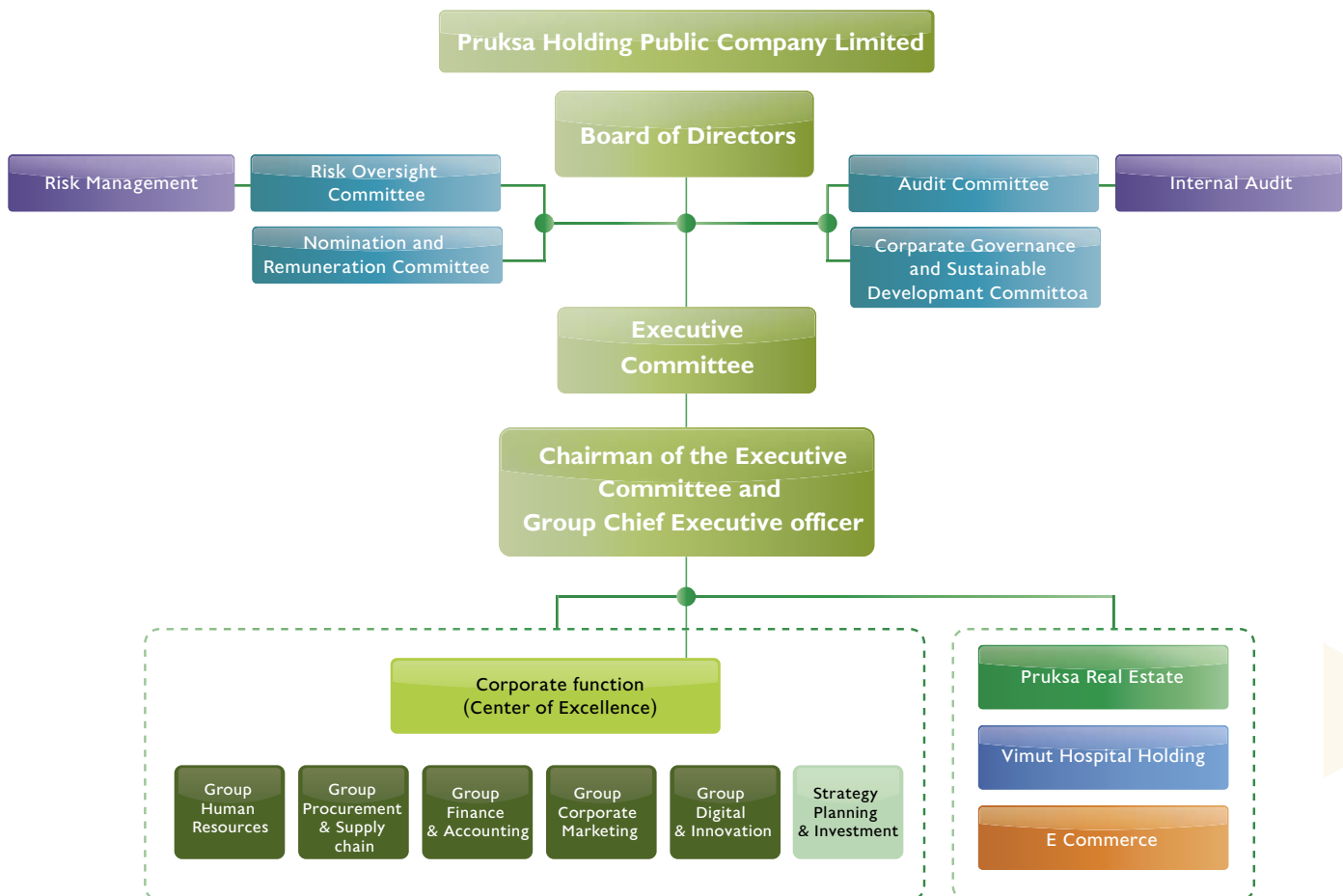
Establishment of Corporate Governance Policy and Code of Business Conduct Handbook

The Board of Directors recognizes that business operation based on good corporate governance principles cause maximum benefits for shareholder in concrete manner. The Board of Directors formulates the policy on good corporate governance and code of business conduct handbook as guidelines to abide in the same direction by directors, executives and employees at all levels since 2016, and have them disseminated via the Company's website at www.psh.co.th in the Corporate Governance Section as references for investors, interested persons and stakeholders. The good corporate governance principles and code of business conduct handbook are regularly reviewed every year along with the progressive monitoring by both domestic and international leading organizations or companies in order to ensure of their up-to-date and compliance with the Company's goals and strategies that may change. The operations are monitored to be in line with such policy and code of business conduct for maximum benefits of shareholders and all stakeholders, thereby leading to business success.

GRI 2-9, GRI 2-11, GRI 2-12

Corporate Governance Structure

The management structure of Pruksa Holding Public Company Limited (“the Company”), at present, comprises the Board of Directors and executives performing their duties for the utmost benefits for the Company, shareholders and stakeholders. The structure is organized in clear, balanced and verifiable manners, thereby enable the Board of Directors to follow up and monitor the Management’s compliance with the Company’s goals, policies, plans and strategies while duties and responsibilities between the Board of Directors and the Management are obviously segregated. The Board of Directors shall appoint five Sub-Committees namely the Audit Committee, the Risk Oversight Committee, the Corporate Governance and Sustainable Development Committee, the Nomination and Remuneration Committee and the Executive Committee to supervise and scrutinize significant works of the Company, and the Group Chief Executive Officer is the top executive.






as of 1 November 2022

GRI 2-11

Composition of Board of Directors

The Board of Directors composes of directors with recognized knowledge and competency who play an important role in stipulating the corporate vision and mission which are the main goals for sustainable operations of the Company. Besides, the Board of Directors shall supervise management to be in line with the specified objectives and targets and also collaborate with executives to determine strategies, short - and long - term operation policies, financial policies and risk management and regularly review the Company's important policies and plans on a yearly basis. In addition, the Board of Directors shall oversee, monitor and evaluate the Company's performance and the top executives' performances independently to ensure of their achievements as planned. As specified in the Company's Articles of Association, the Board of Directors shall consist of no less than 5 directors and no less than half of all directors must reside in Thailand.

The Company highly places importance on Board Diversity in order to enhance potential in selecting suitable persons to hold director positions. Such diversified qualifications include professional skills, knowledge and competency and specialization that will benefit to business and comply with corporate strategies in both short - and long - term operations regardless of gender, race, nationality, religion or belief. The Board of Directors (as of 31 December 2022) comprises 11 members: 10 males and 1 female. 2 directors are in the range of 49-60 years of age while the other 9 are over 60 years of age. Details are as follows:

 Position	 Total (Person)	 Total % (of total directors)
1. Non-Executive Directors	8	73 %
2. Independent Directors	7	64 %
3. Directors (Involved in Management)	3	27 %
4. Non-Executive Director (Not involved in Management)	1	9 %
5. Female Director	1	9 %
<p>6. The Chairman of Board of Directors (Dr. Prasarn Trairatvorakul) is an independent director and is not the same person as the Chairman of the Executive Committee and Group Chief Executive Officer (Mr. Thongma Vijitpongpun and Mr. Uten Lohachitpitaks). Also, he neither has position held in any Sub-Committees nor has relationship with the Management. Duties and responsibilities to determine policy, follow up and supervise operations and management are clearly separated.</p>		

GRI 2-9

Board of Directors and Controlling Persons

As at 31 December 2022, the Company's Board of Directors having qualifications pursuant to Section 68 of Public Limited Companies Act B.E.2535 (1992) and the related Notification of the Securities and Exchange Commission comprised 11 members as follows:

Name	Position	Date of Directorship
1. Dr. Prasarn Trairatvorakul	Independent Director / Chairman of the Board of Directors	29 April 2016
2. Thongma Vijtpongpun	Executive Vice Chairman of the Board of Directors / Member of the Nomination and Remuneration Committee / Member of the Risk Oversight Committee / Chairman of the Executive Committee / Group Chief Executive Officer	16 March 2016
3. Dr. Piyasvasti Amranand	Independent Director / Chairman of the Audit Committee	29 April 2016
4. Mr. Weerachai Ngamdeevilaisak	Independent Director / Member of the Audit Committee / Chairman of the Risk Oversight Committee / Chairman of the Nomination and Remuneration Committee	29 April 2016
5. Dr. Anusorn Sangnimnuan	Independent Director / Chairman of the Corporate Governance and Sustainable Development Committee / Member of the Nomination and Remuneration Committee	29 April 2016
6. Professor Piyamitr Sritara	Independent Director / Member of the Risk Oversight Committee	16 February 2017
7. Mr. Anuwat Jongyindee	Independent Director / Member of the Audit Committee / Member of the Corporate Governance and Sustainable Development Committee	1 February 2019
8. Professor Kitipong Urapeepatanapong	Independent Director / Member of the Risk Oversight Committee	26 April 2019

Name	Position	Date of Directorship
9. Mr. Wichian Mektrakarn	Director / Member of the Nomination and Remuneration Committee/ Member of the Executive Committee	16 March 2016
10. Mrs.Rattana Promsawad	Director/ Member of the Corporate Governance and Sustainable Development Committee	29 April 2016
11. Mr. Uten Lohachitpitakes	^{GRI 2-11} Director/ Executive Vice Chairman of the Executive Committee / Group Chief Executive Officer	28 April 2022

The Secretary of the Board of Directors is Mr. Paisarl Rumphon, Company Secretary.

Segregation of Duties and Independence of the Board of Directors from the Management

The Board of Directors has independence in giving opinions towards operations of the Management. The clear segregation of duties and responsibilities between the Board of Directors and the Management enables the Board of Directors to perform duties independently from the Management. Thus, the Company stipulates to have the Chairman of the Board of Directors be independent director and not be the same person as the Chairman of the Executive Committee or Group Chief Executive Officer and also has no relationship with the Management under precise segregation of duties in determining the corporate governance policy and day-to-day management. The Board of Directors is in charge of formulating policy, vision, mission, major objectives and major goal of business operations, directions and business strategies to be implemented by the Management as well as supervising the Management's operations to achieve efficiency, suitability and maximum benefits for the Company and shareholders.

GRI 2-10, GRI 2-11

Nomination of the Executive Committee

The Board of Directors shall appoint the Executive Committee by selecting among the Company's directors, executives and/or external parties. The Executive Committee members shall have appropriate knowledge, competency and experience, be able to devote time for the Company, comprehend his/her own qualifications, duties and responsibilities and have no prohibited attributes as stipulated by law.

GRI 2-14

To nominate and propose appropriate persons to be directors and executives, the Nomination and Remuneration Committee shall consider their qualifications which include knowledge, competency, experiences and employment history, leadership, wide vision, moral and ethics as well as devotion of time for benefits of the Company's business operations. In addition, the Committee also realizes the Board Diversity and applies Board Skill Matrix to set the qualifications of required persons who have essential skills and suitable attributes in consistent with the directors' composition and structure according to business strategy under transparent process for confidence of stakeholders. Presently, the Board of Directors consists of 11 members in total: 7 independent directors, 1 non - executive director and 3 executive directors. Details of whom are presented in the Annual Report under History of Board of Directors and Executives Section.

Determination of remuneration for directors and executives shall take into account of suitability for assigned duties and responsibilities in comparing to those of other SET listed companies in the same industry or business which help retain qualified persons to willingly work for the Company and shall be motivation for work achievement according to the Company's strategy. The determination process shall be performed transparently for stakeholders' trust. Remuneration details are disclosed in the Annual Report under Remuneration for Directors and Executives Section.

GRI 2-10

Top Executive Succession Planning

To ensure that the Company has nomination system in selecting person to hold significant management positions at all levels appropriately, the Company shall provide succession plan for the top executive position and other important positions. The person to be a successor has to be prepared and developed in the areas of knowledge, competency and essential skill according to the individual development plan. The successor is considered by his/her performance, vision and experience that suit for the Company. In the event that the Company' top executive is unable to perform duties or a position becomes vacant, the Nomination and Remuneration Committee shall nominate successor to the Board of Directors and/or shareholders for consideration and approval to resume the office in replacement.

GRI 2-14

Nomination and Appointment of Group Chief Executive Officer

The Nomination and Remuneration Committee shall nominate and consider the qualifications of top executives and other persons to be proposed to the Board of Directors for consideration the appointment of the Group Chief Executive Officer. The Committee shall scrutinize and nominate persons who possess complete and appropriate qualifications, have knowledge, skill and experiences which are essential and useful for utmost benefits of the organization in line with the Company's business directions, thereby enabling them to achieve objectives and goals as specified by the Board of Directors, have no prohibited attributes pursuant to the laws and the principles of good corporate governance.

GRI 2-17

Directors Development

The Company prepares an orientation program including a lecture and a company visit for the newly appointed directors to ensure that they have knowledge and understanding in the Company's business and different areas of operations including duties and responsibilities pursuant to the laws and international standard and criteria on good corporate governance so as to efficiently perform duties at promptness.

As the Company's policy, the directors shall be encouraged to develop their knowledge continually by attending both in-house and external trainings, for example, programs organized by the Thai Institute of Directors, the Stock Exchange of Thailand, the Office of the Securities and Exchange Commission and other programs organized by public and private agencies as well as conducting a site visit such as the Company's construction projects and Precast Factory. The Company also makes a survey on the directors' needs for additional desired trainings which will benefit the performance and governance of the Board effectively.

GRI 2-18

Performance Appraisal for the Top Executives (Group Chief Executive Officer)

At every end of every year, the Company defines that the Company's independent directors shall initially appraise leadership behavior of the top executives (Group Chief Executive Officer). Then the Management shall submit the said appraisal results to the Nomination and Remuneration Committee to be as supporting document in performance appraisal. The appraisal results shall be deemed as individual information of confidentiality which cannot be disclosed by the Company as follows:

1. Independent directors shall appraise the performance of Group Chief Executive Officer in Leadership Behaviors under the following criteria:
 - 1.1 Corporate Governance
 - 1.2 Pruksa Culture and Values
 - 1.3 Strategic Planning
 - 1.4 Problem Solving
 - 1.5 Holding Accountability
 - 1.6 Innovation
 - 1.7 Developing People
 - 1.8 Team Building
 - 1.9 Leading Change
 - 1.10 Motivating and Influencing Others

2 The Nomination and Remuneration Committee shall appraise the performance of Group Chief Executive Office under the following criteria:

- 2.1 Leadership Behavior by independent directors
- 2.2 Overall business operations of the Company
- 2.3 Operation according to the policy assigned by the Board of Directors
- 2.4 Function in consistent with Good Corporate Governance

GRI 2-19, GRI 2-20

Remuneration for Directors and Executives



The Company formulates policy, criteria and procedures in proposing the director's remuneration clearly and transparently consisting of monetary remuneration and other remunerations including monthly remuneration, meeting allowance, bonus, and other benefits (lecturer fees in different activities of the Company, mentor fees for the Company's executives and others). The remuneration rate shall be considered appropriately in order to motivate and retain the qualified persons to work for the Company by comparing with the leading companies in same and outside business group and based on the information derived from the Thai Institute of Directors, meeting plans of each committee as well as business expansion and profit growth of the Company. The Nomination and Remuneration Committee shall consider and scrutinize remuneration on a yearly basis and propose it to the shareholders for approval.

However, executive who holds the director position shall receive remuneration as executive only. The remuneration of each executive shall depend on performance of the Company and of each executive.

The Board of Directors shall disclose the remuneration structure of non-executive directors which is approved by the Board of Directors and proposed for an approval by the shareholders in the Annual General Shareholders' Meeting (See more information in Remuneration for Executive Directors and Executives section item 7.4.2 Remuneration Policy for Executive Directors and Executives and item 8.1.2 Meeting Attendance of Remuneration for Directors)

GRI 2-21

Remuneration in 2022 for executives and employees of Pruksa Holding Public Company Limited

Position	Total Remuneration (Baht)	Proportion	8.01 Proportion of annual remuneration of executive compared to average annual remuneration of employees
 Executives	104,022,144.00	78%	
 Employees	28,587,389.00	22%	
Total	132,609,533.00		

GRI 2-29

Stakeholder Engagement

GRI 2-29

Stakeholders

Pruksa respects the rights of all stakeholders and specifies the practice guidelines in the Company's Code of Conduct to reassure that related legal rights of stakeholders including Shareholders, Employees, Customers, Competitors, Business Partners-Counterparties, Creditors, Community, Society and Environment shall be protected. Likewise, the Company reinforces collaborations among stakeholder groups to ensure that the Company's activities shall be moved on smoothly and steadily with fair reciprocal benefits for all parties.



Stakeholder Engagement



Shareholders

The Company is determined to be a good representative of its shareholders as it recognizes that shareholders are the business owners. Therefore, the Company is committed to maximize their satisfaction in business operations based on consideration of the Company's value growth in long term with good returns given continuously and disclose information transparently for reliability of shareholders.

● Issues affecting to Stakeholders

- ▶ Value Addition and Growth Expansion of Sustainable Economy
- ▶ Anti-Corruption
- ▶ Use of Materials
- ▶ Waste Control in Business Process
- ▶ Follow Environmental Laws and Regulations
- ▶ Engagement with Community and Society

GRI 2-29

● Practices towards Stakeholders

- ▶ Operate business based on integrity, prudence and fairness for maximum benefits of stakeholders as a whole and add good value to the Company in the long run.
- ▶ Do not act in respect of infringement or deprivation of rights of stakeholders.
- ▶ Present reports on the Company status, turnover, financial and accounting information regularly, completely and truthfully. Equally report the Company's future prospects both positive and negative based on possibilities with supporting information of sufficient rationality.
- ▶ Disclose related information on the Company's website or the Stock Exchange of Thailand's communication channel when any circumstance arises and may affect stock price, decision making on investment or benefits of stakeholders.
- ▶ Do not use the Company's internal information of non-publicly disclosure for self-exploitation or for others' exploitation or take any actions that possibly cause conflict of interest with the organization.
- ▶ Treat shareholders equally according to the Code of Conduct, respect shareholders' rights, have no policy to impede or obstruct the shareholders' inter-communications. In case shareholders agreement significantly affects the Company or shareholders, the matter of which will be disclosed by the Company immediately.

GRI 2-29

Communication Channels with Stakeholders

- ▶ Website: www.psh.co.th (Investor Relation Section)
- ▶ Letter to: Chairman of the Board, Chairman of the Audit Committee and Chairman of Group CEO
- ▶ E-mail: ir@pruksa.com
- ▶ Annual Report
- ▶ Sustainability Report
- ▶ Annual General Meeting of Shareholders



Employees

The Company considered that employees are the most valuable resource and factor in bringing about its business achievement. Therefore, it emphasizes to reinforce corporate culture and good working atmosphere while team working, independent hearing of employees' opinions as well as polite treatment and individual respect towards employees are also promoted. The employees' employment or promotion/transfer of position of the Company is based on suitability of each position under equitable treatment without concern on gender, nationality, race, religion or different belief. All of which shall be taken on fairness principle and utmost utilization of human resources.

Issues affecting to Stakeholders

- ▶ Value Addition and Growth Expansion of Sustainable Economy
- ▶ Anti-Corruption
- ▶ Employee Care
- ▶ Promotion and Development of Employee Potential
- ▶ Occupational Safety, Health and Working Environment

GRI 2-29

Practices towards Stakeholders

- ▶ Equally treat employees regardless of gender, nationality, race, religion and belief.
- ▶ Reinforce corporate culture and create good working atmosphere, encourage team working, polite treatment and individual respect given to employees.
- ▶ Adhere to fairness principle and utmost utilization of human resources for employment, promotion/transfer of employees' positions.
- ▶ Manage working environment to be safe for employees' life and properties and strictly comply with labor law.
- ▶ Supervise the remuneration corresponding to the Company's short-term and long-term performances under consideration of annual profits, and performances of the Company and its employees.
- ▶ Annually review the employment rate by comparing to labor market data for corporate competitiveness and employee's retention.
- ▶ Set the standards for taking care of employee during COVID-19 crisis and provide health insurance adding up medical expenses covering COVID-19 illness.

GRI 2-29

Communication Channels with Stakeholders

- ▶ E-mail: cg@pruksa.com and ec@pruksa.com
- ▶ Digital Signage in front of the elevators in each floor.
- ▶ LINE: Pruksa Engagement
- ▶ LINE Official: @pruksacg
- ▶ Meetings
- ▶ Annual Report
- ▶ Sustainability Report



Customers

The Company aims to operate business and deliver products and services to customers with standards and ethics as well as creative perspectives.

● Issues affecting to Stakeholders

- ▶ Anti-Corruption
- ▶ Use of Materials
- ▶ Waste Control in Business Process
- ▶ Engagement with Community and Society

GRI 2-29

Practices towards Stakeholders

- ▶ Provide products and services with standardized quality under fair conditions, raise standardization continuously and accurately, disclose information of products and services completely and correctly without exaggeration.
- ▶ Provide correct, adequate and timely information of products and services to customers for decision making without any exaggeration through advertisement or other channels that may mislead the customers' understanding towards quality, quantity and conditions of the Company's products or services.
- ▶ Rapidly respond to the customers' needs and provide the efficient communication system and channels for inquiry or filing complaint of customers available throughout 24 hours via website: www.psh.co.th and Pruksa Contact Center 1739
- ▶ Maintain and keep customers' data into confidentiality without wrongful usage unless it is data to be disclosed to the third parties involved according to legal provisions.
- ▶ Regularly conduct customers' satisfaction survey to rate their satisfaction and expectation and then bring the survey results into analysis for an improvement to match with customers' needs and also improve the complaint or problem reporting process to create customers' satisfaction in the long run.

