

SUSTAINABILITY REPORT



Sustainability Report 2025

Pruksa Holding Public Company Limited



Well Home ●



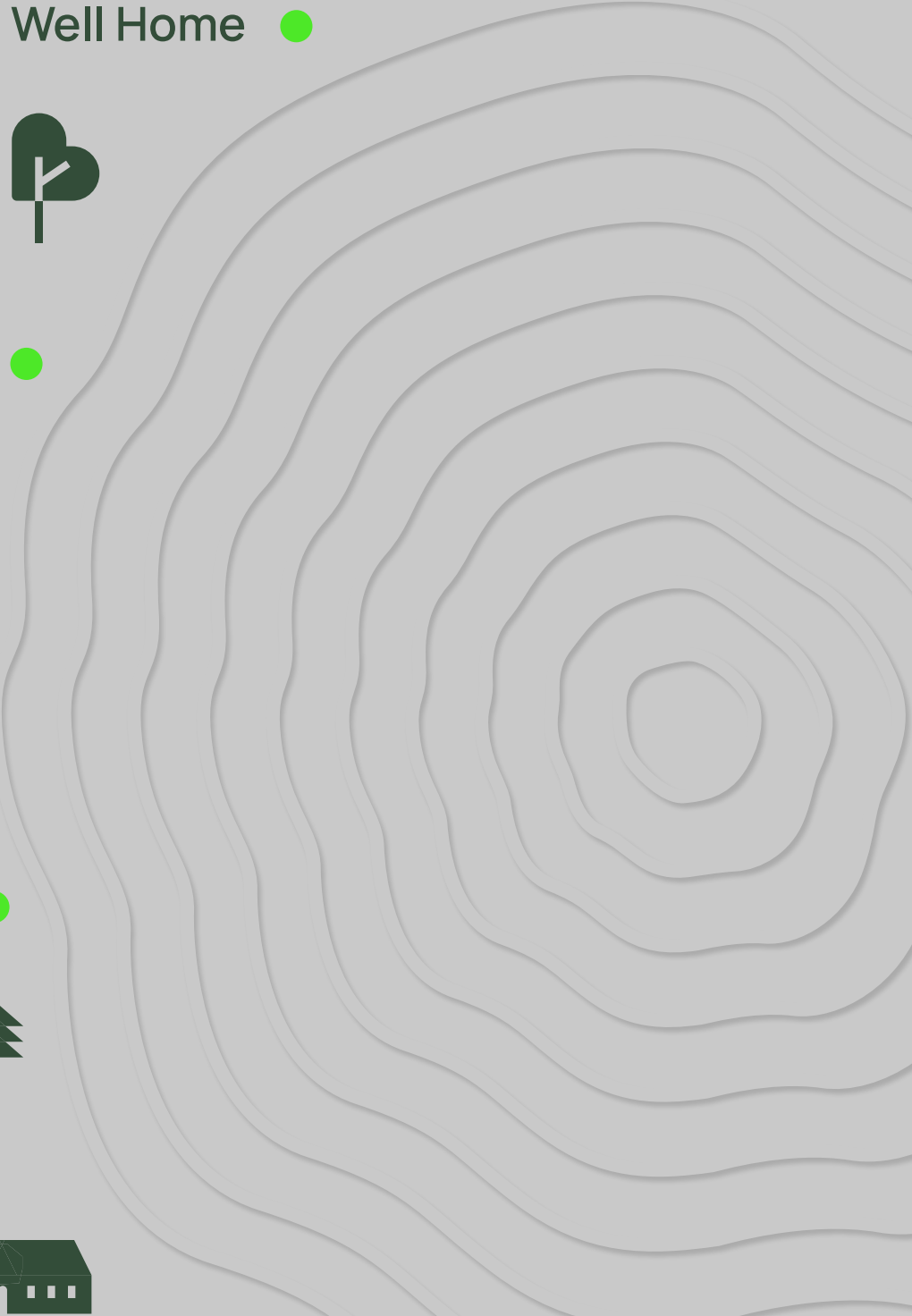
Well Care ●



Well Community ●



LIFETIME
WELL-LIVING





**PRUKSA
HOLDING**



Driving Business for Sustainability

Pruksa Holding Public Company Limited (the “Company”) remains committed to conducting its operations in accordance with its sustainable development and environmental management policies, consistent with its practices in prior years. The Company has reviewed and refined its operational targets and standards to further align with international frameworks and best practices. For the year 2025, sustainability performance disclosures have been integrated into the Company’s Form 56-1 One Report to provide shareholders, investors, and interested stakeholders with comprehensive and consolidated information.