GRI 2-29

● Communication Channels with Stakeholders

- ▶ Website: www.psh.co.th, www.pruksa.com
- ▶ Facebook: Pruksa Family Club
- ▶ Pruksa Contact Center: 1739
- ▶ PruksaChatbot via www.pruksa.com
- ▶ Mobile Application: The Living
- ▶ Website for Pruksa Member: <https://member.pruksa.com/>
- ▶ Letter to: Chairman of the Board, Chairman of the Audit Committee and Chairman of Group CEO

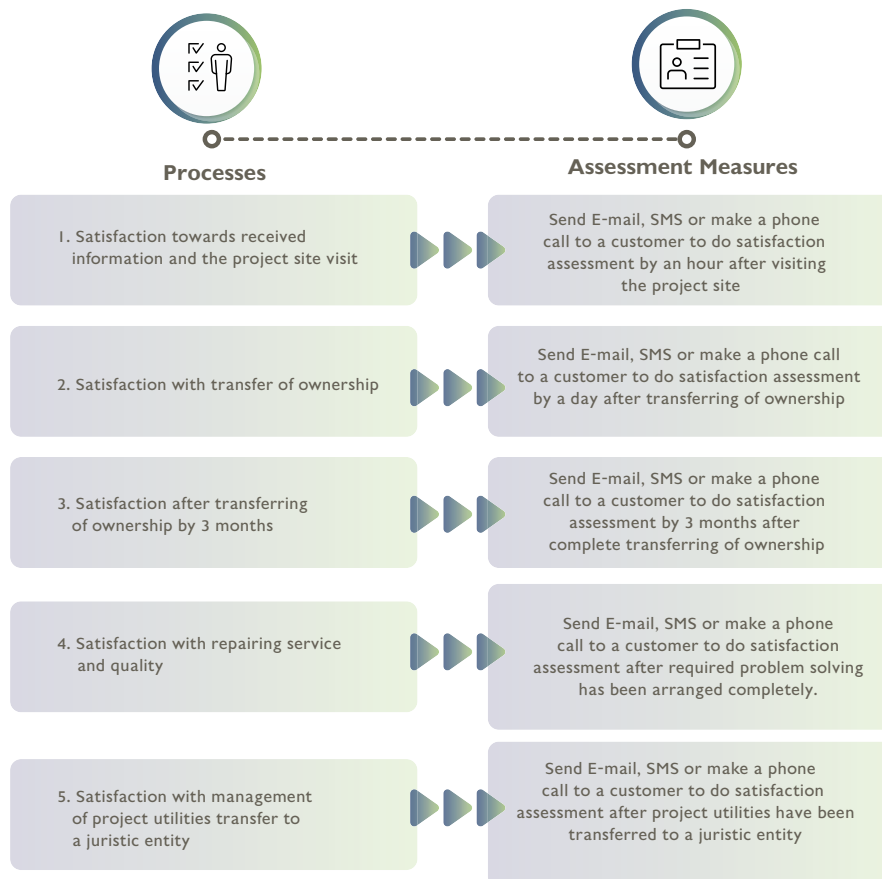
Customer Relationship Management

Pruksa strives to create satisfaction to customers and visitors, consequently places importance on perpetual development of its products and services under the satisfaction assessment automatically conducted in every process. As assigned by the Company, the Corporate Customer Relationship Management Department shall gather and assess the customers' and visitors' data and then report the results of which in real-time practice to the executives and related personnel to analyze, plan, develop and build better relationship with customers effectively.

Customer's Satisfaction Assessment towards the Company's products/services

As stated in the vision to create utmost satisfaction to the customers, the Company then puts emphasis on management of its products and services to meet the said vision as it is considered that customers and visitors are the important stakeholders of the Company. For satisfaction assessment, there are 5 primary processes: satisfaction upon visiting project site, transfer of ownership, 3 months after the transfer of ownership, caring and repair/problem solving services, and management of project utilities transfer to a juristic entity. Details are as follows

5 Primary Processes of Satisfaction Assessment



91.84%

Total satisfaction scores of customers and visitors

The satisfaction scores in each process are analysed and the results of which are always applied for development of complaint process for better standardization in the following years. Any essential issues found advantage for an improvement shall be taken into consideration and further actions by the Company.



Competitors

The Company aims to operate business for sustainable achievement and maintain the market leader position under morals and ethics competition. The Company also supports and promotes free trade, fair and non-monopolized trade or forcing partners to sell only company's products, and prohibits any policy in acquiring the competitors' information in illegal and unethical manner.

The satisfaction scores in each process are analysed and the results of which are always applied for development of complaint process for better standardization in the following years. Any essential issues found advantage for an improvement shall be taken into consideration and further actions by the Company.

Issues affecting to Stakeholders

- ▶ Addition and Growth Expansion of Sustainable Economy
- ▶ Anti-Corruption

GRI 2-29

Practices towards Stakeholders

- ▶ Conduct business under rules and fair competition
- ▶ Do not seek for confidential information of competitors by dishonest or inappropriate mean for the Company's benefits.
- ▶ Do not accuse or destroy competitors' reputation wrongfully.
- ▶ Do not participate in signing any contract or agreement that may lead to the unreasonable elimination of competitor.

GRI 2-29

Communication Channels with Stakeholders

- ▶ Website: www.psh.co.th, www.pruksa.com
- ▶ Facebook: Pruksa Family Club
- ▶ Pruksa Contact Center: 1739
- ▶ PruksaChatbot via www.pruksa.com
- ▶ LINE Official: @pruksacg
- ▶ Annual Report
- ▶ Sustainability Report



Business Partners – Counterparties

The Company defines the policy for business partner treatment according to the Corporate Governance Principle in selection of business partners, purchasing and procurement of the contractors, designer, and consulting firms. The Company gives all business partners, vendors, contractors, lessors, hereinafter referred to as business partners, the chance to participate in bidding process or proposing the price of contracting work with the Company under transparent, impartial, publicly, and fairly practices.

In case the business partner is demanded directly or indirectly to pay for compensation or reward or any other benefits to the Company's executives, employees or any related persons for reciprocal benefits; or in case the business partner realizes that partner selection process is not transparent, unfair, or intends to eliminate competitors, the business partner shall immediately inform the matter to the Company including giving suggestions for improvement for transparent and fair process. The Company shall treat and protect all business partners equally and fairly.

Issues affecting to Stakeholders

- ▶ Value Addition and Growth Expansion of Sustainable Economy
- ▶ Sustainable Procurement Management
- ▶ Anti-Corruption
- ▶ Employee Care
- ▶ Promotion and Development of Employee Potential
- ▶ Occupational Safety, Health and Working Environment

GRI 2-29

Practices towards Stakeholders

- ▶ Give opportunity to all business partners (vendors, contractors, lessors) to bid and propose contracting prices, propose selling material prices and provide design service with transparency, fairness, honesty and impartiality including making appropriate contract.
- ▶ Develop and maintain long-lasting relationship with business partners and counterparties who have clear objectives on quality of products and services, value for money, technical quality and mutual reliability.
- ▶ Prohibit executives and employees from personally receiving benefits from business partners, counterparties whether directly or indirectly.
- ▶ Issue the notification letter informing “No Gift Policy” to business partners and financial institutes that the Company refrains from receiving gifts or any supporting budgets.
- ▶ Do not involve in procurement process with business partners or counterparties relating to executives or employees one or another way as a family member, cousins, relatives, or self-owned business.
- ▶ Do not disclose nor exploit the information from procurement process for personal or other people's benefits.
- ▶ Monitor the operations in compliance with contract conditions completely and prevent every step of procurement process from fraud and wrongful actions.
- ▶ Make timely payment to business partners and counterparties according to terms of payment as agreed.

GRI 2-29

Communication Channels with Stakeholders

- ▶ Website: www.psh.co.th
(Corporate governance/whistleblowing on corruption or bribery section)
- ▶ Letter to: Chairman of the Board, Chairman of the Audit Committee and Chairman of Group CEO
- ▶ Prukha Contact Center: 1739
- ▶ LINE Official: @pruksacg



Creditors

The Company clearly formulates the policy and practice guidelines on creditor either being trade creditor or financial institution creditor particularly in the issue of guarantee condition, capital management and default of debt payment, and strict compliance with the specified creditor's condition. In order to maintain creditor's reliability, therefore, the Company places importance on capital management to ensure appropriate financial structure, regularly informs creditor of business position, and commits to maintain good relationship with creditor.

Issues affecting to Stakeholders

- ▶ Value Addition and Growth Expansion of Sustainable Economy
- ▶ Anti-Corruption

GRI 2-29

Practices towards Stakeholders

- ▶ Repay debts on time according to specified conditions in order to avoid any default of debt payment
- ▶ Strictly adhere to the contract and comply with its conditions as agreed regarding loan repayment, interest payment or any responsibilities for guarantee
- ▶ In case any critical circumstance that may affect financial status and payable debt, the Company shall manage the capital and notify creditor to mutually seek for solutions or prevention from any possible damages
- ▶ Strictly comply with all conditions as specified by creditor

GRI 2-29

Communication Channels with Stakeholders

- ▶ Website: www.psh.co.th, www.pruksa.com
- ▶ Facebook: Prukisa Family Club
- ▶ Letter to: Chairman of the Board, Chairman of the Audit Committee and Chairman of Group CEO
- ▶ Prukisa Contact Center: 1739
- ▶ PrukisaChatbot via www.pruksa.com
- ▶ Mobile application: The Living
- ▶ LINE Official: @pruksacg
- ▶ E-mail: cg@pruksa.com
- ▶ Annual Report
- ▶ Sustainability Report



Community, Society and Environment

The Company gives importance on operating business with responsibilities towards all related groups of stakeholders, especially the community, society and environment under good governance continuously, and adjusts the pattern for Corporate Social Responsibility (CSR) activities which focus on sustainable development by utilizing expertise of its core business to uplift the quality of life of stakeholder groups including the community and society for more sustainably.

Issues affecting to Stakeholders

- ▶ Waste Control in Business Process
- ▶ Follow Environmental Laws and Regulations
- ▶ Engagement with Community and Society

GRI 2-29

Practices towards Stakeholders

- ▶ Develop sustainable development roadmap for the Company and its subsidiaries through 4 key operating areas
 - Care for improved quality of life and better living (Heart to Home)
 - Care for impact on the environment (Heart to Earth)
 - Care for the society and provide opportunity (Heart to Society)
 - Care for good health (Heart to Health)
- ▶ Drive the society and environment according to the Company's sustainable development policy to achieve Sustainable Development Goals (SDGs) through important projects such as the Housing for Disabled Persons by Pruksa Project in collaboration with community networks in Khon Kaen province, the construction and improvement of additional housing for disabled persons and the employment of disabled persons to work at the Company and nearby organizations to help elevate their sustainable livelihood
- ▶ Improve the Company's business operation standard related to sustainable development by preparing the sustainable development report covering economic, environmental and social dimensions according to the latest Global Reporting Initiatives Standards (GRI Standards) so as to tangibly and concisely support sustainable development in response to the Sustainable Development Goals

GRI 2-29

Communication Channels with Stakeholders

- ▶ Website: www.psh.co.th (Sustainable Development section)
- ▶ Letter to: Chairman of the Board, Chairman of the Audit Committee, and Chairman of Group CEO

GRI 2-26

- ▶ Pruksa Contact Center: 1739

- ▶ E-mail: csr@pruksa.com

GRI 2-26

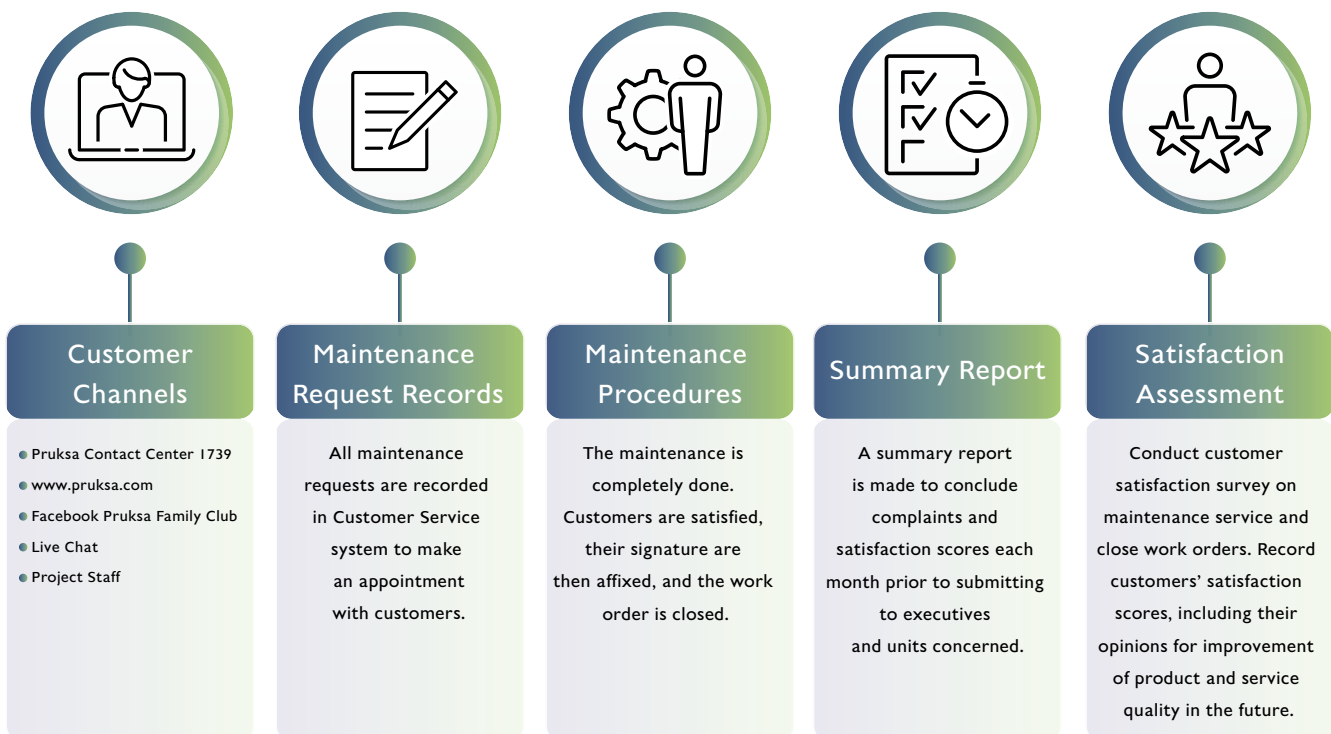
- ▶ LINE Official: @pruksacg

- ▶ Sustainability Report

GRI 2-25

Complaint Management Procedures Affecting to Community, Society and Environment

Pruksa prioritizes the development of residential quality for sustainable growth together with society and surrounding community of the Company's projects. The Company provides several communication channels and has them developed more extensively by applying Chatbot that provides information to customers and stakeholders regarding inquiry, problem notification and suggestion/complaint or other problems affecting to community, society and environment throughout 24 hours.



GRI 413-2

In 2022, there were 315 items of problems relating to environmental impacts, and each of which has system and process to monitor problem solving as from request recording up to complete problem fixing.



Code of Conduct

Pruksa aims to develop its business on the foundation of transparency, ethics, and responsibility towards shareholders, customers, employees and all stakeholders. The operations adhere to good governance and comply with clear Code of Conduct guidelines that encompass all aspects of business operations. This is for the purpose of being up-to-date with current events and operating appropriately according to the development of Corporate Governance advised by The Office of the Securities and Exchange Commission and the Stock Exchange of Thailand, ensuring that the standard, quality and ethics from the performance of the management meet the approval of all relevant parties.

The director, executives and all employees have to adhere to the Code of Conduct with understanding, acceptance and faith. They must beware and prevent any misconduct, strictly comply with the Code and behave as role models. In addition, the company publicizes the Code of Conduct, Anti-Corruption Policy and Good Corporate Governance Policy through various channels in the company and also organizes employee orientation for new employees and training for project staff including testing them annually.

Human Rights Due Diligence

The company formulates establishes a Welfare Committee in Workplace in accordance with Section 96 of the Labour Protection Act B.E. 2541.

GRI 3-3

Anti-Corruption Policy

Pruksa formulates Anti-Corruption policies and measures for Pruksa Holding Public Company Limited and subsidiaries as a guide for the director, executives and employees of all levels to consciously perform their duties by adhering to integrity which is an essential factor that will maintain a good reputation and support its business operations. The Company strictly adheres to Thai Anti-Corruption laws and sets it as an important business operation policy to not support any business, person or group of persons involved with abuse of authority, whether directly or indirectly, for personal gain.

GRI 205-1, GRI 205-2

The company emphasizes the importance of Anti-Corruption activities and designates Anti-Corruption Policy as one of its Core Values. The committee establishes policies and measures including operating procedures to be abided by all levels of employees. It is carried out under internal control policies consistent with corruption risk which is communicated to executives and employees for acknowledgement while developing personnel to gain essential knowledge of practice guidelines.

GRI 205-2



Pruksa publicizes Anti-Corruption policies and measures to executives, employees, brokers, business partners and various financial institutions in addition to issuing the 'No Gift Policy' and a policy that discourages bribing government agencies or other stakeholders. The company also has no policy in accepting any funds of any type from financial institutions.

CG มาไอซ์
NO GIFT POLICY
บริษัท พุกกษา โฮลดิ้ง จำกัด (มหาชน) และบริษัทย่อย

งดขอ.งดรับ.งดให้
จงวินัย จงก่านัล รวมถึงผลประโยชน์อื่นใดในเทศกาลปีใหม่ และเทศกาลต่างๆ

CAC CERTIFIED **NO Gift Policy**

“พุกกษา โฮลดิ้ง มุ่งพัฒนาธุรกิจให้เติบโตก้าวหน้า บนพื้นฐานของการปฏิบัติมาด้วยความโปร่งใส มีคุณธรรมและรับผิดชอบต่อผู้ถือหุ้น ลูกค้า พนักงาน และผู้มีส่วนได้เสียทุกฝ่าย และยึดมั่นค่านิยมการปฏิบัติหลักธรรมาภิบาล โดยมีบรรทัดฐานที่มีจรรยาบรรณที่ชัดเจน รวมถึงการดำเนินธุรกิจเพื่อการเติบโตอย่างยั่งยืน (Sustainable Development) ที่จะช่วยสร้างคุณค่าทางด้านเศรษฐกิจ สอดคล้องกับทางด้านสิ่งแวดล้อม และช่วยยกระดับคุณภาพชีวิตความเป็นอยู่ที่ดีของคนในสังคม ภายใต้การกำกับดูแลกิจการและการมีธรรมาภิบาลที่ดี”

คุณอุเทน โลหิตพิทักษ์
ประธานเจ้าหน้าที่บริหารกลุ่ม บริษัท พุกกษา โฮลดิ้ง จำกัด (มหาชน)

In 2022 Pruksa organized the event CG DAY 2022 Well-being Smart Style CG 'The Best of Every Role Smart Style CG' through Google Meet with the executives of the Company in attendance. This is for the purpose of encouraging the participation of the director, executives and Pruksa's employees, highlighting the importance of good governance and raising awareness including fostering knowledge in the areas of morality and ethics especially corruption-free operations so that they can efficiently and blissfully apply this knowledge to their work and everyday life.



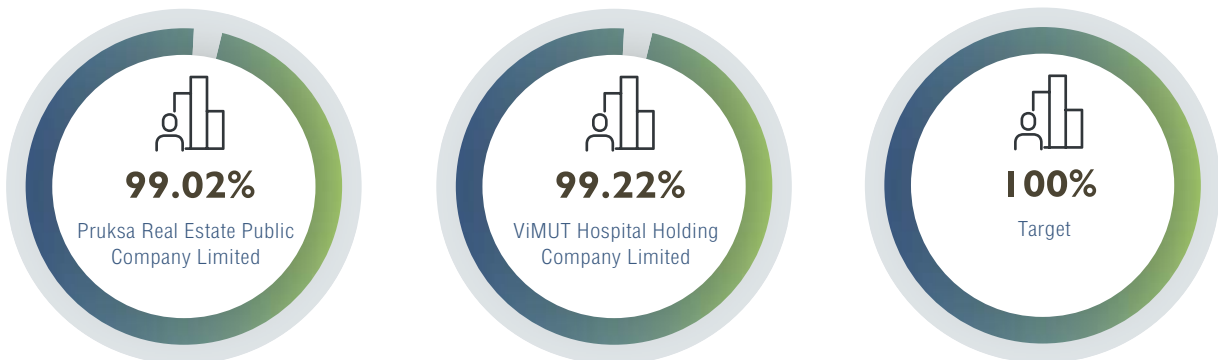
GRI 2-15

The Company also issues a notice regarding the corruption problems within the organization and penalty to set as a study case for executives and employees to be aware of anti-corruption and to prevent employees from committing any unethical conducts. In addition, there are surveys on Conflict of Interest Transaction and disclosure of personal transactions by every executive and employee so that the Company will retain its good governance, transparency and fairness towards all parties.

Anti-Corruption Policy and Measure Training

The Company arranges Pruksa Ethical training sessions focusing on Anti-Corruption measures for new employees on orientation day. The training is led by a guest lecturer and utilizes Micro Learning media so the employees can conveniently watch and enjoy the materials. Every employee has to pass this course and sign for acknowledgement and agreement in adhering to the Company's Code of Conduct. The Company's executives and employees have an obligation to undergo the CG test at least once per year in order to instill awareness in Corporate Code of Conduct and Governance. For 2022, the Company held the CG test via an electronic system namely a video lecture and real case studies for the purpose of publicizing and raising awareness regarding Anti-Corruption measures.

% of executives and employees who received training in the Anti-Corruption course



Conflict of Interest Prevention Policy

The Company has a policy requiring executives and employees to disclose any Conflict of Interest Transaction to prevent them from using their position to intervene in decision-making processes which may cause others to give up integrity in performing their duties and lack of freedom, impartiality, transparency and fairness that could impact the common good.