Scope of this Report

This report covers the Company’s operations from January 1, 2025, to December 31, 2025. It presents an overview of the operational performance of the Company and its subsidiaries across three core business groups, namely: 1. Real estate development for sale, operated by Pruksa Real Estate Public Company Limited (“Pruksa Real Estate”); 2. Healthcare services, operated by Vimut Hospital Holding Company Limited (“ViMUT”); and 3. Construction and precast businesses, operated by Inno Home Construction Company Limited (“Inno Home Construction”). The report also includes the operating results of other subsidiaries and/or associated companies in which the Company has made investments.

Contact Information

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Message from the Corporate Governance and Sustainable Development Committee

Advancing the Lifetime Well-Living Philosophy Toward Sustainable Growth

The year 2025 marked a pivotal period for the Pruksa Group as it accelerated business restructuring and elevated its strategic direction to respond to evolving consumer behaviors, as well as environmental, social, and



technological challenges. The Corporate Governance and Sustainable Development Committee is responsible for defining the strategic direction, policies, and operational framework relating to corporate governance and sustainability. The committee also oversees implementation, monitors risks, and provides recommendations to the Executives to ensure that the Group's business operations are conducted with transparency, fairness, and due consideration for all stakeholders. Sustainability has been concretely integrated into the Group's core businesses, namely real estate development, construction, and healthcare, to generate long-term positive impacts on the economy, society, and the environment. The committee has worked closely with the Executives to embed ESG principles into the Group's four strategic pillars: **Reshaping Portfolio & Strategic Branding Move; Winning the Core – Business Synergy; New Market Expansion; and Strategic People Transformation**. These efforts are guided by the Group's vision to become a leader in comprehensive living solutions, enhancing quality of life in a holistic manner. Central to this vision is a deep understanding of customers' needs at every stage of life, delivering sustainable value under the Lifetime Well-Living concept.

Elevating Residential and Healthcare Standards

In the past year, the Company elevated its residential and healthcare standards by combining the strengths of its business units under Pruksha Holding in the areas of safety, health, and sustainability. This was achieved through the incorporation of Universal Design principles, high-efficiency energy systems, and community design aligned with the Well-Home, Well-Care, Well-Community framework. The Company also strengthened collaboration across its real estate, construction, and healthcare businesses to advance the Well Care at Home concept, delivering integrated healthcare solutions directly at home.

Advancing Toward Net Zero and Strengthening ESG Standards

The committee places strong emphasis on climate-related risks and has therefore supported the Company in implementing greenhouse gas reduction plans across all business segments. These efforts include increasing the proportion of renewable energy, developing energy-efficient buildings, advancing low-carbon innovations such as precast construction and CarbonCure technology, and strengthening supply chain responsibility. Pruksha Group has set a long-term target to achieve Net-Zero Emissions by 2065, with a mid-term target of achieving Carbon Neutrality by 2050, to drive a concrete transition toward a low-carbon business model. These

initiatives are aligned with Thailand's national Net Zero pathway and international standards, while enhancing the Group's long-term competitiveness and sustainability.

Generate Long-term Positive Impact on Society and Local Communities

The Company is committed to creating shared value for society through the development of quality housing at accessible prices, the promotion of community well-being, and targeted support for the elderly, persons with disabilities, and other vulnerable groups. These efforts are reinforced by volunteer initiatives that deliver tangible improvements in quality of life. At the same time, the Company upholds strong corporate governance, transparency, and a zero-tolerance policy toward corruption. These fundamental principles underpin stakeholder trust and support the long-term sustainability of the organization.