% of executives and employees who disclosed Conflict of Interest Transaction in 2022



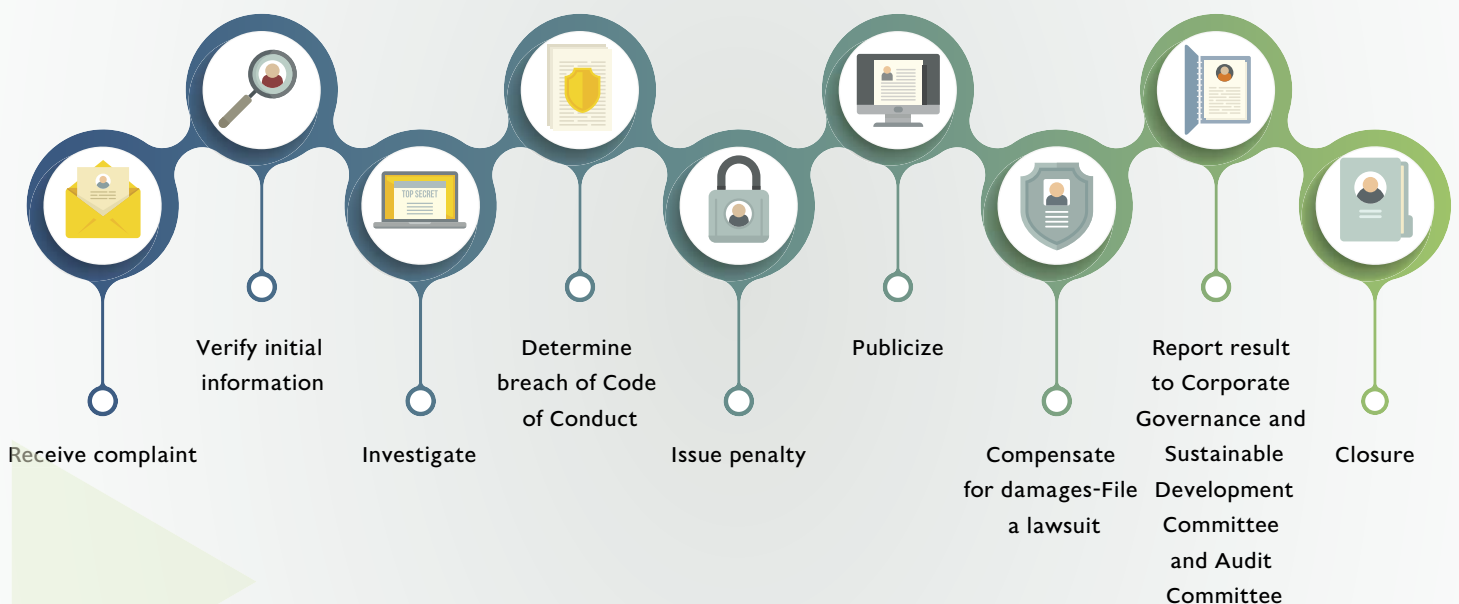
Confidential Reporting / Whistleblowing

The Company provides channels for stakeholders to contact, complain and report any clues related to matters that might negatively affect the company or directly cause harm to the directors. Should any employee or stakeholder suspect any violation of rights, misconduct, defying laws, rules or company regulations, they can send their questions, complaints or reports through the following channels:

	<p>Trusted supervisor in every level</p>		<p>LINE Official Account: @pruksacg</p>
	<p>Telephone: 0 2080 1739 ext. 48611 and 084 875 4784</p>		<p>Letter to: Chairman of the Board, Chairman of the Audit Committee and Group CEO</p>
	<p>Email: cg@pruksa.com</p>		<p>Website: www.psh.co.th (Topic Corporate Governance/ Whistleblowing)</p>

In addition, the Company informs business partners and real estate agents of the complaints channel in the attached document of the Tender Document including land sale methods and land registry agreement, land acquisition regulations and good governance principles.

Whistleblowing and Complaints Handling Process



GRI 205-3

Case of Breach of Code of Conduct, Corruption Incident of 2022

The Company received 2 incident reports from an employee and an external party through the whistleblowing channel, 2 of which were considered and the company found no grounds of corruption. The investigation found that 1 incident was non-compliance action with company regulations and the disciplinary penalty was taken to the wrongdoer.

GRI 205-2

Joining an Anti-Corruption Network



The Company has announced their intention to join Thai Private Sector Collective Action Against Corruption since 2017 and was last approved as a member on 30 September 2020 in which the membership will last until 29 September 2023.

GRI 205-2

Encouraging Business Partners to Become an Associate to the Anti-Corruption Network

Promoting information and extending invitation to business partners who are small and medium-sized enterprises to participate in the CAC-SME program, encouraging them to fight against corruption.



GRI 2-3



About Pruksa Sustainability Report

Pruksa Holding Public Company Limited prepares an Annual Sustainability Report regularly to disclose the sustainable performance of its core business as a real estate business development operated by its subsidiary: Pruksa Real Estate Public Company Limited (“Pruksa”). The Company also invested in hospital business and health service center through 2 subsidiaries namely ViMUT Hospital Holding Company Limited that operates the investment business in other companies and ViMUT Hospital Company Limited that operates the business of private hospital and medical clinic opened for service in 2021. However, the Company’ main operation is from the real estate business group.

GRI 2-3


Identification of Material Issues and Reporting Scope


Pruksa Holding Public Company Limited has reported in accordance with the GRI Standards for period from 1 January 2022 to 31 December 2022. This report reflected the Company's attention to operate business according to the sustainable development's conceptual framework focusing on Environmental, Social and Governance (ESG) factors in response to requirements and expectations of all stakeholders and linkage of operations in significant issues with the Sustainable Development Goals (SDGs) of the United Nations (UN).


GRI 2-3

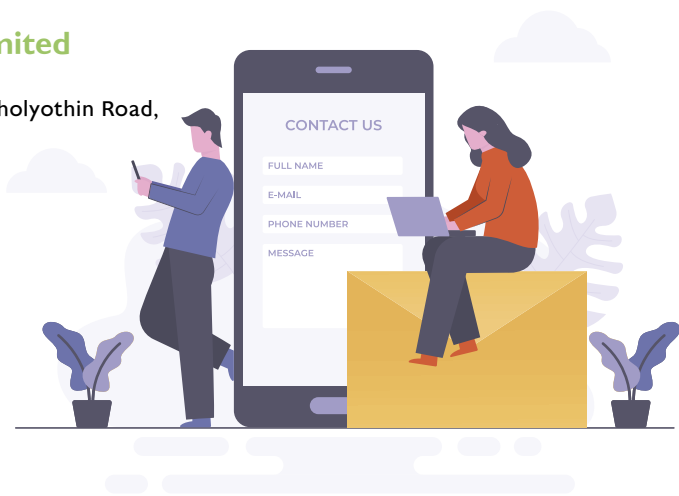
For more information on this report, please send the inquiry to the below addressee:

Pruksa Holding Public Company Limited

 1177, 24th Floor, Pearl Bangkok Building, Phaholyothin Road, Phayathai, Phayathai, Bangkok 10400

 Tel. +66 2080 1739

 Email: csr@pruksa.com



Sustainability Material Topics in Business

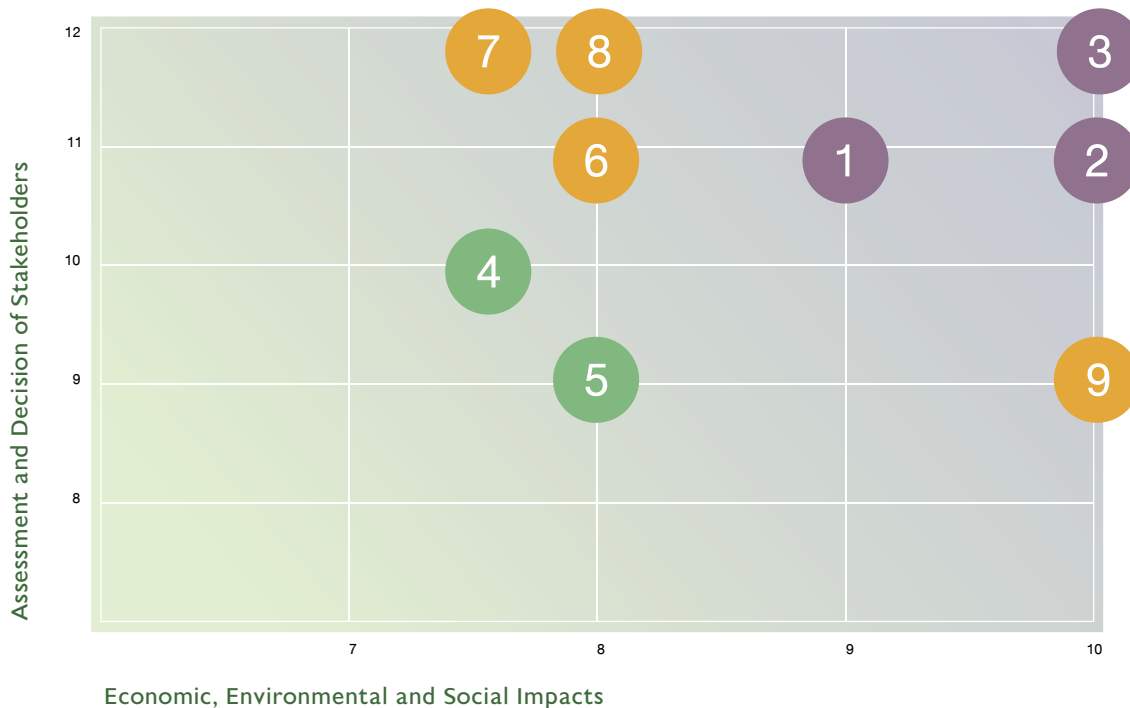
GRI 3-1

Materiality Methodology

Sustainability material topics in business of the Company shall be reviewed and approved by the Sustainability Development Committee based on the factor analysis both internal factors (i.e. business target and plan) and external factors (i.e. discussions, talks, meetings, seminar with stakeholders including informal opinion surveys of stakeholders in each group). It also includes economic, environmental and people impacts along with the effects and expectations in the interest of all stakeholders.

GRI 3-2

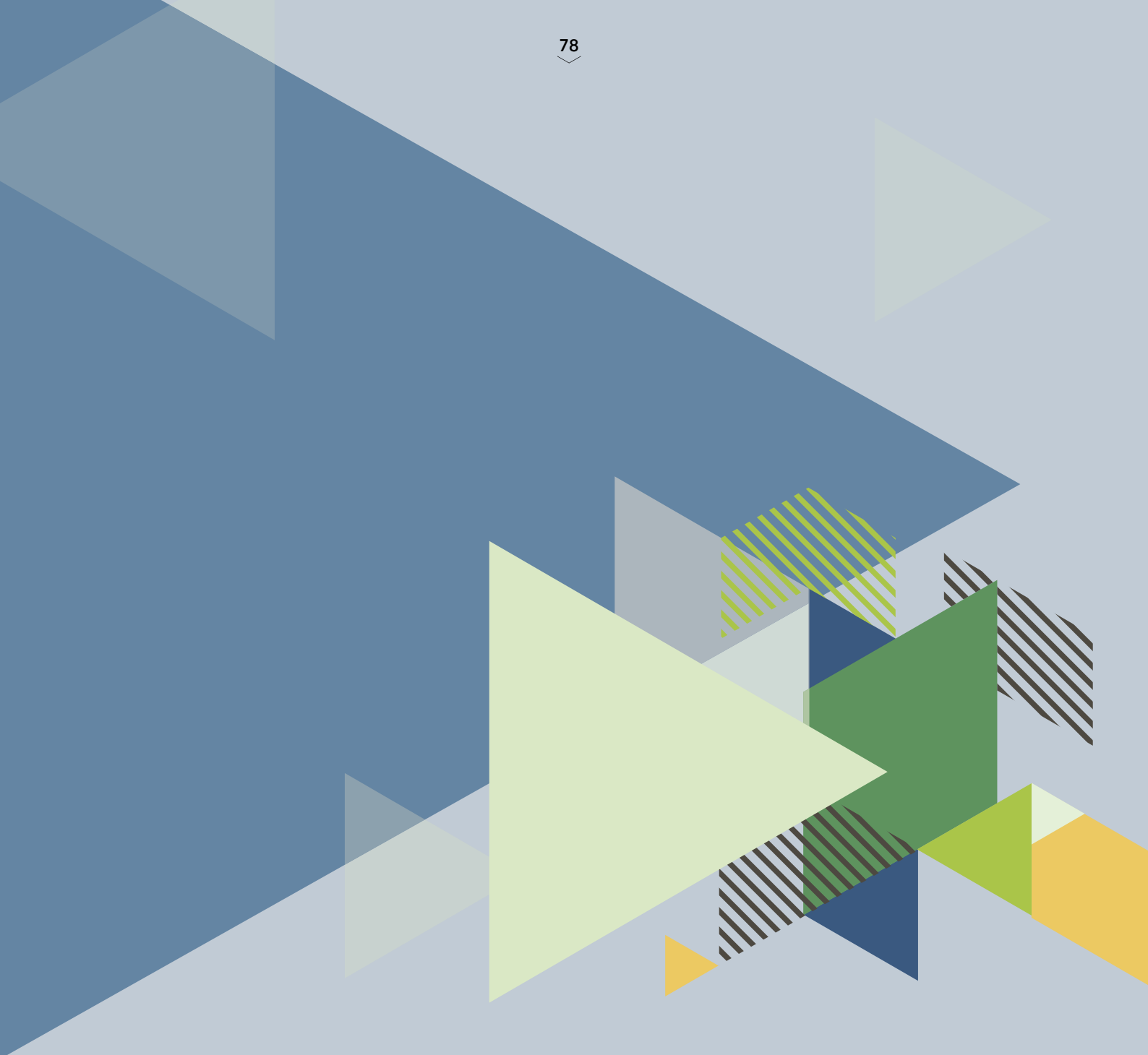
Material issues for sustainability of the Company’s business operations which caused impacts towards economy, environment and society.



GRI 3-2

Sustainability Material Topics in Business









Issue	GRI 3-2 Sustainability Material Topics in Business	Impacts towards Stakeholders		Reporting Topics	
		Inside Organization	Outside Organization		
Economy 	GRI 201: ECONOMIC PERFORMANCE 2016	Employees	Shareholders / Creditors / Business Partners – Counterparties / Competitors	Value Addition and Growth Expansion of Sustainable Economy	1
	GRI 204: PROCUREMENT PRACTICES 2016		Creditors / Business Partners – Counterparties	Sustainable procurement management	2
	GRI 205: ANTI-CORRUPTION 2016	Employees	Shareholders / Customers / Business Partners – Counterparties / Competitors / Creditors	Anti-Corruption	3
Environment 	GRI 301: MATERIALS 2016		Shareholders / Customers	Use of materials	4
	GRI 306: WASTE 2020		Shareholders/ Customers / Community, Society and Environment	Waste Control in Business Process	5
Society 	GRI 401: EMPLOYMENT 2016	Employees	Business Partners – Counterparties	Employee Care	6
	GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	Employees	Business Partners – Counterparties	Occupational Safety, Health and Working Environment	7
	GRI 404: TRAINING AND EDUCATION 2016	Employees	Business Partners – Counterparties	Promotion and Development of Employee Potential	8
	GRI 413: LOCAL COMMUNITIES 2016		Shareholders / Customers / Community, Society and Environment	Pruksa Engagement with Community and Society	9



**Drive Business
for Economic
Sustainability**



Economic Operations for Sustainability Value Addition and Growth Expansion of Sustainable Economy

Direct Economic Value Addition and Growth Expansion		Unit: Million Baht
	Direct economic value generated	28,640
	Revenues	28,640
	Economic value distributed	25,249
	Operating costs	19,463
	Employee wages and benefits	1,635
	Payments to providers of capital	2,101
	Payments to government	2,050
	Economic value retained	3,391

Note: Payments to government comprises 919 M baht of corporate income tax, 997 M baht of special business tax, and 134 M baht of transfer fees, 2,050 M baht in total.

Source: Total Annual Budget 2022 and Annual Report 2022



Tax Administration

Pruksa has an accurate tax management in compliance with related laws by practicing the guidelines as follows:

Monitor tax-related laws

and regulations so as to ensure full compliance.



Provide training

to employees responsible for the Company's tax issues.



Analyze impacts

caused by changing in tax-related laws or regulations in order to set responsive plan for any possible impacts that may occur.



Pay the corporate income tax

and other taxes in compliance with the Revenue Department's regulations both in the country and overseas.



Sustainable Supply Chain

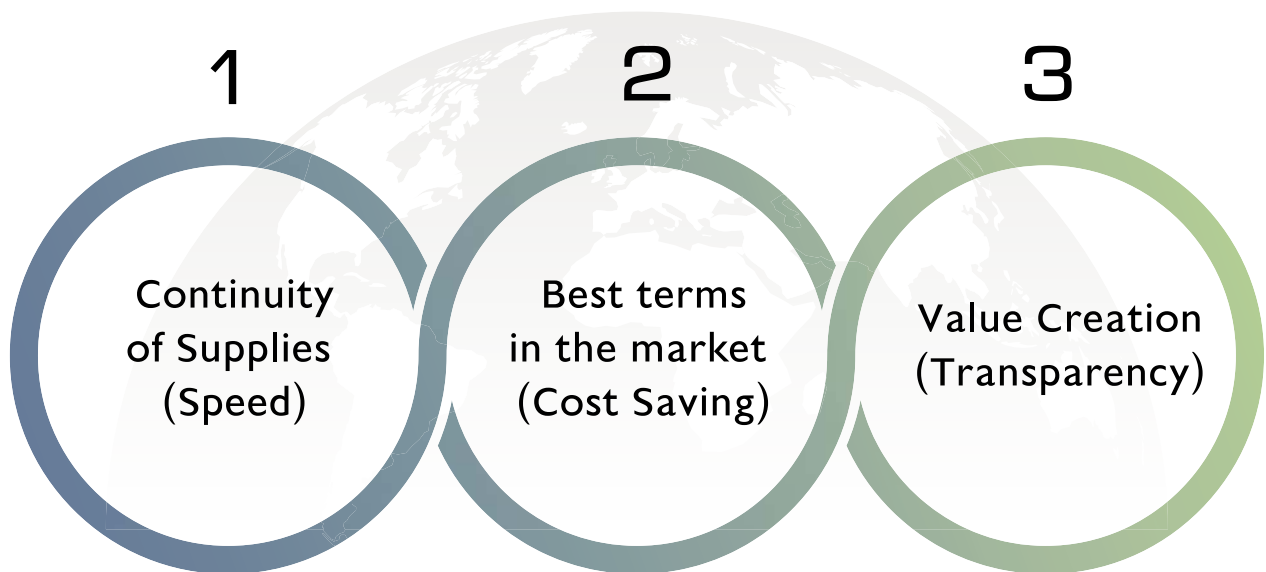
GRI 3-3

Sustainable Procurement Management

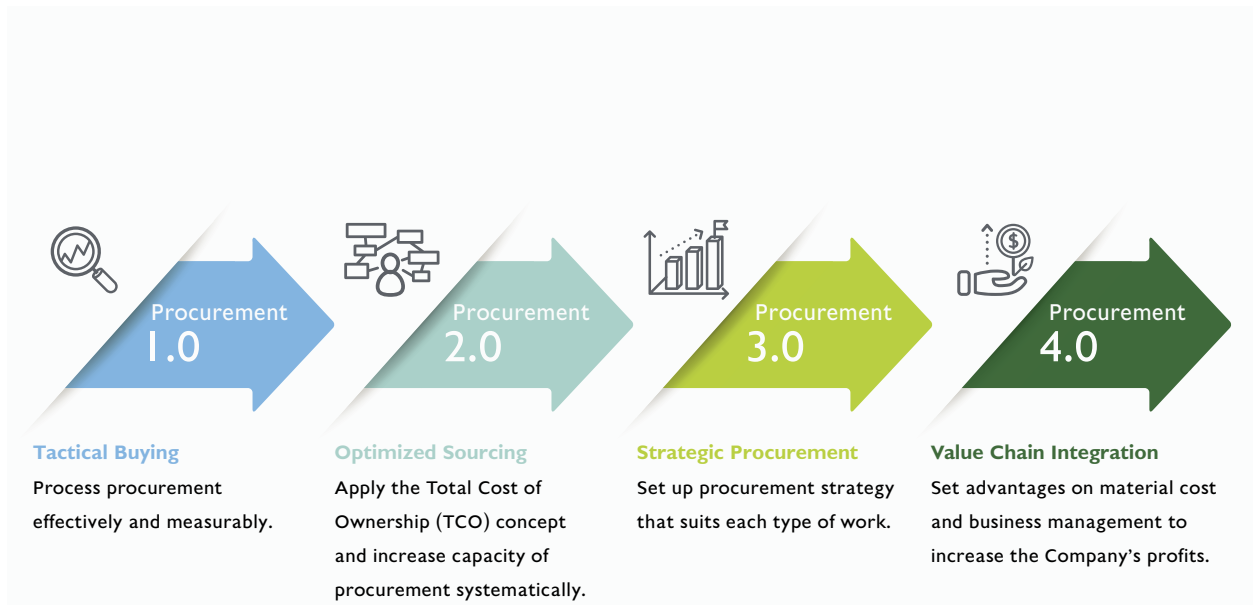
Pruksa places importance on strategic planning of sustainable supply chain management and procurement management under transparent process and compliance with Company's policy which focuses on quality of products and services. The risk management process is determined as a guideline for business operations in compliance with risk level and legal requirements or quality management systems to supervise, prevent and reduce impacts towards quality and quantity of products and services as well as delivery process. It will cover good corporate governance, environmental mitigation and well-being support for community and society, establishing good image of the Company by given trust from stakeholders.

Elevate Procurement 4.0

The concept of Thailand 4.0 is taken to improve "Procurement 4.0" project for sustainable procurement management in strategical and operational aspects which is a strategic guide of procurement in the new era leading the Company to "World Class Procurement" under 3 major pillars as follows:



The technology would help the Procurement 4.0 operated as scheduled in aspect of collecting, processing and analyzing big data efficiently as well as applying the analytic results to make clear understanding to suppliers, markets, customers, value chain. It helps forecast the market trends and check the failure of implementation plan, material, machine and products resulting in better decision making of the Company and automatic processing of procurement.



2.1%*

Cost Saving in 2022 results from cost management that make procurement most effective.

* Slightly lower than specified target of 2.2% due to price adjustment of major construction material costs

Supplier Selection

The Company offers an opportunity for all suppliers to have fair competition under good governance principle by considering qualifications and capacity in handling job as priority.

New Approved Vendor

The Company sets criteria and processes in selecting suppliers in fair, transparent and verifiable manner by screening their pre-qualification, checking data from Department of Business Development (DBD) and evaluating their real jobs or from reliable data sources.

Supplier Grouping

- **Grouping Criteria**

Consider supplier that runs business on selling products and services required by the Company and accepted in the market. Group suppliers as S, M, L, and XL by calculating an average total income in the past 3 years (Not varied by value of bidding job).

- **Significant Supplier of the Company**

Group significant suppliers by classification and purchasing value in each year.

Supplier Ethics

The Company makes Pruksa – Supplier Sustainable Code of Conduct for supplier and Pruksa – Purchaser Code of Conduct for employees to strictly adhere and follow. Their contents and scopes of practice guidelines are set under rules, regulations and related laws covering issues on business ethics, human rights and occupational safety, health and working environment according to the following 4 principles:

- **Worthiness**

Suppliers and employees of the Company have to realize on cost, quality and impacts that might occur from the procurement at present and in the future by comparing with various choices and factors such as marketing, finance, technology and environment without thinking over the lowest price as a core in procurement. Selection of suppliers shall be relied on the value score as priority.

- **Morality and Transparency**

Suppliers and employees of the Company shall conduct the procurement process transparently and give all suppliers an opportunity to do bid fairly subject to their qualifications and capacities in handling jobs. All stakeholders, experts and the assigned departments shall also get opportunity to acknowledge the procurement data adequately and equally on the suitable date. The selection results shall be reported to executives and/or the Procurement Committee appointed by the Company.