Advancing Steady Growth Under the Lifetime Well-Living Philosophy

The Corporate Governance and Sustainable Development Committee firmly believes that integrating corporate strategy with ESG principles is a key driver of resilient growth and long-term value creation for residents, patients, communities, business partners, employees, and investors. In 2025, the Company enhanced its performance measurement and customer satisfaction assessment systems by embedding ESG dimensions into its evaluation frameworks. It also strengthened supplier assessments by applying ESG criteria throughout the value chain. These efforts aim to create tangible shared value across the entire value chain. Going forward, the Committee will continue to work closely with the Executives to elevate ESG standards, advance innovation in residential development and healthcare services, and foster an ecosystem that supports the sustainable "Lifetime Well-Living" philosophy for Thai society.

Mr. Anuwat Jongyindee

Chairman of the Corporate Governance and Sustainable Development Committee
Pruksha Holding Public Company Limited



Sustainable Development Strategy

The Company is committed to driving sustainable growth while enhancing the quality of life for society. Guided by its vision to become a leader in integrated living solutions that elevate quality of life in a holistic manner, the Company places deep understanding of customers’ needs at every stage of life at the core of its approach. It aims to deliver sustainable value under the Lifetime Well-Living philosophy by combining the strengths of its business units under Pruksa Holding through three key pillars:

Well Home

Developing housing solutions that promote health and the environment.



Well Care

Delivering comprehensive healthcare services and holistic well-being solutions.



Well Community

Fostering inclusive, sustainable, and livable communities.



Sustainability is embedded across the Company’s core businesses—real estate development, construction, and healthcare—ensuring that operations generate positive economic, social, and environmental impact over the long term.



Sustainability Development Framework and Strategic ESG Goals

The Company recognizes that long-term business growth must go hand in hand with the creation of shared social and environmental value. Therefore, the Company has established a sustainability framework and defined its

Strategic ESG Goals to drive tangible progress toward sustainable development. These goals reflect the Company's commitment and vision across all dimensions of its operations.



Environmental Dimension

The Company remains firmly committed to managing the impacts of climate change. It has established short-term operational targets to reduce carbon dioxide emissions by 30 percent by 2030, compared to the 2022 base year. The Company's mid-term target is to achieve Carbon Neutrality by 2050, while its long-term goal is to attain Net-Zero Emissions by 2065. These targets demonstrate the Company's accountability and its commitment to contributing to national climate goals, while driving tangible improvements in energy efficiency and emission reduction across its operations.



Social Dimension

The Company believes in creating shared value with communities and society by **encouraging employee and customer participation in social initiatives and corporate volunteer programs**. Through these efforts, the Company seeks to expand inclusive engagement and contribute to sustainable community development. The Company is also committed to ensuring a safe working environment for employees and suppliers, **with a clear occupational health and safety target of zero work-related fatalities**.



Governance Dimension

Strong corporate governance forms the foundation of transparent and ethical business operations. The Company upholds a firm commitment to good governance practices and maintains a **zero-tolerance policy toward corruption throughout its value chain**, reinforcing stakeholder trust. In addition, the Company prioritizes information security and data protection, safeguarding personal data and sensitive business information **against breaches**. The Company **works closely with its business partners/suppliers to promote sustainability standards across the supply chain, ensuring that the Company's sustainability standards are rigorously implemented from upstream to downstream operations**.

Alignment of Business Strategy ESG Strategy Integration

Business Strategy	ESG Integration
Reshaping Portfolio & Strategic Branding Move	Develop residential projects aligned with the Life time Well-Living concept, catering to people across all life stages and lifestyles, while adopting low-carbon construction approaches and enhancing product quality and safety standards.
Winning the Core - Business Synergy	Elevate product value by delivering holistic home-based healthcare services through the integration of real estate and healthcare capabilities, creating a seamless ecosystem that bridges "home" and "health," while ensuring cost efficiency and fostering sustainable innovation.
New Market Expansion	Expand the fully integrated residential construction business across B2B and B2C segments by incorporating green technology innovations, while building on healthcare capabilities to elevate quality of life in a sustainable manner.
Strategic People Transformation	Enhance workforce capabilities in digital technologies while cultivating a sustainable organizational culture under the Work Life Well-Lived philosophy.



Scan to learn more about the Company's Sustainable Development Policy and Environmental Management



Stakeholder Engagement

The Company recognizes the importance of creating shared value with its stakeholders and considers stakeholder engagement to be one of the fundamental pillars of its business operations.

The Company actively engages with all stakeholder groups, including customers, employees, business partners, vendors, communities, shareholders, and regulatory authorities, to gather diverse perspectives, expectations, and concerns. Such engagement enables the Company to effectively identify and manage risks while uncovering new business opportunities aligned with societal needs. Beyond adherence to principles of good corporate governance, stakeholder engagement serves as a critical mechanism in shaping the Company's sustainable development strategy.

Insights obtained through engagement processes are incorporated into the prioritization of material issues through a formal Materiality Assessment. This ensures that the Company's operations respond to stakeholder expectations while generating positive impacts and supporting sustainable business growth across economic, social, and environmental dimensions.

The Company has identified its top five priority stakeholder groups: customers, shareholders, employees, environment, and business partners, based on assessments conducted by the Executives in reference to the AA1000 Stakeholder Engagement Standard applied in previous years. The Company's responses to stakeholder expectations for the year 2025 are detailed in the table below.

Key Stakeholders	Engagement/ Communication Channels and Frequency	Stakeholder Expectations	Company Responses
Customers	<ul style="list-style-type: none"> Customer satisfaction surveys conducted monthly through call centers and online platforms Daily communication through social media channels Customer engagement activities on various occasions, encompassing all project segments. Appointment of a Personal Data Protection Officer Complaint and whistleblowing mechanisms 	<ul style="list-style-type: none"> Superior product and service quality Safety in product usage Effective listening and prompt issue resolution Protection of personal data and prohibition of unauthorized use Credibility and reliability as a real estate developer Fostering strong and positive communities for residents. 	<ul style="list-style-type: none"> Adherence to the Good Corporate Governance Policy and Business Code of Conduct, which require the Group to deliver high-quality and safe products and services Promotion of strict compliance with the Business Partner Code of Conduct Establishment of customer satisfaction indicators through the Net Promoter Score (NPS) system, with monthly performance assessments Continuous development of residential innovations that emphasize safety and holistic well-being, alongside the introduction of new health-related innovations, products, and services to meet customer needs
Shareholders/Investors	<ul style="list-style-type: none"> Annual General Meeting of Shareholders (once per year) Investor Relations department Company Secretary and compliance department Form 56-1 One Report disclosure Complaint and whistleblowing mechanisms 	<ul style="list-style-type: none"> Consistent returns and transparent, accurate, and equitable disclosure Sustainable business growth Accessible communication channels 	<ul style="list-style-type: none"> Formulation of business strategies focused on generating recurring income, investment diversification, and sustainable development Semi-annual investor newsletters (covering operational results, financial performance, sustainability activities, and business updates) Analyst meetings and retail investor engagement sessions organized within 1–2 days following the earnings announcement dates