- **Efficiency and Effectiveness**

Employees of the Company shall consider the requirement of procurement comprehensively with surrounding issues in support such as marketing situation and its current direction including the obtained benefits from analysis and plan making in order to set the goal in selecting the procurement pattern of most benefit and best suitable to the situation. The procurement evaluation shall be implemented monthly, quarterly and yearly for improvement and solutions.

- **Responsibility for Outputs**

Employees of the Company shall adhere to their responsibilities under ethical standards and professional ethics including righteousness, power execution with efficiency, quality and responsibility toward the outputs within scope of roles and duties by estimating from perspectives of related shareholders of the organization and procurement process.

Procurement with Care for Community, Society and Environment

In business operation, employees must adhere to the policy on social and environmental responsibility or any possibly amended in the future as notified by the Company as follows:

- Coordinate regularly among suppliers and Research & Development Department and/or Operations Department and/or Office of Quality, Safety and Environment regarding requirements or specifications of products or services as well as monitoring and assessing impacts towards society and environment while conducting every way to acquire sustainable products and services.
- Contact regularly with suppliers who adhere to commercial ethics and responsibility towards society and environment. Avoid suppliers who lack of business ethics such as labor oppression, poor arrangement of working conditions, ignorance of employees' rights, bid rigging behavior, obscure operation of business, disclosure of trade secrets, offering price below cost to undercut other suppliers, having intimidating behavior, corruption involvement.
- Ask for collaboration from suppliers or cooperate with suppliers to conduct social and environmental activities in line with objectives of the Company's business operation with stability and sustainability.

Moreover, the Company has policy to protect data of the suppliers in compliance with and according to the Personal Data Protection Act to prevent from personal data leakage or misuse of data or causing damage to the Company.

Monitoring, Inspection or Evaluation of Suppliers according to Supplier Code of Conduct

The Company set the quality inspection system of materials/ products/ services by the Supplier Quality Assurance (SQA) team as follows:



Sustainable Engagement with Suppliers

Realizing fair treatment towards suppliers based on benefits of both sides, the Company organizes seminar for suppliers to establish an understanding in operation process such as contracting procurement with labor wages and material prices included. Moreover, the Company sets a platform to uplift efficiency of procurement process and facilitate accounting transactions be more convenient and transparent in each step. The 2 platforms are as follows:

1. The procurement system B2P (Blockchain Solution for Procure-to-Pay) is developed by collaborations with Siam Commercial Bank. The procurement document, invoice and payment are uploaded in the Blockchain digital system. For example, the purchase order and goods receipt are uploaded by purchasers while the invoice is done by suppliers. The documents are then processed and examined for the payment stage.
2. Web Ordering system is provided to improve the order management of product/service to be more efficient as from purchasing material, delivery confirmation, goods receipt (GR) and placing invoice. All of which could be tracked from the central system of the Company.

Determine Credit Term with Suppliers

For the terms of payment, after suppliers have accurately delivered material as agreed, both in quality and quantity and the Company's employee has inspected them, the Company will pay according to conditions stated in TOR on the date when receiving the invoice and other important documents from the supplier according to items in PO/Work order prior to its operation.

Risk Assessment of Suppliers

The Company formulates the risk management plan as follows:

1. Select supplier in major construction material group for fixed cost of construction throughout a year through a bidding process.
2. Hold meeting to report on changing in price of major construction material every month and estimate effects towards cost of sales for considering the sale price adjustment or procuring substitute material.
3. Promote "Ready to move in" campaign to facilitate the construction planning and advance ordering of materials.
4. Make supporting plan for material procurement or production sources / substitute material import to reduce the risk of inability in product delivery due to lockdown of the supplier's country or other reasons.

- **Economy**

Procurement of material / service group with supply risks, such as imported material from overseas, materials of few manufacturers or material / service group with restrictions. Proportional Segregation of suppliers' work is based on their capacities under appropriateness and compliance with bidding regulations of each work type.

- **Society and Environment**

Bearing in mind in conducting business with responsibility towards economy, society and environment in consistent with good corporate governance and recognition on human rights. The Company is determined to reinforce the practice policy towards stakeholders in fair and equal manner regardless gender, nationality, race, religion or belief. Besides, some policies are as follows:

1. Promote children-friendly business according to "Children's Rights and Business Principles (CRBP) of the United Nations Guiding Principles on Business and Human Rights (UNGPR). The suppliers shall not employ a child labor of lower than 18 years old to conduct any work that may cause danger to physical and mental, ethical or safety including respect to human rights and fair treatment towards their labors according to laws and responsibility towards society and environment.
2. Promote conducting business with awareness on environmental impact mitigation and using of environmentally-friendly materials.

GRI 204-1

Elevate Sustainable Business for Local Suppliers

The Company encourages purchasing of the local suppliers' products where its business is located in order to support national economy for sustainable growth.



7,904 million Baht

In 2022, the Company supported business of the local supplier,

accounted for 100%

of the Company's total procurement



Heart to Earth
Care for the environment impacts

GRI 3-3

Management Resources

Energy Consumption

Goal: Reduction of unnecessary electricity

- Reduction of Electricity and Energy Consumption efficiently



Prukso Precast Factory Lamukka and Prukso Precast Factory Nava Nakhon

- Install solar lamp around the canteen area
- Install solar cell street light along Logistic Hub
- Turn off the unused lights such as along corridor in front of toilets or non-working areas
- Turn off ventilation fans along non-working areas
- Use automatic street light control system
- Control the opening and closing of the machine according to actual use



Office Building at Pearl Bangkok

- Turn off unused lights e.g., along corridor to toilets, non-working areas
- Turn off unused ventilation fans along the corridor in each floor
- Cancel the automatic control system
- Plug in only two water filter machines each floor



- Be a network partner with Bangkok Metropolitan Administration, Foundation for Environmental Education for Sustainable Development (FEED), World Wildlife Fund Thailand (WWF Thailand) and other network agencies from government and private sectors by joining the project 60+ Earth Hour 2022 to make a campaign among employees, customers and people to see the necessity of switching off lights when not in use. It helps reduce electric energy by 78,000 kWh/y and reduce CO₂ by 20,000 kg CO₂e and reduce electricity bills of 176,172 Baht/year



Common areas of Prukso Project

- Install solar cell in project's common areas such as Juristic Person Office, Club House, public park, and wastewater stabilization ponds in projects of Townhouses, Single Detached House and Condominiums totaling 57 projects



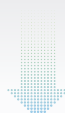
Save electric energy by
837,222
kWh

Reduce electricity bills at
3,130,720
Baht

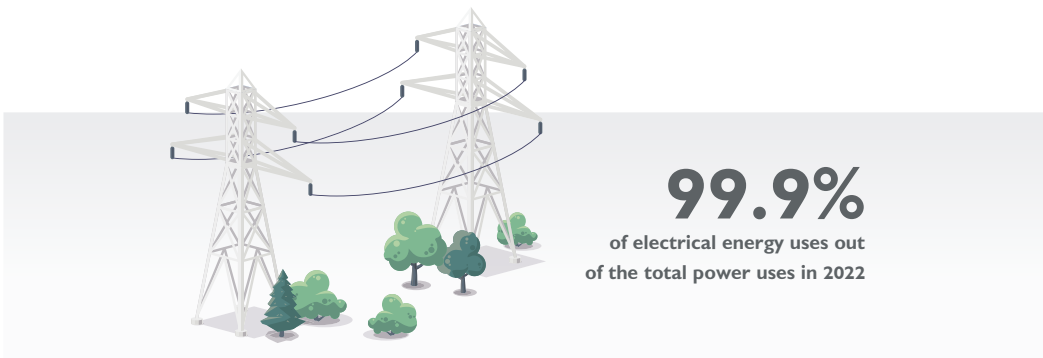
Reduce greenhouse gas emissions (CO₂) as a global warning's cause by
487,347
kgCO₂e

Uplift quality of life of customer and community of
50,356 persons

- Electricity and Energy Consumption in 2022

Location	Electricity Consumption (Kwh/y)		Electricity Consumption Increase/decrease compared with 2020
	2022	2021	
Pruksa Precast Factory Lamlukka	2,458,913	1,910,832	 increase 22.28%
Pruksa Precast Factory Nava Nakhon	2,908,760	2,704,480	 increase 7.02%
Office Building at Pearl Bangkok	249,230.66	267,181.95	 decrease 6.72%
ViMUT Hospital	8,213,000	-	-

Proportion of Electrical Energy and Solar Energy Consumption at Pruksa Precast Factory



Fuel Consumption

- Effective Reduction of Fuel Consumption

Pruksa Precast Factory reduces number of transport trip from 2021 in every activity but still strictly complied to the legal requirement.

Note: Standard of average transport weight equals to 11.05 tons

Goal: Reduction in Number of Transport Trip But still strictly complied to legal requirement

Reduction in number of transport trip compared to standard of average transport weight (ton)

Distance for transportation in 2022 is 2,732,400 kilometers



- Fuel consumption in 2022



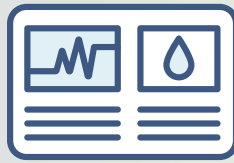
Location	Fuel Consumption (Lite)
Pruksa Precast Factory Lamlukka and Nava Nakhon	3,496.45
Office Building at Pearl Bangkok	911,415.89
ViMUT Hospital	-

Water Consumption

- Effective Reduction of Water Consumption



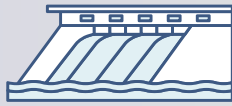
Assign staff to control, monitor and check the water usage



Monthly report the water usage



Apply the recycling system to reuse water from the manufacturing process



Use water grid system to bring water from natural source into manufacturing process




Establish water filtration plant to get natural water in mixing concrete along with water from recycling system.



Reduce the use of tap water for watering plants by 100%.

- Water Consumption in 2022

Goal: Use natural water instead of tap water, at least 15%

Location	Total Water Use (Unit)	Volume of Tap Water Use (Unit)	Volume of Water Use from Natural Source	% of Natural Water Use instead of Tap Water
 Prukha Precast Factory Lamlukka	64,535	51,035	13,500⁽¹⁾	20.92%
Prukha Precast Factory Nava Nakhon	63,746	54,453	9,293⁽²⁾	14.58%

(1) Prukha Precast Factory Lamlukka installs drain gutters around the factory and set ponds to reserve natural water for cleaning roads and machines, and using in manufacturing processes, saving water bills of 432,000 Baht/year.

(2) Prukha Precast Factory Nava Nakhon makes soil pits around fitness park to reserve natural water and installs an automatic pumping system to pump up water from the pits for manufacturing processes and cleaning machines, saving water bills of 297,369 Baht/year.






GRI 301-1

Use of Materials

- **Effective Use of Materials**

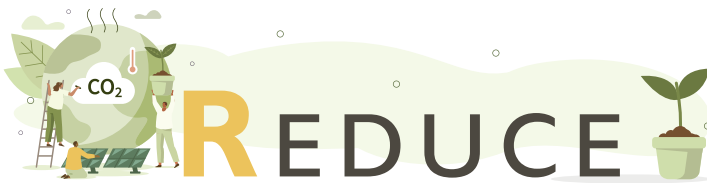
Prukسا studies how to reuse materials of all kind or recycle them into manufacturing processes. The Company also focuses on using of material that mitigate environmental impacts by realizing the worthiness gained from recycling of raw materials or manufacturing materials according to Circular Economy which is the recycle use of resources in value chain. It would enhance efficiency of waste and raw material management to become the raw material of tomorrow in manufacturing processes. It not only helps reducing the volume of waste according to Zero Waste concept but it also decreases the resource consumption volume and expenses at the same time.

- **Volume of Material Use in 2022**

Material	Prukسا Precast Factory Lamlukka	Prukسا Precast Factory Nava Nakhon
	Volume (kg)	Volume (kg)
1. Cement 	2,994,768	4,816,872
2. Stone 	5,153,285	6,272,969
3. Sand 	3,949,236	4,807,310
4. Water 	13,500	9,293
5. Steel 	9,650,043	1,101,784



REDUCE REUSE RECYCLE



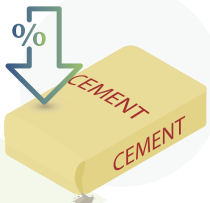
Reduce the use of cement, support low-carbon usage

Goal: Reduction of cement usage per cubic meter

In 2022, Pruksa Precast Factory develops precast concrete sheet with hollow core which helps reduce the use of cement by 18%. The Company is the first in real estate development group that imports CarbonCure technology to produce low carbon precast with compressive strength, reducing cement usage by 1.2%



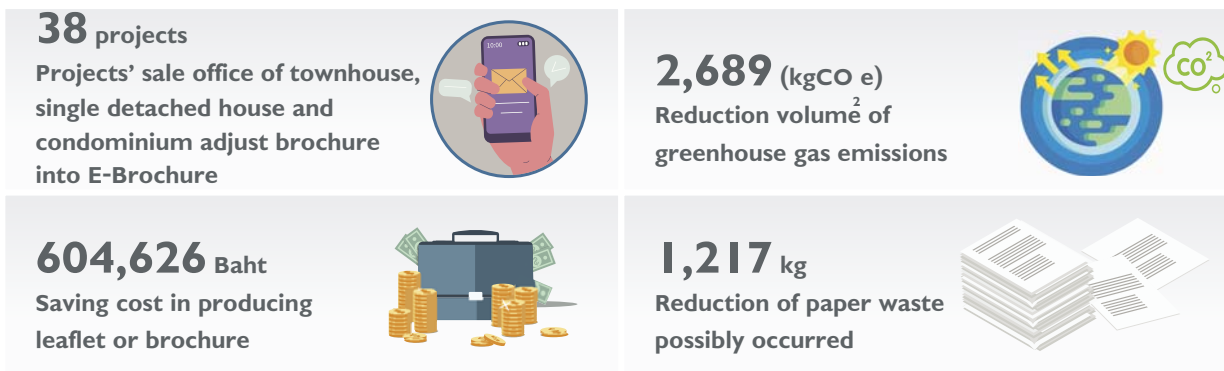
% of cement usage reduction



Location	2022	2021
Pruksa Precast Factory Lamlukka	26.2%	5.4%
Pruksa Precast Factory Nava Nakhon	29.0%	10.8%

Reduction of waste from paper usage

The Company aims to reduce the use of papers at the projects' sale office of townhouse, single detached house and condominium by lessening the production of PR leaflet or brochure of the project and adjusting it into E-Brochure.



GRI 301-3

Steel Mould & Transport Rack

Goal: Reuse Steel Mould 95%

Prukca Precast Factories temporarily change Block Out made of disposable plywood and black rubber to Steel Mould that can long-lasting used. In 2022, Steel Mould was used in manufacturing process as targeted by 95%.

Goal: Reuse Transport Rack 100%

Prukca Precast Factories use Transport Rack in packaging precast wall and slab before transporting from factory to other projects. Upon works are delivered, Transport Rack could be reused by 100% for the next transports.



GRI 301-2, 301-3

Recycle: Stone and Sand

Goal: Recycle Stone and Sand 100%

Prukca Precast Factories apply Recycling Concrete System to recycle main materials, separate stone and sand from fresh concrete waste and be reused by 100% in manufacturing process as targeted without waste while maintaining the standardized quality.

GRI 3-3

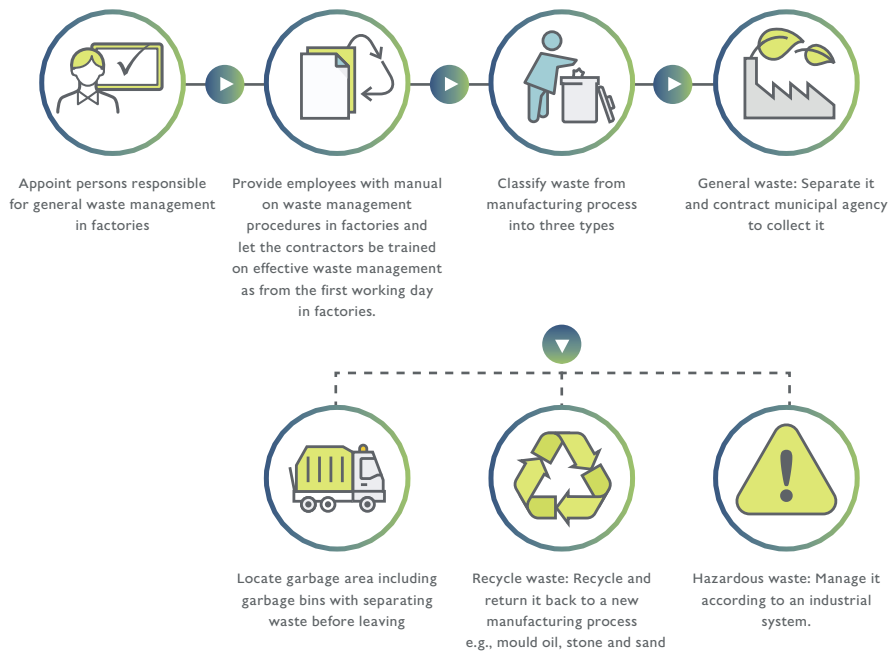


Waste Management in Business Process

Waste Reduction

GRI 306-2

Waste Management Procedures in Business Process



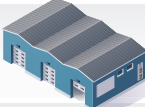





Pollution and Waste Control in Business Process

Water Pollution Control

Wastewater from concrete manufacturing process has high alkalinity which causes environmental hazards. The Company controls it by having wastewater flow into the sedimentation pond and using the recycling concrete machine for treatment. The treated water by the machine is recycled into concrete manufacturing process without discharging the polluted water to communities or public. Stone and sand are also removed by the machine and then reused as concrete mixture according to Zero Waste policy.

Goal: 100% of wastewater circulation from manufacturing process to be reused

Prukso Precast Factory Lamlukka and Prukso Precast Factory Nava Nakhon use recycling system to remove suspended solids of fresh concrete scrap from water and then water is reused 100% in manufacturing process while retaining the product's quality as standards.

Location	Unit	% of wastewater circulation from manufacturing process to be reused
 Prukso Precast Factory Lamlukka	 64,535	 100
Prukso Precast Factory Nava Nakhon 	 63,746	 100

Air Pollution Control

The Company sprays water around the concrete mixing plants while pouring stone and sand into stock piles and scooping it before entering into mixing process to prevent dust diffusion in factories or cause trouble to nearby communities. The vacuum machine and floor strippers are applied to reduce residual dust in the building and road around the factories. The Company also sprays water before cleaning roads to prevent a spread of dust.

Noise Pollution Control

Most of noise pollution is caused by a vibrating system in concrete compaction process. The Company then installed noise barrier to absorb noise before changing to shaking system for concrete compaction. It would extremely help reducing the noise intensity. Also, the Company pays attention to measure noise level in factories and surrounding communities on yearly basis.

Waste Management

Goal: 100% of waste management in business process

Prukso Precast Factories

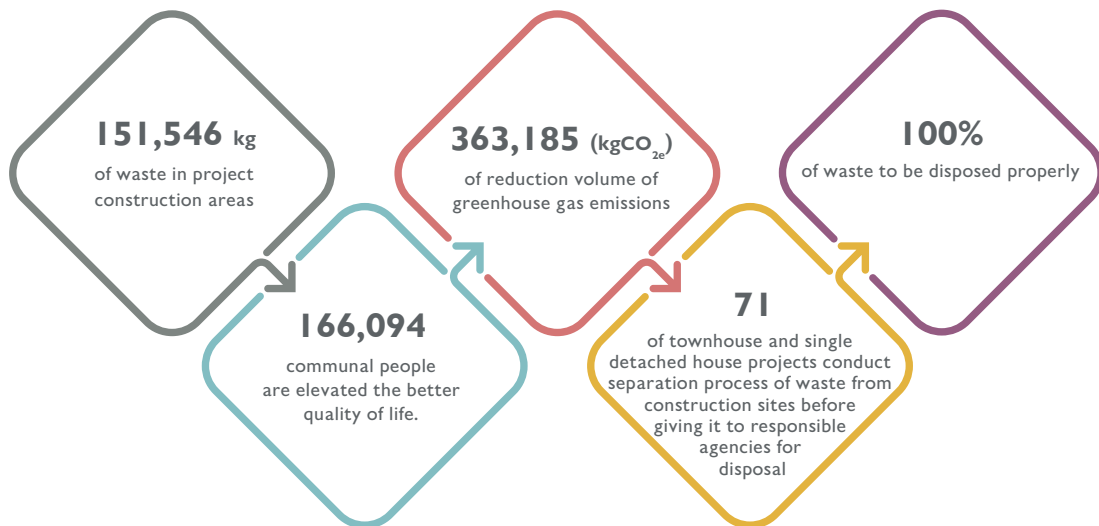
All kinds of waste within the factories are completely managed such as food waste, hazardous and contaminated waste, metal scrap, silicone guns, used hydraulic, papers and residual concrete, to make better environment of factories and better health for staff.

	GRI 306-1 Name of Waste	Type of Waste	GRI 306-3, GRI 306-4 Volume (Kg)	Management Method	Waste Management	
					Goal (%)	Outcome (%)
1	Food waste	GRI 306-5 General waste	3,120	Send to pig farm	100%	100%
2	Hazardous and contaminated waste	Toxic / Hazardous	4,000	An authorized unit collect and dispose / burn with high heat	-	-
3	Metal scrap	Recycle	127,110	A unit buys, separates and sell it	100%	50%
4	Silicone guns	Recycle	6,000	A unit buys, separates and sell it	-	-
5	Used hydraulic oil	Recycle	500	A unit buys and makes it a substitute	-	-
6	papers	Recycle	30,000	A unit buys, separates and sell it	-	-
7	Residual concrete	GRI 306-5 Non-hazardous	14,023,840	To be used for land reclamation	100%	100%

Project Construction Areas

Prukso manages all waste in the construction areas of townhouse and single detached house projects, such as concrete bags, packing boxes, plastic bags, toxic garbage, paint cans, etc., to be separated at the construction sites before giving them to the direct responsible agencies for disposal in order to prevent environmental impacts in project areas and surrounding communities.





Residential Projects

Wastewater Management

Pruksa has system to manage wastewater in residential projects by supervising, surveilling, inspecting and monitoring quality of wastewater in line with laws and the Enhancement and Conservation of National Environment Quality Act, B.E. 2535 to prevent ecosystem and biological diversity from environmental impacts as well as impacts towards communal people surrounding project sites including living things in the communities' ecosystem.


Guidelines for wastewater management in residential projects



Training course on statistical recording of wastewater treatment system




231 staff
 who administer the residential projects
 and have been trained on statistical
 recording of wastewater treatment system



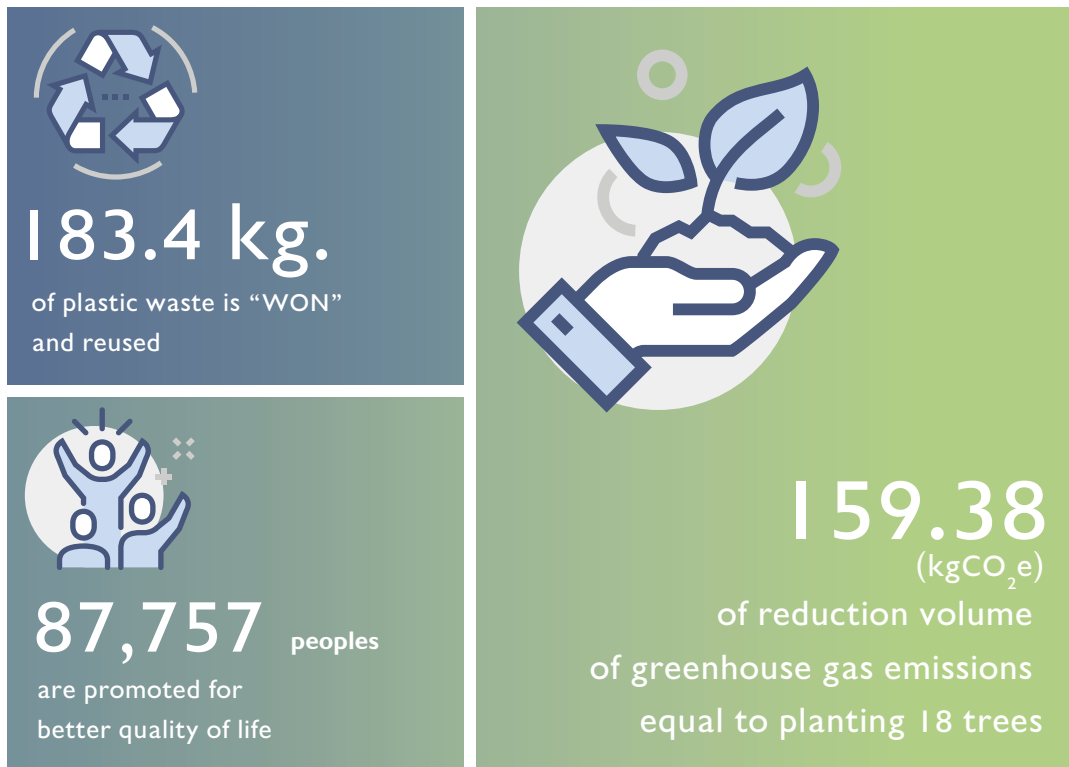
92%
 of staff passing the training test on
 statistical recording of wastewater
 treatment system

Waste Management in Community

WON@PRUKSA and WON@PEARL BANGKOK projects

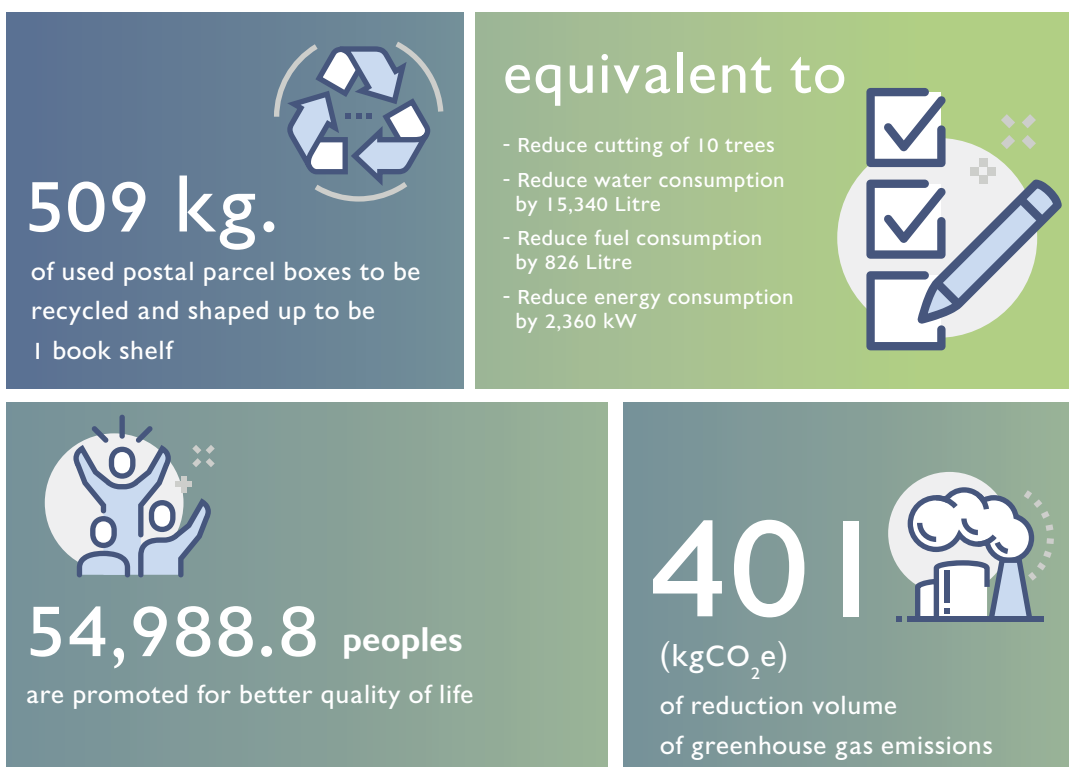
Pruksa has collaborated with TPBI Public Company Limited and environmental alliance companies asking residents of 16 projects of Townhouse, Single Detached House and Condominium, along with staff working at Pearl Bangkok Office Building, to separate dry clean flexible plastic bag to be recycled as a new one.





“Glong Gerd Mai” (Renewed Box) @PRUKSA project

Pruksa in collaboration with online shopping platform Shopee invite the residents of townhouse, single detached house and condominium of 72 projects to separate and leave the used postal parcel boxes at the provided sites so that such used boxes will be recycled and shaped up as a book shelves, and then delivered to SOS Children’s Villages Thailand for further benefits.



Greenhouse Gases (GHGs) Emissions

The Company is under improvement process of the Greenhouse Gases Emissions' reduction plan encompassing the operations at Pruksa Precast Factory Lamlukka and Pruksa Precast Factory Nava Nakhon which will be enclosed in the Sustainability Development Report 2022. Therefore, data on GHG Emissions 2022 was from the real estate development business as a core.

- **Guidelines for GHGs emission reduction of Scope 1, 2, 3**

In 2022, the reduction guidelines on the GHGs emission in Scope 1, 2, 3 at Pruksa Precast Factory Lamlukka and Pruksa Precast Factory Nava Nakhon, the major operation units of the Company, were as follows:

SCOPE 1: Direct GHG Emission

From the use the engine/motor oil for fire pumps, generators, tractors, lawn mowers, the gasoline for official vehicles and LPG for cooking.

Guidelines for Direct GHGs Emissions	Target	Outcome
Efficiently planning for the use of LPG for cooking by set appropriate opening/closing times of canteen in line with volume of manufacturing factory and staff, such as one tank of LPG for one store in case one factory is operated.	50%	66%
Efficiently planning in using official vehicles by setting the online advance reservation system, vehicle schedule of shared routing, and scheduling table for document delivery between factories and Head Office.	5%	6%

SCOPE 2: Energy Indirect GHG Emission

Guidelines for Indirect GHG Emission	Target	Outcome
Use solar power instead of electric power for traffic lights, and changing light bulb to LED, turn off unused lights and turn on only necessary locations.	4%	4%

SCOPE 3: Other Indirect GHG Emission

From the activity in the arrival transportation of cement and sand to factory, and departing transportation of precast sheets from factory to project sites.

Guidelines of Other Indirect GHG Emission	Target	Outcome
Reduce transportation frequency and increase the product weight per trip while still adhering to legal requirements, and improve packing process such as transporting different stair pieces in the same trip, and assembling flooring and beam materials which could reduce 924 transportation trips.	5%	5%

- Data on GHG Emission Scope 1, 2, 3 at Prukse Precast Factory Lamlukka and Prukse Precast Factory Nava Nakhon

Prukse Precast Factory Lamlukka	Unit	2018	2019	2020	2021	2022	Reduction of GHG emission per cubic meter of concrete (Ton CO ₂ eq)
1. Direct (Scope 1)	Ton - Co ₂	308	298	84	74	62	0.0%
2. Energy indirect (Scope 2)	Ton - Co ₂	3,006	2,992	670	1,113	1,541	-0.1%
3. Other indirect (Scope 3)	Ton - Co ₂	6,043	4,761	610	1,078	2,509	+1.3%

Prukse Precast Factory Nava Nakhon	Unit	2018	2019	2020	2021	2022	Reduction of GHG emission per cubic meter of concrete (Ton CO ₂ eq)
1. Direct (Scope 1)	Ton - Co ₂	133	133	97	79	62	0.0%
2. Energy indirect (Scope 2)	Ton - Co ₂	2,073	2,152	1,080	1,600	1,694	-0.1%
3. Other indirect (Scope 3)	Ton - Co ₂	6,581	4,742	1,639	2,489	2,922	+0.2%



GRI 2-27



Follow Environmental Laws and Regulations

“ Under strict environmental compliance, Pruksa then puts the priority on preparing of EIA Report (Environmental Impact Assessment: EIA) for housing projects, to be submitted to the Office of Natural Resources and Environmental Policy and Planning (ONEP) in accordance with laws under Enhancement and Conservation of National Environmental Quality Act, B.E. 2535. ”

In 2022, there was no project that required an approval of making an additional EIA Report of 2021. The Company has paid attention to approved projects and reported operational outcomes in consistent with prescribed measures continuously. However, there were **no incident of environmental non-compliance practices arisen from Pruksa’s business operations.**



GRI 3-3, GRI 413-1

Heart to Society Care for Society and Provide Good Opportunity



GRI 3-3, GRI 413-1



Society and Community Engagement

Accelerate Impact with PRUKSA

“Accelerate Impact with PRUKSA” project was launched in 2022 for the first year to support the companies in Thailand which operate their businesses with Social Enterprise and seek for fund support and opportunity to grow the businesses. Those companies then now became PrukSA Partners in developing innovation for products and services for people, society, and environment; sustainably creating the positive impact for the society. ”

Social Enterprise must hold 2 objectives which are making profits from operating the business and creating positive impact for the society. The business must hold the mission to develop life and the group of people way of living or individuals who received unequal or undervalued treatment to solve the skills mismatch with the duty, the gap of income, upskill, reskill including solution innovation, employment or proactive solution in taking care of the elderly to have them renewed purpose in life.

PrukSA has been selected in the project “Accelerate Impact with PRUKSA” and gained benefits in upskilling, expanding potentials, business networks, the capability of innovation development and adding business opportunity to create positive impact for the society to the next level with support of internal resources from PrukSA; for example, providing the professional consultant for business planning, giving advice on strategies, expanding businesses, additional training, building and expanding the business networks in the industry with the initial funding from PrukSA totaling 600,000 baht. Moreover, there is a chance to receive additional funds from “Vijitpongpun Fund” and more importantly, the companies might be selected to obtain the investment funds from PrukSA under Corporate Venture Capital (CVC).

The 5 chosen contestants for “Accelerate Impact with PRUKSA” project are; Buddy Homecare, findTEMP, Happy Grocers, Local Alike and Vulcan Coalition.



buddy
home
care

Buddy Homecare

A social enterprise that solves the problem of the elderly and hill tribe children who lack opportunities at the same time by providing vocational training and developing the potential of hill tribe children through grants and training in patient care and the elderly to be able to work in the care of the elderly at home. At the same time, we are ready to help care for the elderly in need, together with communities and foundations. Currently, more than 600 elderly people in need have been rescued.



find
TEMP

findTEMP

A platform that pairs employers with part-time employees in restaurants, warehouses, hotels and catering businesses, creating new skills for more than 14,000 employees, generating over 220,000 jobs, and reducing costs for more than 500 entrepreneurs. At present, there are more than 45,000 employees in the system, covering Bangkok and its vicinity.



Happy Grocers

An online start-up shop that sells fresh organic farm products directly to the consumers, earning more income and creating occupational sustainability. On the other hand, the buyers get fair price and product quality. Presently, over 100 farmers participated and delivered the products to customers for more than 20,000 times from its launched date in 2020, by using environmentally friendly containers. The shop also sells imperfect fruits and vegetables which is not attractive in the market to reduce food waste.



local alike

Local Alike

A start-up business provider in tourism aims to develop the society to be able to sustainably generate income from tourism including selling community products and community delicacies. Such businesses have supported local community and generate community income or over 200 communities in more than 60 provinces.



vulcan
Coalition

Vulcan Coalition

A Tech start-up company which supports the employment of people with disabilities to have a chance in teaching and developing the AI (Artificial Intelligent) in the Chatbot system and act as Live Agent. This company creates employment of 600 disabled people, with value of 62 million baht.

All 5 teams received from 600,000 baht and up to 1.9 million baht in funding from Pruksa including the additional funds granted from Vjittpongpun Fund. All 5 teams have participated in the "Business Incubation" project that is packed with knowledge to expand the business through workshop activities and business development in various dimensions.

“ We do not only aim to build houses but we also desire to create "Enriching people's lives, Live well Stay well". The Accelerate Impact with PRUKSA project is therefore Pruksa's intention to strive, pay attention and dedicate to create opportunity, value and well being to society and communities to sustainably grow together. To lift up the quality standard of true happiness of living for all Thai people. ”

See more details at: <https://www.pruksaimpact.com/>

Home for Disabled People by PRUKSA

Under the idea of Heart to Society, we believe that all sectors can use their expertise to share and create a society where all groups of people live together equally; holding the rights and dignity as human beings to live and do social activities equally. Under the expertise of Thailand's leading real estate business, Pruksa hopes that all Thais should be given the opportunity to own a home and acquire good quality of living. The "Care Home for the Disabled by PRUKSA" project was launched and is part of Pruksa's operation that clearly reflects the ESG policy with commitment and continuous action and with care to raise the quality of society towards the Sustainable Development Goals.

“ People with visual, walking or other disabilities face difficulties in their daily lives, including housing that is not conducive to safety and appropriateness. ”

So, when it comes to home, we use our expertise in home building and home design that meets the needs of living for people with disabilities. Therefore, this project not only builds new houses but also creates quality of living for people with disabilities to help themselves well and be able to live more conveniently.

In 2022, Pruksa continued the project "Home for the Disabled by PRUKSA" for the 4th consecutive year. Pruksa has been delivering a good quality of life, creating opportunities and equality in having their own housing as well as encouraging people with disabilities to have a career and earn a better quality of life sustainably once again in the rural areas of Khon Kaen province.



Deliver
8 houses



Sustainably
enhancing quality
of life of
20 peoples



Please click here to watch the video **Home for Disabled People by PRUKSA**

We can create a better society by the cooperation of all sectors like the success of the "Home for the Disabled by Pruksa" project that came from the cooperation of many sectors to make this project happen and make the most of it. We received the cooperation from the government agencies, Private individuals and local community leaders including ViMUT Hospital on behalf of affiliated companies of Pruksa Holding Public Company Limited with network partners like Social Innovation Foundation, Sirindhorn Hospital Khonkaen and the government agencies in Khon Kaen province such as Khon Kaen Provincial Office, Khonkaen Provincial Social Development and Human Security Office, Khon Kaen District Office, Khonkaen Provincial Administrative Organization and Khon Kaen Subdistrict Municipality who worked hard together for this project in data collection of the disabled person residence, condition of the problems and assistance in building and improving homes for people with disabilities in rural areas so that they can live a comfortable life with occupation to make a living. This is an opportunity and equality to have their own home and a place to live that improves their quality of life.

Wisdom Playground

“ Natural Playground” follow the late King’s Footsteps
Get ready to start a family for a better quality of life ”

In an era when technology has come into a play in everyday life, many parents use mobile phones and tablets to foster their children. Mainly they thought this will make it easier for children to stop being naughty and be raised. However, if the children use too much of these technologies, it can create a direct negative effect on the children’s brain. This will slow down children’s development and would cause Attention Deficit Hyperactivity Disorder (ADHD) until they lose interaction with those people around them.

Pruksa in collaboration with ViMUT Hospital, Department of Health, Ministry of Public Health, and Women’s Medical Association of Thailand under the Royal Patronage of His Majesty the King adopt the concept of "Play After Dad" of Mr. Dissakorn Kunthorn, the chairman of The Wisdom Playground Foundation, which embraced the principles of raising King Rama IX of Her Royal Highness Somdej Phra Sri Nakhairindra Baromraj Chonni as a model for building a common playground at Baan Pruksa Project, Theparak – New Town located within Pruksa Avenue. The project consists of 4 townhouse projects with a total of 1,267 units and a total of 3,800 residents.



Sustainably
enhancing
quality of life of
3,800
peoples

The "Wisdom Playground" project is the first playground in Bangkok and became Pruksa Model Project which will be leading to many upcoming projects in the future. This playground holds a starting point to help prepare early childhood children aged 3 years and over to learn about things in the natural recreational activity area under the safety standards that children will benefit from playing, climbing, digging the ground, playing with the sand that children will need to use hands, feet, and body to feel it. This also includes meeting new friends that will make children happy, fun, and cheerful with freedom of thought and imagination as well as develop natural brain learning mechanisms. At the same time, it also attracts the attention of children to invite parents and guardians to do activities outside the house and breathe fresh air and reduce the risk of children becoming too addicted to mobile phones or tablets, which can negatively bring stress, strong mood, aggressiveness, ADHD, and developmental delay in children.

“Wisdom Playground” is one of the Sustainable Development Policy in HEART to Society that cares about the community and creates good opportunities for the society to sustainably grow together. Pruksa would like to be a part of Thai Society in promoting learning development to help increase the potential of Thai children from today to be ready to grow into quality individuals further in Thai society.



Care for Employees

Heading to the sustainable development on society, apart from social care for surrounding areas, Pruksa also pays attention to valuable resources of the organization, that is to support employees on self-development for career advancement and give them opportunity to express ideas for work efficiency as well as openly accepting works performed by those of gender diversity under confidence on potential of equal human beings whether male, female or LGBTQ+ or even people of disability.

Respect for Human Rights

The Company pays respect to national and international principles of human rights covering all related groups of stakeholders who are affected by direct business activities of the Company which causes risk on human rights violation including those relating in business value chain such as employees, children, women, the disabled, business partners and foreign laborers.

The Company clearly provides channels for filing complaint against labor regulations with fair treatment to all parties in receiving complaint from employees or executives. The complainant is legally protected and the complaint is determined righteously by human resources executives or an appointed committee of the Company. The said complaint is reported to the Company's Human Resources Development Committee and kept it confidential. The Company sustains on corporate governance with transparent business operations and none of any corruptions occurred to employees, customers, business partners, contractors as well as government agencies and private sectors. All processes of filing complaints, fact investigation, disciplinary punishment as well as issuance of preventive and solution measures are stipulated righteously for all parties.

GRI 2-8, GRI 413-1

Employment

The Company strongly believed that occupation in good faith would create security for life and family of employees. Therefore, the employee's selection process of the Company shall focus on merit system by considering qualifications suit for particular position including appropriate knowledge, competency, experiences and behavior as a core without discrimination on race, religion, heredity, gender or physical disability. As indicated the performance of 2022, the Company employed 6 people of disability by paying them income based on the position and type of work without taking physical disability to be an excuse in lowering the income. Besides, the Company joined with the Social Innovation Foundation to support the employment of 9 disabled people to work for public interest in Khon Kaen Province such as Health Promoting Hospitals of Tambon Nongtoun, Amphoe Choumpae and of Tambon Pek Yai, Amphoe Phol, Khon Kaen Province etc. This could generate income for the disabled and give them a chance to work for public near their residences. Employment processes of the Company shall be legally performed including rate of wage, working hour and employment's conditions.

Work Location

- Head Office (Pearl Bangkok Office Building)
- Project sites
- Pruksa concrete precast factory
- ViMUT Hospital Phaholyotin
- Baan Mhor ViMUT Clinic

Implementation Method of Corporate Activities

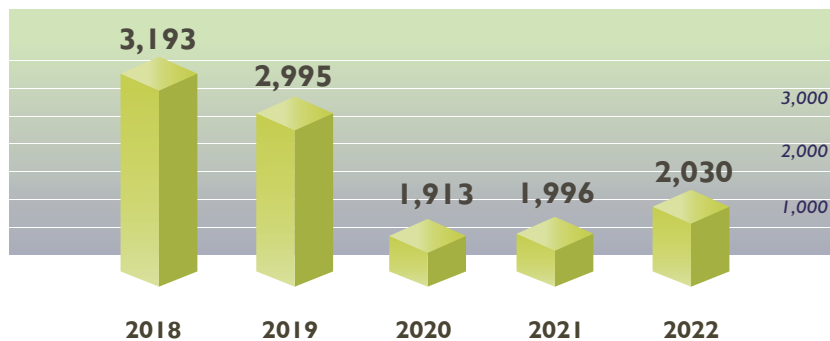
Mainly executed by an employee who will be both practitioner and supervisor to oversee all tasks of contractor to be achieved the employment's purpose and quality as expected by the Company.

Work Schedule








The Company realizes that each employee has different ways of life, such as family care, evening study, long distance between residence and working location, traffic congestion, and other factors. Therefore, the Company defined time attendance of flexible hours that allows employees to choose attendance time suitable for their daily life individually under 8 hours per day limit which also cause no impact to the business of the Company.