Key Stakeholders	Engagement/ Communication Channels and Frequency	Stakeholder Expectations	Company Responses
Employees	<ul style="list-style-type: none"> • Group Human Resources • Communication through dedicated internal platforms, including group chats for different purposes • Townhall meetings at least twice per year • Welfare committee meetings with employee representatives every three months • Annual employee engagement survey • Monthly internal communications and additional communication when significant matters arise • Complaint and whistleblowing mechanisms • Mentoring, performance reviews, and feedback mechanisms. 	<ul style="list-style-type: none"> • Fair and competitive compensation and benefits • Career growth and advancement opportunities • Active listening from management and supervisors • Continuous development and training opportunities • Promotion of innovation and technology to enhance work efficiency • Safe and supportive working environment • Efficient, timely, and transparent internal communication 	<ul style="list-style-type: none"> • Implementation of fair human resource management policies and provision of competitive benefits both within and outside the Group • Establishment of employee development policies and strategies to enable career progression, including cross-functional mobility, supported by a dedicated oversight committee • Provision of internal and external training programs • Integration of training hours into annual performance indicators to encourage continuous capability development and knowledge enhancement
Environment	<ul style="list-style-type: none"> • Monitoring of key environmental developments and global and national policy directions, including COP and climate legislation • Assessment of consumer behavior and how consumers value the environment • Evaluation of climate-related impacts and risks 	<ul style="list-style-type: none"> • Contribution to greenhouse gas emission reduction in alignment with national and global targets • Provision of environmentally friendly products and services, including the use of sustainable materials • Promotion of environmental awareness and participation among employees, customers, and business partners 	<ul style="list-style-type: none"> • Integration of ESG considerations into corporate business plans • Periodic review of the Company's net-zero greenhouse gas emissions target to ensure alignment with national climate commitments • Promotion of innovation in construction and the use of environmentally friendly construction materials
Business partner/ Suppliers/Contractors	<ul style="list-style-type: none"> • Group Procurement and Supply Chain responsible for business partner relationship management • Business partner meetings at least once per year • Regular meetings between companies under the Group and suppliers as appropriate • Ongoing communication via email and other communication systems • Complaint and whistleblowing mechanisms 	<ul style="list-style-type: none"> • Active listening and prompt issue resolution • Support for socially and environmentally responsible enterprises • Sustainable capability development for business partners 	<ul style="list-style-type: none"> • Provision of communication channels, engagement mechanisms, and feedback processes through the Group Procurement and Supply Chain, including business partner meetings • Implementation of a green procurement policy to promote suppliers or business partners whose products, services, or production processes are environmentally friendly • Development of supplier training programs focused on compliance with the Business Partner Code of Conduct and sustainability development practice • Enforcement of a whistleblowing policy for reporting potential violations of policies, business ethics, and the Business Partner Code of Conduct



Material Topics for Sustainable Development

Material Sustainability Topics for the Sustainable Development of Pruksa Holding

Process for Determining Material Topics

Step 1: Understanding the Organizational Context

The Company reviews its vision, business model, strategic direction, and stakeholder expectations in alignment with the GRI Sector Standards to identify sustainability-related issues relevant to its business context. This process results in a comprehensive list of potential material sustainability topics ("Long List"). The assessment is conducted collaboratively by the Sustainability Steering Team and relevant departments across the organization.

Step 2: Identification of Actual and Potential Impacts

The topics identified in the Long List are assessed based on actual and potential impacts across economic, social, environmental, governance, legal, and human rights dimensions. This evaluation incorporates enterprise risk assessments, surveys, feedback mechanisms, grievance channels, and data collected from the Company and its subsidiaries.

Step 3: Assessment of Impact Significance

The significance of each identified impact in Step 2 is evaluated by considering the likelihood of occurrence and the severity of the impact, in accordance with the Company's enterprise risk management framework.