GRI 2-7

Data of Employees



Data of Employees in 2022 classified by gender and type of employment

Type of Employment	Female 	Male 	Total
 Full-time employee	1,142	870	2,012
 <small>GRI 2-8</small> Temporary employee	5	7	12
 The disabled	3	3	6
Total	1,150	880	2,030
Gender proportion	 56.65%	 43.35%	

Data as at 31 December 2022

GRI 2-7

Data of employees in 2022 classified by work location and type of employment

Company	Type of Employment			Total
	Full-time employee	Temporary employee ^{GRI 2-8}	The disabled	
Pruksa Holding PCL	31	-	-	31
Pruksa Real Estate PCL	1,377	1	6	1,384
Inno - Precast Co.,Ltd.	137	2	-	139
Synergy Growth Co.,Ltd.	40	-	-	40
Klietz Co.,Ltd.	4	-	-	4
My House Tech Co.,Ltd.	1	-	-	1
ViMUT Hospital Holding Co.,Ltd.	2	1	-	3
ViMUT Hospital Co.,Ltd.	407	8	-	415
ViMUT Wellness Service Co.,Ltd.	13	0	-	13
Total	2,012	12	6	2,030

GRI 401-1

New Employee








28% of new employees
proportion in 2022

	Pruksa Holding PCL		Pruksa Real Estate PCL		Synergy Growth Co.,Ltd.		ViMUT Hospital Holding Co.,Ltd.		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Full-time employee									
Not over 30 years old	2	6	108	33	4	9	8	105	275
30-50 years old	14	8	67	51	9	20	16	93	278
Over 50 years old	1	-	1	1	-	-	5	3	11
Temporary employee^{GRI 2-8}									
Not over 30 years old	-	-	-	-	-	-	-	-	-
30-50 years old	-	-	3	-	-	-	1	-	4
Over 50 years old	-	-	-	-	-	-	4	1	5
Total	17	14	179	85	13	29	34	202	573

GRI 401-1

Employee Turnover

The Company determines rules and regulations on working regarding the employee turnover and severance pay. The Company holds rights to the employee turnover and shall pay for severance to employees according to the Labor Protection Act, B.E. 2541 when the employee turnover is under the following cases:

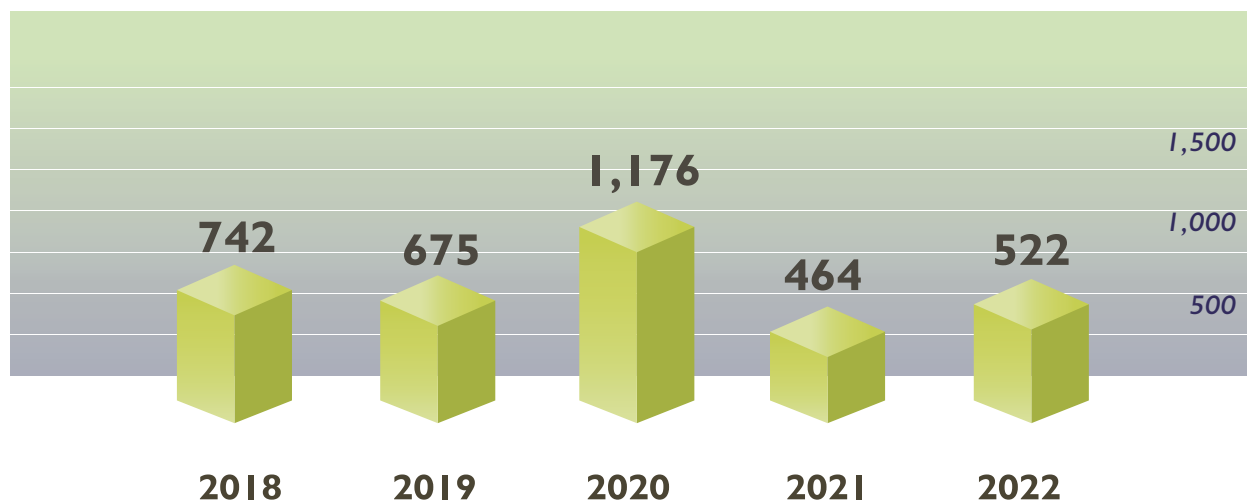
	Retirement
	Get a communicable disease or chronic disease until causing failure in working which is determined by the Company for unable to continue working or lowering work efficiency
	The existing position of an employee is no longer necessary for the Company's business operations which needs to be abolished and it is unable to transfer an employee to work in any suitable duty
	Revise working unit or department of an employee such as abolishment of unit or department
	Employee's performance is non-compliance with the Company's given standard, or lower than average standard or the employee is unable to perform the assigned duty efficiently. Even though the supervisor has ever made a talk, given advice, suggestion, clarification, given warning in verbal and writing, such employee has no improvement within a reasonable time
	An employee has low capability than his/her position standard. Even though the supervisor has ever made a talk, given advice, suggestion, clarification, given warning in verbal and writing, such employee has no improvement within a reasonable time
	An employee has disciplinary offense or unethical offense but not deemed to be a serious offense or have no clear evidence, however there is a cause of untrust to let an employee continue working which may cause damage to the Company

Number of the Employee Turnover in 2022

	Pruksa Holding PCL		Pruksa Real Estate PCL		Synegy Growth Co.,Ltd.		ViMUT Hospital Holding Co.,Ltd.		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Full-time employee									
Not over 30 years old	1	1	61	30	1	-	5	46	145
30-50 years old	4	1	137	118	-	2	10	76	348
Over 50 years old	1	-	12	6	-	-	3	1	23
Temporary employee									
Not over 30 years old	-	-	1	-	-	-	-	-	1
30-50 years old	-	-	2	-	-	-	2	-	4
Over 50 years old	-	-	-	-	-	-	-	-	-
The disabled									
Not over 30 years old	-	-	-	-	-	-	-	-	-
30-50 years old	-	-	-	-	-	-	-	-	-
Over 50 years old	-	-	1	-	-	-	-	-	1
Total	6	2	214	154	1	2	20	123	522

84% of voluntary retirement of employees from the total retirement in 2022

Employee Retirement Data during 2018 - 2022





GRI 3-3

Employees Care

GRI 401-2

Welfare for the Employees

The Company shall adhere and strictly perform according to the Labor Law in supervising working environment to be safe for life and property of its employees all the time and also manage remuneration and welfare suitably for the economic conditions and the Company's operating results each year. However, most of the Company's welfares are allocated according to employee's position only some of which is allocated according to working sites.



General Employees

GRI 403-6

- Health and group life insurance for all monthly employees covering health insurance and outpatient medical treatment for 30 times per year including life insurance, accident insurance and permanent disability insurance.

GRI 403-6

- Arrange annual medical checkup for employees at all levels once a year.
- Financial welfare such as cost of living, visiting present in case of hospitalization, allowance for death and wreath cost in funeral ceremony of employee or of his/her spouse or parents, wedding gift granting and scholarship to employee's children.
- Welfare of housing purchase such as special discount for the purchase of the Company's Single Detached House, Townhouse or Condominium.
- Other benefits such as monthly phone bills, employee rewards for 10 and 20 working years, annual leave, annual vacation leave, personal leave, leave for military service, maternity leave and New Year gifts, etc.

GRI 403-6

- The Company still has policy of Work from Home (WFH) by defining employees to work at home for 1-3 days a week as necessary in order to reduce the spread of COVID-19 disease and increase flexibility in work. Then work pattern shall be proceeded through the online system such as online meeting, online document approval and training via E-Learning system.
- Incentives such as commission, bonus.
- Promote executives to have the Company's shares by spending money to buy shares through Employee Joint Investment Program (EJIP).



Welfare for Employees Operating in Project Areas and Precast Factories

- Financial welfare for employees working in project areas and Precast Factories to alleviate the travel cost and compensate the increased difficulties comparing to those work at Head Office.
- Housing welfare to alleviate the rental cost and cost of living for employees working in the project areas and tend to be frequently relocated their working sites particularly employees working at Precast Factories in suburban area of which commuting to work is more difficult than that of Head Office.



Specific Welfare for Precast Factory Employees Only

- Diligence Allowance is an incentive for employees with discipline of punctuality, attendance at work and no leave work taken during a month.



GRI 201-3 Plans for Employee Retirement

- The Company establishes a Provident Fund and encourages employees who have already passed probation to voluntarily join this fund by choosing to save money in the fund at the rate of 5-15% of salary each month. Then the Company will add up money in the employees' fund according their service years. This could provide employees with financial security after retirement. However, employees shall receive their saving after termination of employment or leave the fund while not yet resigned from work.
- The Company's policy defines the retirement of employee at 60 years of age and termination of employment shall be on 1 February of the following year. The Company plans to pay compensation according to the labor law and give the employees one-baht gold as a token of appreciation for their devotion to the Company for a long time.



GRI 403-3

Respect Privacy

- The Company places importance on the personal rights and freedoms to be protected from being violated in using, disclosing or transferring of personal data. The Company also stipulates the policy on personal data protection for job applicants and employees and defines all employees to strictly comply with the Personal Data Protection Act, B.E.2562 (2019) and/or relevant secondary legislation regarding personal data protection. Therefore, the employee's data including biography, work experience, and health data, etc. shall be collected, used, and retained safely. The use of personal data must comply with the purpose of the data subject who gives consent and must truthfully perform according to duties or by law or for public benefits.



GRI 2-30

Cooperative Guidelines in Negotiation

- The Company encourages employees to participate in electing the Welfare Committee as their representatives in discussing with the employer on appropriate welfare provision. The Committee consisting of 13 members with two-year term each has duties to inspect, control and manage the welfare that employer provides for employees as well as proposing management guidelines to provide beneficial welfare for employees. The Committee also has to hold joint discussion on welfare, benefits and regulations that would affect employees every 3 months and then report or propose the meeting' resolution to the Human Resource Development Committee of corporate level to consider the utmost benefits for stakeholders.

“ In 2022, none of the parties required to change any employment conditions to the agreement thus there is no written claim notified to the other party. ”

GRI 3-3, GRI 404-2



Promotion and Development of Employee Potential

The Company has policy to develop knowledge, skill and competency of employees by offering them to have self-development in various forms such as training in significant program, special short-term project assignment, coaching, self-directed learning, Board mentoring, etc., all of which are beneficial to employees' career progress and the organization's sustainable growth.



GRI 404-1

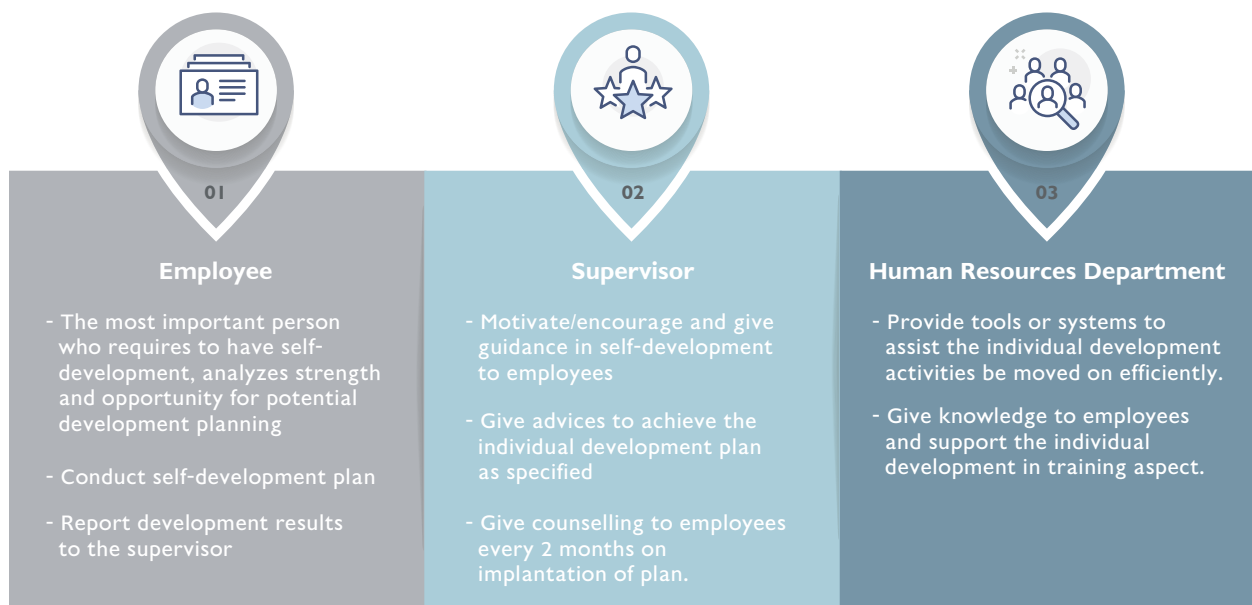
The required number of hours for employees to have new skills development in 2022



GRI 404-3

of self-development opportunity given to all employees

Employee Potential Development



Leadership Competency Development

The potential of leader with “work skill and people skill” would drive organization to meet the goals and achieve sustainable growth. The Human Resources Department has duties to shape up leaders from generation to generation by preparing “Leadership Competency” as leadership development guidelines for employees. This results in both human and work management as a saying “works are good, men are great”.

The leadership characteristics required to be instilled in all employees is divided into 3 main groups with 10 topics as follows:



Group 1: Prukasa Culture and Values – Adhere and follow the organization’s culture and value.

- Prukasa Culture & Values
- Corporate Governance
- Holding Accountability



Group 2: Leading People – Have ability to motivate, influence and develop one’s subordinates.

- Influencing and Motivating Others
- Developing People
- Teamwork



Group 3: Leading Performance – Have ability to manage performance of oneself and the team to achieve the goal.

- Problem Solving
- Growth Strategy Planning
- Create Value and Innovation
- Leading Change




The Human Resources Department includes 10 topics of Leadership Competency as a part in various systems of the organization such as 360° leadership evaluation (oneself, supervisor, subordinate and colleagues) to help realizing on leadership and better development. The evaluation results will support succession planning, promotion and merit increase.

Executive Coaching

The Company places importance on executive development, therefore arranges mentoring program for 3 times a year with the Board of Directors as mentor for Executive Vice President, Directors and Chairman of the Executive Committee.

Potential Analysis and Development of Executives and Employees

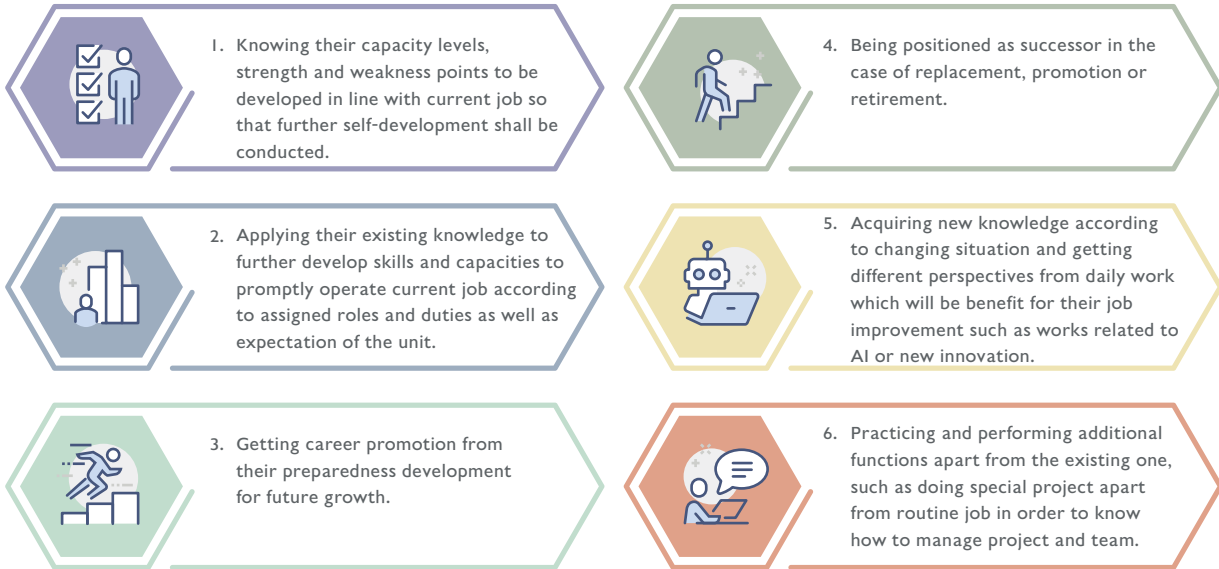
In 2022, the Company analyzed and developed the potential of executives and employees as well as evaluating Key Performance Indicators (KPIs) of executives and employees. Principles, instructions and procedures for performance evaluation are defined by communicating KPIs objectives as from the organization level to individual, following up and evaluating performance results and developing performance of oneself and the team in line with duties and responsibilities as follows:

	Employee	<ul style="list-style-type: none"> • Perform work with responsibility to achieve assigned duties and standard set by the Company. • Be responsible for self-development to always have good performance.
	Supervisor	<ul style="list-style-type: none"> • Manage performance of employees under supervision to be accomplished by assigning missions in compliance with the Company's goals and strategies. • Convey plan to operating employees, promote work behavior of efficiency-oriented performance, and evaluate employees' performances according to set process of the Company. • Develop employees' performance under supervision by having them develop knowledge and competency, and instill responsibilities to employees by mentoring, assigning task, training and coaching.
	Human Resources Department	<ul style="list-style-type: none"> • Continually give knowledge and provide tools for performance management of employees and executives in line with organization's goals.

Career Advancement Support

As realizing that “Learning has never ended”, the Company encourages employees to discover their potential and break through their capacity limit by creating self-directed learning atmosphere in the organization. These would help employees enjoy developing themselves from various sources, such as study tours, seminars or learning from their leaders as good role model and special project assignment apart from routine job.

Benefits that employees shall obtain from self-development are as follows:

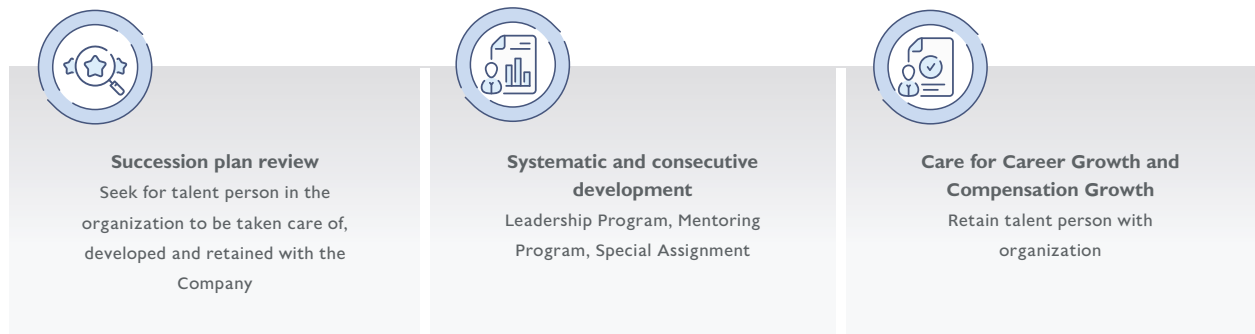


However, the Company develops processes and tools for planning Career Development Review to be more efficient by applying “Triangle Model” which is the collaborative principle among 3 parties: employee, supervisor and the company. The Company shall give opportunity to employees and supervisors to jointly make plan on career advancement and development of employees’ potential to meet the career requirements of both employees and organization.



Career Development Review and Individual Development Plan

- Talent management and employee's preparation to replace the position, development promotion and retention of qualified employee to work for the organization.



- Guidelines and tools for potential development and advancement promotion for employees according to position level as follows:

Executive Level	Employee Level
<ul style="list-style-type: none"> • Coaching executives • Planning career advancement • Preparing an Individual Development Plan • Evaluating leadership 360° • Assigning as the project leader • Taking trainings to develop knowledge and skill in terms of technique and management • Getting promotion • Acquiring Board Mentoring 	<ul style="list-style-type: none"> • Getting trainings from the supervisor • Planning for career advancement • Preparing an Individual Development Plan • Doing important or special projects • Being selected as a Talent • Taking trainings to develop knowledge and skill in terms of technique and management • Getting promotion • Acquiring knowledge from E-Learning and Micro Learning

By the above guidelines and tools, the Company's employees have developed capacity that suits to current job and got higher potential for better job position in the future. This would be of benefit for executives, employees and the Company as follows:

Benefits for Executives and Employees	Benefits for the Company
<ol style="list-style-type: none"> 1. Get ready to work in the higher position with higher challenge and responsibility. 2. Those who obtain capacity development and have career advancement plan will get motivation and have engagement with the organization. 3. Have a chance to practice skill to catch up new technology and get knowledge on business changes, development of new products and services. This includes the increase of efficiency in manpower usage and capacity in work development, leading to better serve to customers' demand. 4. Be developed to become qualified personnel who makes benefits for society. 	<ol style="list-style-type: none"> 1. Have employees with high potential who will make business success as planned. 2. Get successor for important position to smoothen all operations and grow business sustainably. 3. Have engaged employees resulting from good caring given to them to gain higher capacity and potential. 4. Get new innovations in the organization discovered by employees of high potential 5. Get good corporate image due to good care and significant development given to employees as well as customers.

Employee Performance Evaluation

In 2022, the Company provided performance evaluation for employees by position in order to allow employees and supervisor to have talked and evaluate employees' capacity in 3 areas: (1) work, (2) leadership, and (3) subordinate development. The evaluation will help employees know their gap in current position which will be applied in preparing the Individual Development Plan (IDP) and evaluating successors' readiness for the next position.

“ Performance evaluation is conducted once a year. The supervisor shall have a talk with subordinates to communicate issue on annual grading and new salary rate. ”

The Company has designated the employees' remuneration in consistent with the performance results which is applied in the same principle for both executives and employees. Consequently, performance evaluation results of employees shall be the key for determining the remuneration, such as annual salary adjustment and bonus payment. It is also a part in setting the potential development guidelines of employees. The Company applies Key Performance Indicators (KPIs) for evaluation and has to communicate its objective as from organization level to individual, follow up and evaluate performance results and develop performance of oneself and the team.

Key Performance Indicator and Performance Evaluation are divided into 2 periods

First half of the year

First measurement
period January
to June

Second half of the year

Second measurement
period July
to December



Annual Performance Grading

Each year, the Company conducts annual performance evaluation according to the category and definition of grades as follows:



Excellent



Exceed Expectation



Meet Expectation



Below Expectation



Need Improvement

Performance Scores for Annual Grading comprises 2 parts:

- 1) Individual KPIs Score: Average KPIs from two-period evaluation in proportion of 80%
- 2) Competency: Scores from the supervisor ranging 0 – 100 points, in proportion of 20%, evaluated with the closed KPIs system.

Professional Skills Training and Development

The Company pays attention to encourage employees to gain knowledge and competency in compliance with its objectives and strategies. This also includes having qualified employees with good attitude towards the Company in order to retain them for a long time, resulting in sustainable growth of the Company and developing employees' preparedness to become a transformational leaders of today and in the future.

Pruksa determines approaches to provide training and develop employees by conducting survey and analysis on their needs with an aim to enhance potential and competency of employees for work effectiveness and specified goals achievement in present and future position. Development of employees will suit to each position such as salesperson group, construction group etc.

Development Model
Training and Personnel
Development

70 : 20 : 10

70	20	10
Experiential Learning	Learning from Others	Formal Learning
<p>The development model from working experience; problem-solving skill from real work, both routine and new assigned work or project which require learning and different skill practices to get success, such as be a project leader of the project of Design Thinking, Dataiku, Total Quality Management, Social Enterprise Project, etc.</p>	<p>Learning from everything such as Coaching from the head; Getting feedback from supervisor/ mentor/ related persons at workplace; Observing; Peer Reviewing; Shadowing from Experts; Learning from the Internet; Taking online course; Micro learning or Team Meeting to exchange ideas among members, such as executives receive advices from Board Mentoring.</p>	<p>Learning through familiar models such as seminar, classroom trainings, workshops, in-housing trainings, external trainings, including Virtual Online Training or E-Learning Course provided by leading companies with more than 300 programs available for attendees.</p>

According to the 70:20:10 model, the Trainings and Development Department sets up tools to enhance knowledge and develop capacity in various methods in response to the requirements of each employees' group as follows:

Training Plan

In 2022, the Company designated the training plan programs by categorizing the training courses according to skill and essential knowledge for work. All courses are covered every group of employees which are:



1) Foundation for New Employees: This important program is a foundation and necessary for new employees who start working with the Company to learn and understand the organization as well as adapting themselves to the organizational culture. As a new employee from different workplaces or recently graduate, adaptation to the Company is significant and regarded as the first step of working together. Consequently, the Company prepares training programs for new employees as Virtual Online and Online on Demand (Soft File) which are:

- Orientation for new employees (Vision, Mission, Organizational Structure, Leadership Competency, Welfare, etc.)
- Performance Assessment System
- Corporate Governance, Anti-Corruption, Ethics and Sustainable Development
- Corporate IT System
- Application of Employee Self-Service and Manager Self-Service
- Safety in Construction
- Quality System in Pruksa Holding



2) Self-Development and Management:

The program enhances self-development for employees and executives:

- Fundamental of Data Analytics Workshop
- Data Analytics for Dataiku
- Data Governance for Staff
- Data Governance for Steward
- Data Quality & Meta Data Management
- Design Thinking
- Application of New CRM System and Mobile Smart Sales System for winback
- Application New CRM System and Mobile Smart Sales System for B2B
- GL Transaction course
- Construction QC5 for CD (Link Con QC5 to PS Pro)
- Construction on random QA
- Erection course
- Incident & Risk Management System: for System Controller (Admin)
- PS Pro – Transfer Process
- WBS Master Data
- Open process of PR and GR course
- Application of IBP system for MDTH
- Application of Repair Notification System: CSS & SAP
- Incident Management System (Central reporter)
- Application of Ariba program for end user of PRC, Legal
- Application of Ariba program for general employees
- Application of IBP system for MDCD
- Application of IBP system for MDSDH
- Application of PS Pro Enhancement system for OTC and RTR
- Incident Management System program for end user
- Growth Hacking course
- Social Impact Assessment course
- Story Telling course
- Pitching course



3) Quality Control and Safety:

This refers to Quality Management System Program, Quality Enhancement and Safety Management Program, including other programs set by laws:

- Internal Audit, ISO 45001 Standard
- Occupational Safety, Health, and Working Environment Committee (OSHWK)



4) Professional Groups: This specific program is designed to develop different positions according to professional groups.

4.1 Salesperson Group

- Consultative Sales Strategy for Success
- New personality sales standard
- Sales Service Process
- Sales Closing for new employees
- Home Loan Basic Course for Salesperson
- Update Home Loan & Personal Lone
- Home Loan Process

4.2 Construction Group

- TQM Overview for Quality Improvement
- TQM Overview for Quality Improvement for paint work, wall work, road work
- Customer Service
- Application of LAP System
- Site Digital Master Plan
- Application of repair notification system: CSS & SAP
- I Construction







4.3 Risk Management Group

- Risk Management in Organization

Training Performance in 2022

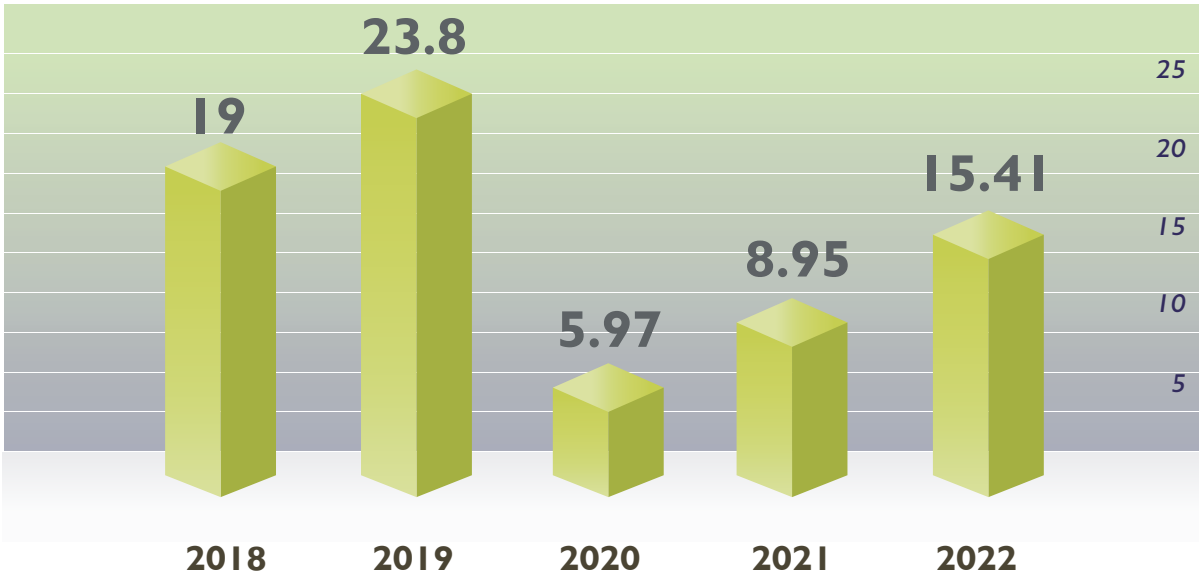
5 Mil.Bht.

for personnel development budget

 <p>In-House Training Program 31 courses 90 classes</p>	 <p>External Training Program 7 courses 7 classes</p>	<p>15.41 hours/person/year Average training hours of executives and employees</p> 
<p>94.02% of executives' and employees' satisfaction to attend In-House Training</p> 		<p>17.81 hours/person/year Average training hours of female employees</p> 
		<p>12.79 hours/person/year Average training hours of male employees</p> 

Average Training Hours of Employee per year

(hour/person/year)



Evaluation of Employee Engagement

Pruksa joined with the National Institute of Development Administration (NIDA) to conduct the Employee Engagement Survey by questionnaire called “Emo-meter” (Employee Engagement on Meter). The survey would reflect well-being, belonging and doing the best of the employees. It is such a standardized questionnaire accepted and applied in many organizations to make employees feel safe and express opinion most truthfully through surveying and collecting of data. The results of survey shall be enclosed in the Sustainability Report.

100% of all employees
join the survey on Employee Engagement towards
the organization



Group of questions from “Emo-meter” chosen for a survey comprise 15 factors as follows:





GRI 3-3

Occupational Safety, Health and Working Environment

GRI 403-1

“ In 2022, Pruksa was certified with Occupational Health and Safety Management System ISO 45001:2018 standard ”

which is an occupational health and safety management standard of international level and also strictly followed the Occupational Safety, Health and Environment Act set by Ministry of Labor, Ministry of Interior, Ministry of Industry and other local laws including the International Labor Organization (ILO) Convention 187 to oversee foreign workers. This aims to prevent the loss in life and property of the Company and business partners, create well encouragement to employees, their families and partners as well as reducing accident expenses and reinforcing the organization's image.

The Company assesses risks on sanitation and safety as well as social psychology of both internal and external customers, including stakeholders covering every activity of the Company. Importantly, the assessment shall focus on working activities and environment that probably have high risks of danger. The strict safety rules then are issued to control high-risk works, vertically and horizontally, including factories. The standards of performance are indicated in TOR of supplier document for implementation. The system of “Safety Report Online” is used to report via smartphone and summarize as “Safety Management Performance”. The Company shall report performance to executives every month, perform proactive safety practices and raise consciousness of being safety leader to ensure of safety system which leads to corresponding safety standards in line with legal and management principles.

GRI 403-7

Guidelines to prevent accidents, injuries and illness

of employees, suppliers and contractors working for the Company are as follows:



- The Company assumes that safety at work is the first responsibility that all employees at all levels have to jointly follow for the benefits of safety of oneself and others.
- The Company has an intent to conduct business in compliance with laws and requirements on occupational health and safety.
- The Company provides trainings to enhance knowledge and skill on occupational health and safety as well as raising consciousness of employees and related parties on regular basis.
- The Company provides budgets and resources such as staff, equipment and other safety devices adequately and appropriately to remain good health and well sanitation, as well as preventing any incidents and occupational ailment of all employees.
- The Company monitors and reviews implementation on occupational health and safety for further development.

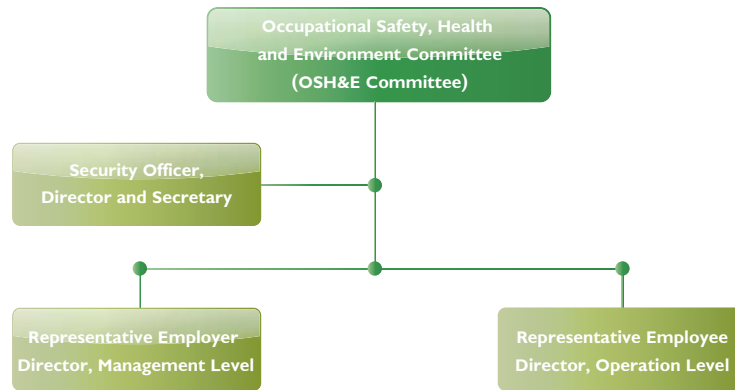
Operation on Occupational Safety, Health and Working Environment



- Assess risks in all the organization's activities to control and prevent risk that may cause ailment or physical and mental effects of employees including social psychology.
- Convey safety intent of top executives via interview and poster to raise awareness on safety.
- Assess compliance with laws and other regulations on occupational health and safety.
- Indicate danger and evaluate risk and opportunity of danger in several activities and social factors to set work plan and procedures.
- Apply the system "Safety Management Performance" to follow up operations and review safety trends of horizontal construction project.
- Allocate staff in construction areas transfer knowledge of safety at work and organize the training "One Point Lesson" for employees through "OPL" pictures.
- Make a Site Walk to examine work performance regularly by having the project manager as the main inspector.
- Hold monthly meeting on safety to solve problems in construction projects.
- Legally build labor camps of the same standard in every construction project to make it a model for study tours from external organizations.
- Prepare documents related to regulations, knowledge on safety and work standards. Translate them into 4 languages for foreign workers to create mutual understandings.
- Work on community relations in project areas to perceive problems and needs, including giving support in different matters to make positive attitudes of community towards the projects.
- Examine serviceability of machines, devices and tools to ensure safety in life and property.
- Use different communication channels such as LINE, Email, PR billboards to make employees or related persons acknowledge the occupational health and safety policy.
- Equip employees with trainings and knowledge related to proper principles of operations such as wearing personal protective equipment (PPE) correctly before working, and review the principles continually.
- Practice emergency exercise in different situations and practice Call Tree to make employees understand their roles, duties and procedures of operations and method of notification and coordination.

- Launch measures to prevent the COVID-19 pandemic in offices, construction sites, labor camps, and locate the quarantine stations for laborers according to the Bubble and Seal measure.
- Set up teams to follow up the situation of COVID-19 pandemic. Report executives a number of infectious employees and contractors to promptly set Incident Response Plan.
- Arrange vaccination for contractors and foreign labors, at least 2 doses per person.
- Set an evaluation of COVID - 19 prevention measures in each project, regularly and extensively.
- Provide ATK test for suppliers before entering the construction sites.
- Check employees' performance to be in line with the Company's standard. Give disciplinary punishment when regulations were violated.
- Investigate incidents and find out the real causes. Provide control to protect recurrence of similar incidents in the future.
- High-level executives review the management of occupational health and safety to ensure that it is appropriate, sufficient and effective.
- Give knowledge to employees in every project via Safety Talk and apply "Training Need" in every risk activity.
- Have drugs test among employees and contractors from external organizations to prevent the risks of crime and illegal actions.
- Measure and evaluate working environment in projects and offices to suit employees.
- Cooperate with the hospital to refer employees for treatment when accident or illness occurs.
- Catch up with daily climate quality indicator to warn employees and allocate budget to procure surgical masks for PM 2.5 prevention.
- Follow measures to reduce PM 2.5 that affects the communities by spraying water around the source of PM 2.5 and clearing away things that may cause the dust.
- Check serviceability of machines and devices every week and tag them as known for passing through auditing.
- Promote and give knowledge to suppliers and contractors to be able to inspect safety of their team throughout operations: before, during and ending, according to Pruksa's measures.
- Organize safety competition to promote proactive safety and give rewards to units of outstanding performance on safety on a quarterly basis.
- Set the value score of suppliers that work for Pruksa.
- Collect safety statistics for analysis and set preventive and solution guidelines to prevent recurrence of incidents.

Occupational Safety, Health and Environment Committee (OSH & E Committee)



Occupational Safety, Health and Environment Committee is appointed (Management Level) and elected by members in the organization (Operation Level).

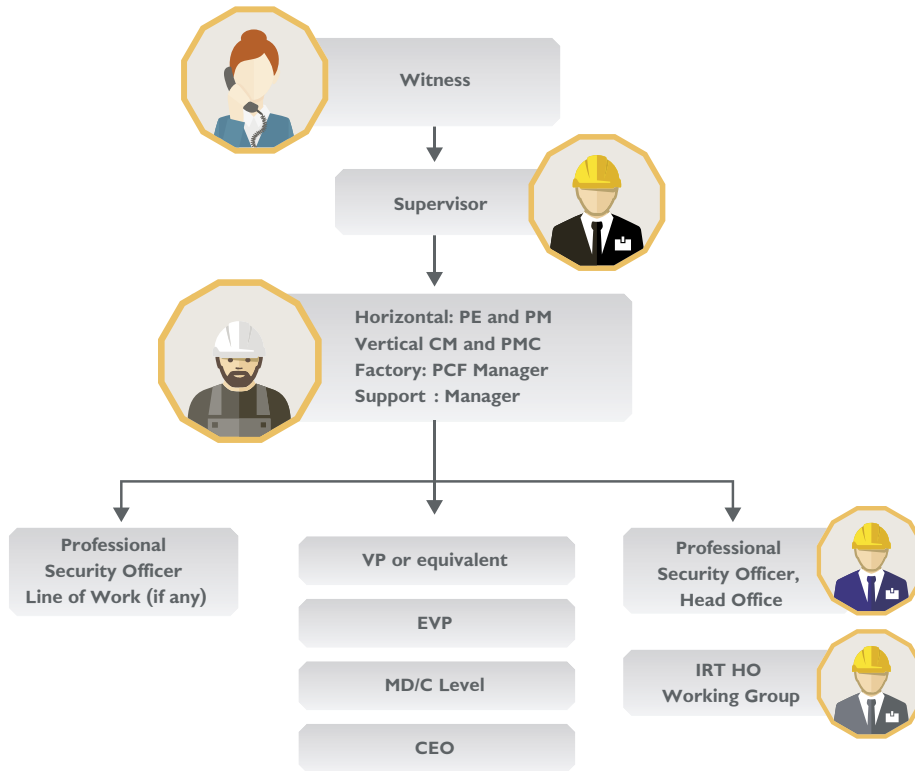
The Occupational Safety, Health and Environment Committee, has roles, duties and responsibilities as follows:

1. Set up occupational safety, health and working environment policy of workplace to be proposed to employer.
2. Set guidelines to prevent and reduce accident, hazards, illness or nuisances from works of employees, or unsafety at work to be proposed to employer.
3. Report the suggestion measures or solution guidelines on work conditions and environment in compliance with laws related to working safety to employer to secure operations of employees, contractors and external persons who work or use services in the workplace.
4. Promote and support activities on working safety in workplace.
5. Consider manual on occupational safety, health and working environment of workplace to be proposed to employer.
6. Inspect operations on working safety and report the hazard statistics in workplace to the Safety Committee's Meeting every time.
7. Consider projects or safety training plan at work including project or training plan on roles and responsibilities on safety of employees, work chief, executives, employer and personnel of all levels to be proposed to employer.
8. Set the reporting system of unsafe conditions for all employee to be reported to employer.
9. Follow up progress of the proposed issues to employer.
10. Propose an annual performance report to employer by indicating problems, obstacles and suggestions to the Safety Committee after one year completion of work.
11. Evaluate working safety performance in workplace.
12. Operate other safety works as assigned by employer.

GRI 403-2, GRI 403-7

Incident Operation on Occupational Health and Safety in the Company Emergency Procedures Flow

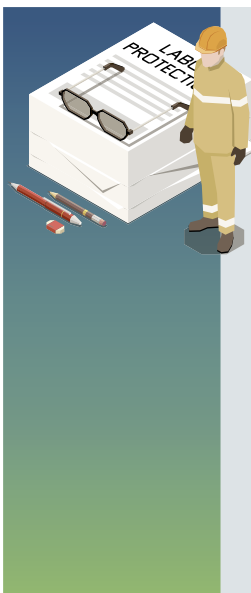
Emergencies: Severe accident that cause death, fire, flood, earthquake, riot, robbery, property damage caused external impacts or any incident affecting the corporate image.



Note: Upon noticing incident, report IRT HO Working Group within 5 minutes

GRI 403-2, GRI 403-7

Safety Emergency Procedures

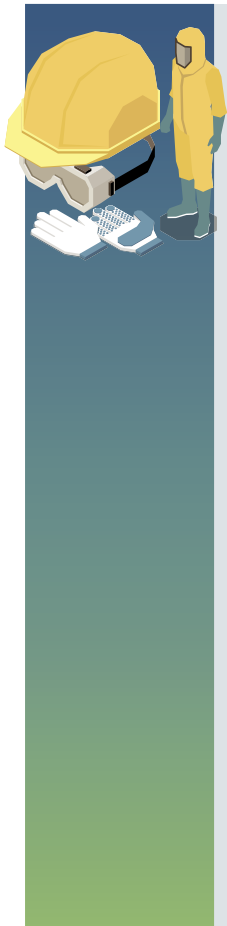


1. Install a non - CFC fire extinguisher every 20 square meters where easily applied and indicated by a clear sign for a quick use when necessary.
2. Install emergency lighting system and emergency exit signs for emergency case.
3. Provide reserve torches at all entrances.
4. Install safety signs in different locations.
5. Arrange suitable exits for immediate evacuation of employees in case of fire incident.
6. Install the automatic fire/smoke alarm in many rooms as possible.
7. Provide ready-to-use fire extinguisher installed at storage area of chemical and/or fuel.
8. Install "No Smoking" or "No Fire Ignition" signs at the storage areas of chemical/fuel.
9. Electric wire used in the office and storage areas of fuel must be an insulated cable according to universal standards.

10. Check readiness of emergency equipment regularly.
11. Assign evacuation supervisor to station at various locations for emergency case.
12. Provide Basic Fire Fighting Training for employees every year for properly use of equipment.
13. Arrange annual exercises on incident response, first aid treatment, fire evacuation.
14. Provide Automated External Defibrillator (AED) in factory and regularly arrange the exercise.
15. Set the IRT team to manage the emergency incident.

GRI 403-2, GRI 403-7

Danger Prevention for High-Risk Works



- Executives visit project areas to inspect safety system every quarter to establish safety leadership and evaluate safety in the area.
- Assess and indicate risks of activities at work and working environment for safety purpose.
- Set the strict safety rules and have it examined from the 3rd Line and monthly report its results.
- Arrange staff to make regular inspection on safety and provide regular training for working staff every week.
- Hold the meeting to follow up safety operations every month.
- Install a temporary power system in project areas such as Earth Leakage Circuit Breaker (ELCB) to prevent electrical shocks, short circuit and overloaded power. This includes a design of safe power system in worker camps and apply the Log Out system for standardized maintenance of power system.
- Use the Safety Work Permit system to control high-risk works, such as work relating to height, heat, confined space, and excavation, throughout the operation as from starting-processing-after ending, to ensure that workers and equipment are safe under corresponding standard of overall organization.
- Provide medical checkup according to risk factors by monitoring risk activities that affect good health.
- Improve performance standards and define punishment in case of violation to be enforced within the organization and towards suppliers which is notified to the supplier's agreement.

GRI 403-2, GRI 403-7

Safely Use of Raw Materials, Materials, Equipment and Chemicals



- The Company selects non-hazardous raw materials for customers and workers such as materials and furniture without Volatile Organic Compounds (VOCs) such as Formaldehyde.
- The Company controls storage of chemicals by category and also gives knowledge on Safety Data Sheet (SDS) of chemical to employees with clear signs based on the Company's regulations and standards.
- The Company examine materials and equipment from the Audit Suppliers to gain standardized raw materials as required by the Company.

GRI 403-5

Training Programs to Establish Consciousness on Safety and Occupational Health

Recognizing in raising consciousness of employees and suppliers, Pruksa provides 5 training programs on safety and occupational health in collaboration with training centers registered by Ministry of Labor. It is to ensure that employees and related persons gain knowledge on safety without accidents and occupational illness. Those who have completed the training will receive a certificate. The training programs are as follows:



1. Safety Consciousness at work
2. Occupational Safety, Health and Environment Committee (OSHE Committee)
3. Basic Fire Fighting Training
4. Emergency Response
5. Strict Safety Rules at work

Moreover, the Company also provides training courses to enhance skill, knowledge and competency on occupational health and safety in construction work of high-risk. The courses are carried out through online system as E-Learning, enabling employees to work properly with safety and reduction of possible loss in the future.

GRI 403-5

Emergency Response

The Company organizes training programs on basic fire-fighting and Cardio-Pulmonary Resuscitation (CPR) every year and also sets up the chief of evacuation team. Over 50% of all employees passed the program. Emergency Response is conducted regularly to reduce risk and ensure that employees can follow process correctly. In 2022, the Company procured Automated External Defibrillator (AED) to be applied at factories and arranged employees the training on the said machine usage.