Step 4: Prioritization and Validation of Material Sustainability Topics

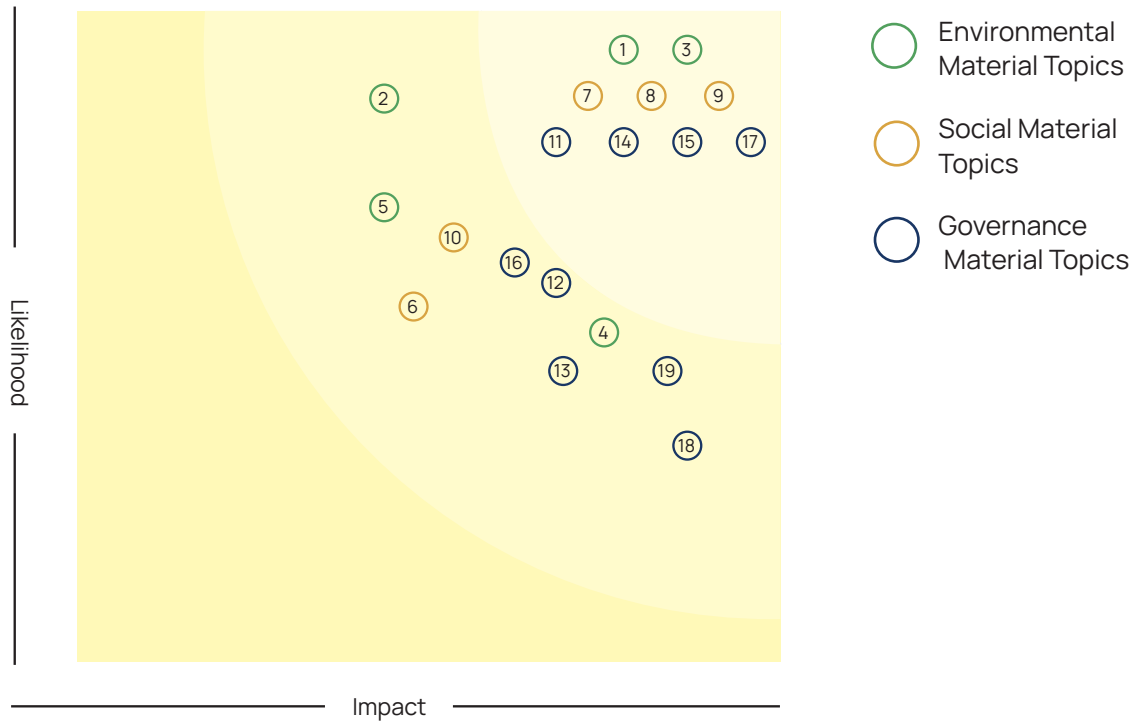
The most significant impacts are prioritized to determine the Company's material sustainability topics ("Short List"), which form the basis for sustainability strategy development and target setting. The results are reviewed and validated through independent external expert consultation and benchmarked against GRI Sector Standards and other companies within the same industry.

The identified material sustainability topics are subsequently presented to the Executive Committee for review and approval. The sustainability function serves as a coordinating body, engaging relevant departments to develop action plans aligned with each material topic. Performance against Sustainable Development (SD) objectives is reported quarterly to the Sustainability Steering Team and relevant subcommittees for review.





In 2025, the Company conducted a comprehensive review of its material sustainability topics in accordance with the established process. The review confirmed that the material sustainability topics previously identified remain highly relevant and critical to the Company’s sustainable development priorities.



Environment	Social	Governance
<ul style="list-style-type: none"> ① Climate Change* ② Energy and Resource Efficiency Management ③ Low-Carbon Construction and Sustainable Material Selection* ④ Sustainable Waste Management ⑤ Ecosystem Protection and Biodiversity Conservation 	<ul style="list-style-type: none"> ⑥ Fair Labor Practices and Employee Relations ⑦ Workforce Development and Capability Building* ⑧ Health and Well-Being Promotion* ⑨ Positive Social Impact* ⑩ Respect for Human Rights 	<ul style="list-style-type: none"> ⑪ Anti-bribery and Corruption ⑫ Personal Data Protection and Information Security ⑬ Key Stakeholder Engagement and Relationship Management ⑭ Product and Service Quality* ⑮ Supply Chain Management* ⑯ Green Procurement ⑰ Innovation for Sustainability* ⑱ Sustainable Investment ⑲ Sustainable Economic Value Creation and Inclusive Growth