GRI 403-6

Support Employee Health

The Company arranges a medical team from leading hospitals to give a medical checkup for employees at all levels, both worker and executives. It aims to provide good occupational health at work, reduce risks that cause occupational illness and accident from works. The suitable and comprehensive measures that cover all working conditions are as follows:



- Assess impacts on health caused by risk factors and working activities of employees.
- Provide medical checkup for employees before starting works at construction sites and prepare them with surgical masks to prevent them from danger of dust including first-aid kits.
- Determine employees to have an annual medical checkup according to their risk factors with occupational medicine physician in order to follow up the impacts caused by occupational environment and to plan for solution guidelines.
- Set working measures during COVID-19 pandemic situation for employees and suppliers
- Provide ATK test before working.

COVID-19 Epidemic Prevention

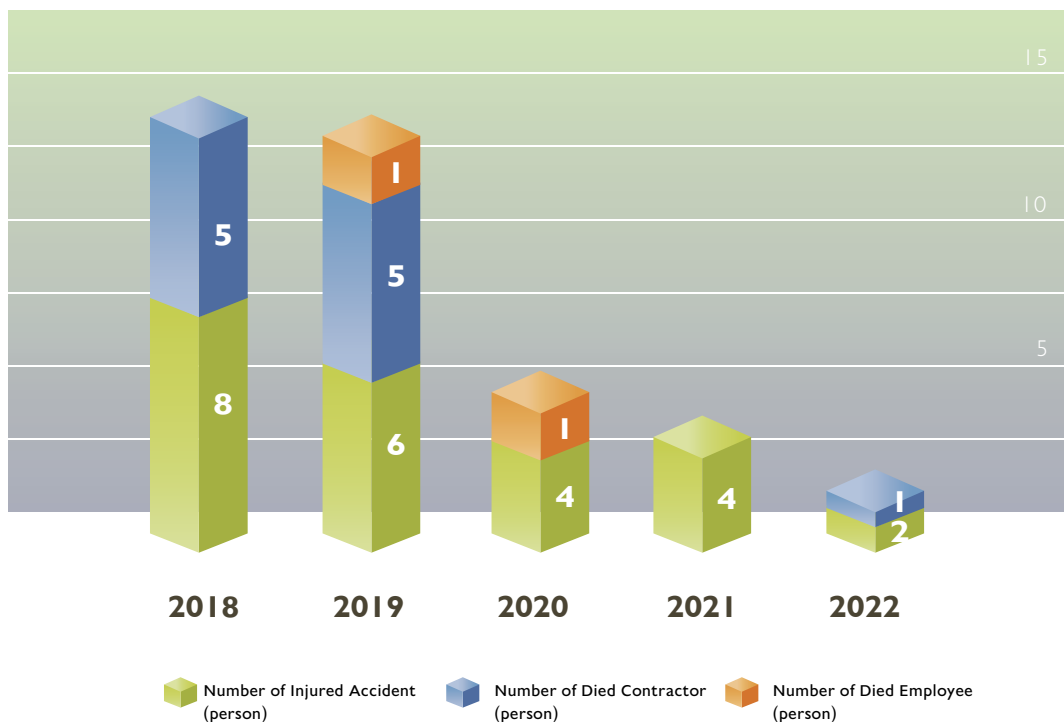
The Company strictly follows preventive measures towards COVID-19 pandemic among employees and suppliers, such as distributing surgical masks to all, social distancing, applying Work from Home method, placing hand sanitizers in various locations of the Company, sales offices and construction sites. This includes body temperature scanning before entry, setting measure to screen suppliers who work with the Company, providing COVID-19 test for workers who work with the Company, making responsive plan to cope with emergency situation, arranging vaccination at least 2 doses for employees and suppliers and arranging ATK test before working and every 14 days according to government policy.

Communication

The Company uses various channels to communicate employees and contractors the policy on occupational safety, health and working environment including preventive methods of impacts via Group LINE, Email, in-house PR, Safety Signs and billboards. Moreover, counselling is also given through the Safety Talk, Site Walk project and Safety Meeting by talking and following up operations, solutions and preventions to let contractors and employees follow the given plans.

GRI 403-8

Workplace Accident Statistics in 2018 - 2022



Summary of occupational injuries and illness

Case		2022		2021		2020	
		Employee	Contractor	Employee	Contractor	Employee	Contractor
Occupational Injury GRI 403-9	All Recorded Injuries Rates	0.58	0.10	0.70	0.20	0.38	0.05
	Lost Time Injury Frequency Rate	0.09	0.10	0.09	0.15	0.38	0
	Lost Time Injury Severity Rate (exclude death case)	0	0	0	0.05	0.38	0
	Rate of Injuries to Death	0.09	0	0	0	0	0.05
Occupational Illness GRI 403-10	All Recorded Illness Rates	0	0	0	0	0	0
	Rate of Illness to Death	0	0	0	0	0	0

Note: Case per 1,000,000 work hours

GRI 403-8

<p>According to accident statistics of employees in 2022, the number of 1,621 employees and contractors under occupational safety, health and working environment management indicated that ...</p>	
One contractor died	IFR of employee is 0.38
Two employees injured	IFR of contractor is 0.05

GRI 403-2, GRI 403-7

The Company strongly realized on aforesaid matters and then increased the risk assessment towards accident to find out the real root cause so that the preventive and solution guidelines shall be set, and also be a study case for other projects to prevent recurrence of incident. As a crucial matter, the executive determines to report it to the Board every month.



GRI 2-5

Assurance Statement



Independent Assurance Statement

To Pruksa Holding PCL on the Sustainability Report 2022

Pruksa Holding PCL or PSH requested Thaipat Institute (the Foundation for Thailand Rural Reconstruction Movement under Royal Patronage) to carry out an assurance engagement response to the Sustainability Report 2022.

Criteria for report preparation

- GRI Sustainability Reporting Standards: 'in accordance' requirement.

Criteria for assurance standards

- The AA1000 Assurance Standard (AA1000AS v3).

Addressee

The intended users of this assurance statement are the management of PSH and its associated stakeholders.

Scope of Assurance

The scope of this assurance engagement based on Type 1, AccountAbility Principles: Evaluation of adherence to the AA1000 AccountAbility Principles and to the GRI Sustainability Reporting Standards: 'in accordance' requirement. The scope of this assurance engagement does not provide conclusions on the reliability of the performance information.

Disclosures Covered

The assurance engagement is based on information that is publicly disclosed on the Sustainability Report 2022 of PSH for the year ended 31 December 2022.

Methodology

We carried out Type 1 moderate assurance in accordance with AA1000AS. The Type 1 engagement requires us to report on the nature and extent of adherence to AA1000 AP. To achieve moderate level assurance, we have used the criteria in AA1000AS to evaluate adherence to AA1000AP. We undertook the following procedures:

- Reviewed the policies, practices, management systems, processes and performance information to be included within the Sustainability Report 2022 of PSH.
- Analyzed information on performance provided in the Sustainability Report 2022 of PSH as a source of evidence to evaluate adherence to the principles and guidelines.
- Inquired the processes PSH undertaken to adhere to the principles of inclusivity, materiality, responsiveness and impact.

- Assessed the extent to which PSH has applied the GRI Sustainability Reporting Standards including the Reporting Principles.
- Provided observations/recommendations to PSH in accordance with the scope of assurance based on defined criterias.

Findings and Conclusions

- Based on the scope of assurance using the AA1000AS v3, we concluded that PSH has applied processes and procedures that adhere with the principles of inclusivity, materiality, responsiveness and impact as set out in the AA1000AP (2018); and
- Based on the scope of assurance using the GRI Sustainability Reporting Standards, we concluded that PSH has followed Reporting Principle and Standard Disclosures in a reasonable and balanced presentation of information and consideration of underlying processes for preparing the report.

Observations and Recommendations

Nothing came to our attention which caused us to believe that the Sustainability Report 2022 of PSH did not adhere to the Principles. To improve future reporting of Sustainability in accordance with AA1000AP, we have made following observations:

Inclusivity: The report shows several means to engage and obtain stakeholder's interests and expectations as well as indicating key topics and concerns raised by stakeholders, and descriptions on how to respond to those key topics and concerns.

Materiality: The report clearly illustrates its reporting process and the linkage between material aspects and their relevant disclosures.

Responsiveness: PSH have demonstrated its intensive responses through material topics which consist of their operational targets, management approaches and disclosures. However, PSH should determine targets and timelines with the S.M.A.R.T. concept (Specific, Measurable, Achievable, Relevant, and Time Bound).

Impact: The report shows several means to understand, measure, evaluate and manage the organization's risks and impacts across the organization under the governance structure and overall risk reporting according to the control principles, governance and audit (Three Lines Model).

To shape future sustainability reporting in according to the GRI Sustainability Reporting Standards, we have made the following suggestions:

In GRI Content Index

- Publish a GRI Content Index, with user-friendly guiding tip to the location where the information reported for each disclosure should be found. The GRI Content Index shall comply with the requirements for the content index specified in Requirement 7 in GRI 1: Foundation 2021.

In General Disclosure

- [Disclosure 2-9 and 2-10] Governance structure and composition, nomination and selection of the highest governance body, and conflicts of interest should be referred to other public disclosure for complying with the requirement in each disclosure. If not, reasons for omission shall be provided in the GRI Content Index.
- [Disclosure 2-14] Role of the highest governance body in sustainability reporting shall indicate role and process of highest governance body for reviewing and approving the reported information.
- [Disclosure 2-16] Communication of critical concerns shall indicate the total number and critical concerns about the organization's potential and actual negative impacts on stakeholders which were communicated to the highest governance body during the reporting period.
- [Disclosure 2-19] Remuneration policies shall indicate how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.
- [Disclosure 2-21] Annual total compensation ratio shall indicate the ratio of the annual total compensation and the percentage increased in annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual).
- [Disclosure 2-23] Policy commitments shall indicate the commitments stipulate conducting due diligence in accordance with the OECD Due Diligence Guidance for Responsible Business Conduct and provided links to the policy commitments if publicly available.
- [Disclosure 2-24] Embedding policy commitments shall indicate how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships.
- [Disclosure 2-26] Mechanisms for seeking advice and raising concerns shall indicate the mechanisms for individuals to seek advice on implementing the organization's policies and practices for responsible business conduct.
- [Disclosure 2-27] Compliance with laws and regulations shall indicate the total numbers of significant instances of non-compliance with laws and regulations, including the monetary value of fines, for during the reporting period.
- [Disclosure 2-30] Collective bargaining agreements shall indicate percentage of total employees covered by collective bargaining agreements.

In Performance Disclosure

- [Disclosure 205-1 and 205-2] Anti-corruption shall include the total number and percentage of operations assessed for risks related to corruption, total number and percentage of business partners who received anti-corruption policies and procedures communication, and total number and percentage of governance body members and employees who received training on anti-corruption, broken down by employee category.
- [Disclosure 403-2] Occupational Health and Safety (OHS) shall include a description of the policies/processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and protected against reprisals.
- [Disclosure 403-8] Workers covered by an OHS management system shall indicate the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system, internal audit and audited/certified by an external party.
- [Disclosure 404-1 and 404-3] Training and education shall indicate average hours of training per year per employment and percentage of employees receiving regular performance and career development reviewed by gender and by employee category.
- [Disclosure 413-1] Local Communities shall include the percentage of operations with implementation of local community engagement, impact assessments, and/or development programs.

Competencies and Independence

Thaipat Institute is a public organization established in 1999 with its roles in researching, training, and consulting in corporate responsibility and sustainability practices. Thaipat Institute is an AA1000AS (2008) Licensed Providers granted by AccountAbility, the creator and proprietor of the AA1000 Assurance Standard. Thaipat Institute has become the GRI training partner to provide certified training programs in Thailand since 2013. Our team has the relevant professional and technical competencies and experience in corporate responsibility and sustainability for several years. During FY2022, we did not provide any services to PSH that could conflict with the independence of this work.

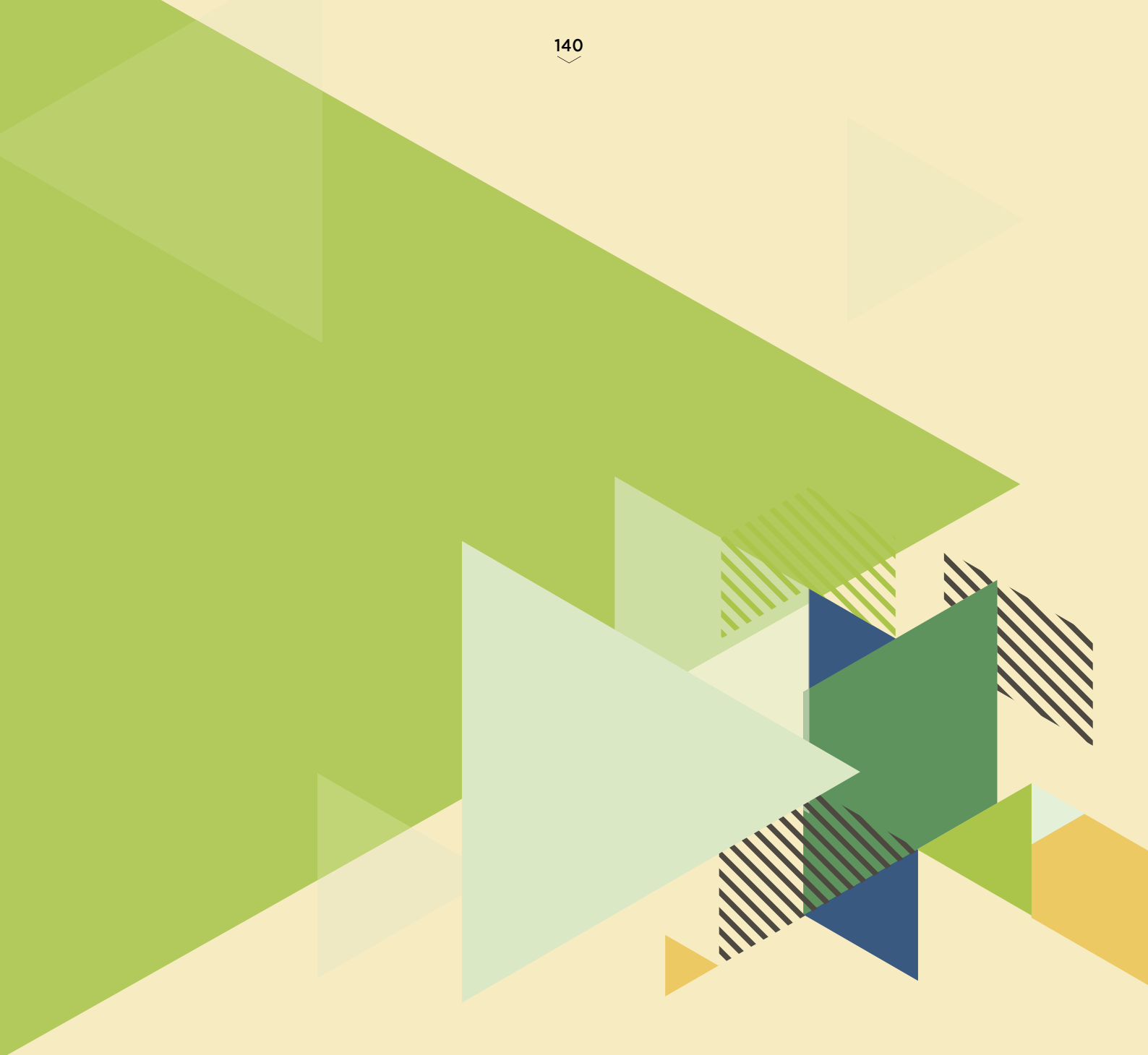
For Thaipat Institute



By Chansith Yodpruedtikarn

Bangkok
3 March 2023





GRI content index

GRI content index



**CONTENT INDEX
ESSENTIAL SERVICE**
+ SDG MAPPING ADD-ON

2023

For the Content Index - Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

For the SDG Mapping Add-on, GRI Services reviewed that the GRI disclosures included in the content index are appropriately mapped against the SDGs. The service was performed on the English version of the report.

Statement of use	Pruksa Holding Public Company Limited has reported in accordance with the GRI Standards for the period 1 January to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard (s)	-

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Page number(s) AND/OR DIRECT ANSWERS.	OMISSION			SDG MAPPING
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	

GENERAL DISCLOSURES

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Page number(s) AND/OR DIRECT ANSWERS.	OMISSION			SDG MAPPING
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-1	Organizational details	16, 18			
	2-2	Entities included in the organization's sustainability reporting	18			
	2-3	Reporting period, frequency and contact point	75, 76			
	2-4	Restatements of information	No restatements			
	2-5	External assurance	138-139			
	2-6	Activities, value chain, and other business relationships	16,20			
	2-7	Employees	110, 111			SDG 8 SDG 10
	2-8	Workers who are not employees	109, 110, 111			SDG 8
	2-9	Governance structure and composition	52, 54			SDG 5 SDG 16
	2-10	Nomination and selection of the highest governance body	55, 56			SDG 5 SDG 16
	2-11	Chair of the highest governance body	52, 53, 55			SDG 16
	2-12	Role of the highest governance body in overseeing the management of impacts	51, 52			SDG 16

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Page number(s) AND/OR DIRECT ANSWERS.	OMISSION			SDG MAPPING
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021	2-13	Delegation of responsibility for managing impacts	26, 27				
	2-14	Role of the highest governance body in sustainability reporting	56				
	2-15	Conflicts of interest	71				SDG 16
	2-16	Communication of critical concerns	36, 37				
	2-17	Collective knowledge of the highest governance body	51, 57				
	2-18	Evaluation of the performance of the highest governance body	57				
	2-19	Remuneration policies	58				
	2-20	Process to determine remuneration	58				
	2-21	Annual total compensation ratio	58				
	2-22	Statement on sustainable development strategy	5				
	2-23	Policy commitments	2, 25, 26				SDG 16
	2-24	Embedding policy commitments	2				
	2-25	Processes to remediate negative impacts	68				
	2-26	Mechanisms for seeking advice and raising concerns	67				SDG 16
	2-27	Compliance with laws and regulations	102 No material non-compliance with environmental laws and regulations				
	2-28	Membership associations	29				
	2-29	Approach to stakeholder engagement	59, 60, 61, 64, 65, 66, 67, 68				
2-30	Collective bargaining agreements	116				SDG 8	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Page number(s) AND/OR DIRECT ANSWERS.	OMISSION			SDG MAPPING
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	

Material topics

GRI 3: Material Topics 2021	3-1	Process to determine material topics	76				
	3-2	List of material topic	77				

VALUE ADDITION AND GROWTH EXPANSION OF SUSTAINABLE ECONOMY

GRI 3: Material Topics 2021	3-3	Management of material topics	26, 79				
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	79				SDG 8 SDG 9
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	47				SDG 13
GRI 201: Economic Performance 2016	201-3	Defined benefit plan obligations and other retirement plans	115				
GRI 201: Economic Performance 2016	201-4	Financial assistance received from government	Did not financial assistance received from government				

SUSTAINABLE PROCUREMENT MANAGEMENT

GRI 3: Material Topics 2021	3-3	Management of material topics	80				
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	85				SDG 8

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Page number(s) AND/OR DIRECT ANSWERS.	OMISSION			SDG MAPPING
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	

ANTI-CORRUPTION

GRI 3: Material Topics 2021	3-3	Management of material topics	70				
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	46, 70				SDG 16
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	70, 72, 73, 74				SDG 16
GRI 205: Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	74				SDG 16

USE OF MATERIALS

GRI 3: Material Topics 2021	3-3	Management of material topics	87				
GRI 301: Materials 2016	301-1	Materials used by weight or volume	91				SDG 8 SDG 12
GRI 301: Materials 2016	301-2	Recycled input materials used	93				SDG 8 SDG 12
GRI 301: Materials 2016	301-3	Reclaimed products and their packaging materials	93				SDG 8 SDG 12

WASTE CONTROL IN BUSINESS PROCESS

GRI 3: Material Topics 2021	3-3	Management of material topics	94, 96				
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	96				SDG 3 SDG 6 SDG 11 SDG 12

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Page number(s) AND/OR DIRECT ANSWERS.	OMISSION			SDG MAPPING
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	

WASTE CONTROL IN BUSINESS PROCESS

GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	94				SDG 3 SDG 6 SDG 8 SDG 11 SDG 12
GRI 306: Waste 2020	306-3	Waste generated	96				SDG 3 SDG 6 SDG 11 SDG 12 SDG 15
GRI 306: Waste 2020	306-4	Waste diverted from disposal	96				SDG 3 SDG 11 SDG 12
GRI 306: Waste 2020	306-5	Waste directed to disposal	96				SDG 3 SDG 6 SDG 12 SDG 15

EMPLOYEE CARE

GRI 3: Material Topics 2021	3-3	Management of material topics	114				
GRI 401 Employment 2016	401-1	New employee hires and employee turnover	111, 112				SDG 5 SDG 8 SDG 10
GRI 401 Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	114				SDG 3 SDG 5 SDG 8

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Page number(s) and/or direct answers.	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	

OCCUPATIONAL SAFETY, HEALTH AND WORKING ENVIRONMENT

GRI 3: Material Topics 2021	3-3	Management of material topics	128				
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	128				SDG 8
GRI 403: Occupational Health and Safety 2018	403-2	Hazard identification, risk assessment, and incident investigation	132, 133, 136				SDG 8
GRI 403: Occupational Health and Safety 2018	403-3	Occupational health services	116				SDG 8
GRI 403: Occupational Health and Safety 2018	403-4	Worker participation, consultation, and communication on occupational health and safety	131				SDG 8 SDG 16
GRI 403: Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	134				SDG 8
GRI 403: Occupational Health and Safety 2018	403-6	Promotion of worker health	114, 134				SDG 3
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	128, 132, 133, 136				SDG 8
GRI 403: Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	135, 136				SDG 8
GRI 403 Occupational Health and Safety 2018	403-9	Work-related injuries	136				SDG 3 SDG 8 SDG 16
GRI 403 Occupational Health and Safety 2018	403-10	Work-related ill health	136				SDG 3 SDG 8 SDG 16

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	Page number(s) and/or direct answers.	OMISSION			SDG Mapping
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	

PROMOTION AND DEVELOPMENT OF EMPLOYEE POTENTIAL

GRI 3: Material Topics 2021	3-3	Management of material topics	117				
GRI 404 Training and Education 2016	404-1	Average hours of training per year per employee	117				SDG 4 SDG 5 SDG 8 SDG 10
GRI 404 Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	117				SDG 8
GRI 404 Training and Education 2016	404-3	Percentage of employees receiving regular performance and career development reviews	117				SDG 5 SDG 8 SDG 10

PRUKSA ENGAGEMENT WITH COMMUNITY AND SOCIETY

GRI 3: Material Topics 2021	3-3	Management of material topics	104				
GRI 413 Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	104, 109				
GRI 413 Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	68				SDG 1 SDG 2



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