* Critical Issue

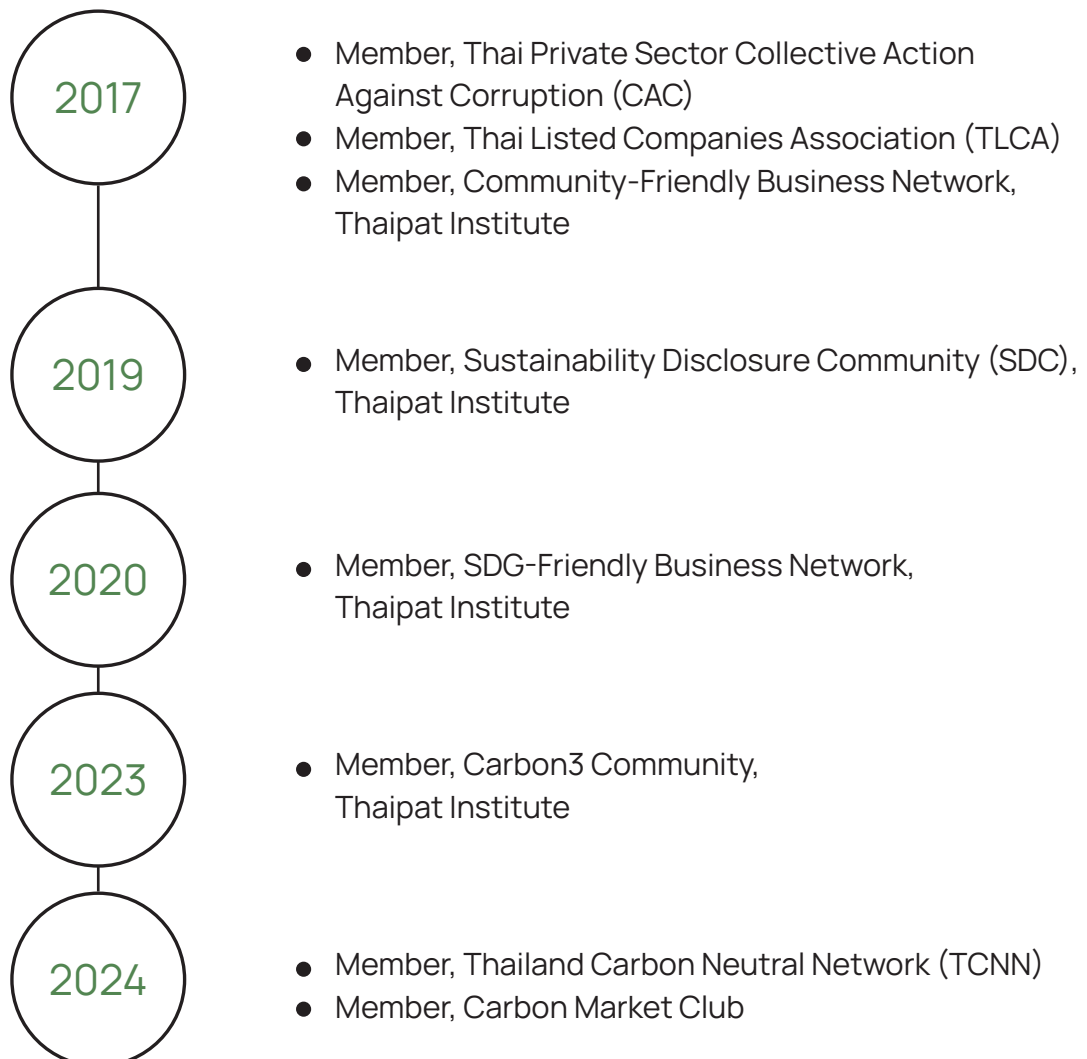


Sustainable Value Chain Management

The Company recognizes the importance of sustainable value chain management across all stages of its business operations, from upstream to downstream activities. These stages include: 1. Strategic budget allocation and land acquisition; 2. Business concept and architectural design; 3. Engineering design and cost estimation; 4. Supplier and contractor selection and procurement; 5. Construction and utilities development; and 6. Inspection, handover, and after-sales services. This approach ensures that customers and service recipients receive products and services that deliver the highest level of satisfaction. Throughout its value chain, the Company integrates the expertise of its subsidiaries—Pruksa Real Estate, Inno Home Construction, and ViMUT—to deliver quality residential developments and accessible healthcare services. In addition, the Company emphasizes a Continuity of Care approach to enhance quality of life across all life stages.

To effectively manage risks and opportunities across the value chain, the Company has implemented the Responsible Procurement Policy that strictly incorporates environmental and social criteria in the selection of contractors and suppliers. This ensures that products and services delivered to Pruksa residents meet the Company's established standards. In addition, the Company promotes and supports innovation throughout its production and service processes to reduce costs, enhance quality control, shorten construction timelines, and ensure service continuity. The Company also prioritizes the development of human capital and technology as foundational enablers in delivering services that exceed customer expectations, thereby strengthening sustainable organizational growth.

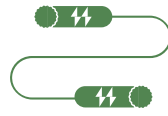
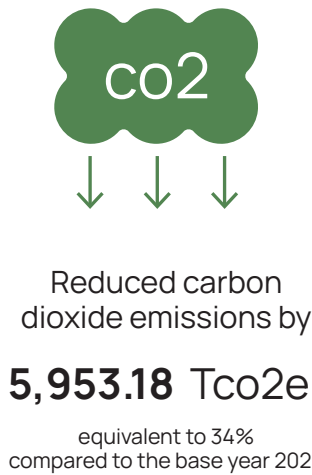
Participation in Sustainable Development Networks





Sustainability Highlight in 2025

Environment



Electricity Consumption Reduction

17%



Water Consumption Reduction

30%



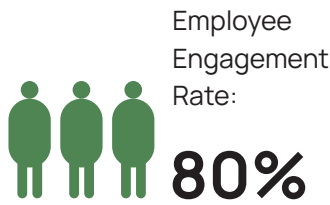
Renewable Energy Utilization (Solar Power)

31%

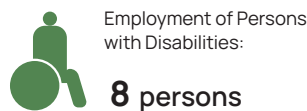
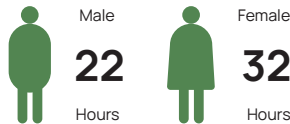
*Comparison between 2024 and 2025

- No project development in protected natural areas
- No instances of air emission levels exceeding regulatory standards from high rise development projects

Social



Average Training Hours per Employee



Employees and Contractors Trained in OSH and Work Environment:

3,827

Customers Participating in Social Initiatives

24,487 persons

Work-Related Fatalities (Employees and Contractors): **0**

Employees Covered by OHS Management System

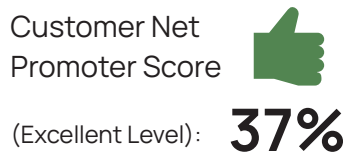


11 Homes

Delivered under Home Care for People with Disability

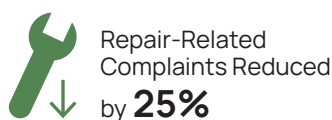
- Zero social-related penalties
- Zero Human Rights Violations Incidents

Governance



Customer Engagement Activities:

844 events
24,487 participants



Zero Corruption

Zero

Cyber-security breaches



Verified Customer Data Breach Incidents

1* See details on page 197

Critical Tier 1 Suppliers Assessed for Sustainability Risk and Sustainability Self-Assessment Completion:

100%

Employees Receiving Personal Data Protection Communication:

100%

Cost Savings from Efficient Procurement: THB **402.9** million



Environmental

“Care for the environment impacts and reduce global warming”

The Company places strong emphasis on environmental management throughout its value chain, with particular focus on material sustainability topics, including climate change, biodiversity management, resource efficiency, and waste, effluents, and emissions management.

Alignment with the Sustainable Development Goals (SDGs).



Climate Change Adaptation and Mitigation



In 2025, Thailand continued to face increasingly severe impacts from climate change, including more frequent and intense extreme weather events such as floods and droughts, which have directly affected the agricultural sector and food security. Rising sea levels remain a significant threat to coastal areas, contributing to ongoing coastal erosion. At the policy level, the government has accelerated efforts to enact climate legislation (the Climate Change Act) as a key mechanism to achieve the national net-zero greenhouse gas emissions target, with the timeline advanced to be achieved by 2050. At the same time, civil society, the private sector, and youth movements have actively called for more equitable and accelerated climate action.

The Company adopts an environmental risk assessment approach aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework. The Company recognizes both direct and indirect climate-related impacts through the assessment of two primary categories of risk:

Physical Risks

refer to changes in weather patterns and natural conditions that may result in natural disasters, including floods, droughts, and rising temperatures. These events may negatively impact buildings, assets, production processes, and business continuity.

Transition risks

arise from shifts in customer and stakeholder behavior driven by climate change. These may include changing national or regional policies and carbon pricing.

Key Trends and Risk Factors with Potential Impact on the Company

- **Flood and Water-Related Risks:** Increased frequency and severity of flooding may cause damage to building structures, electrical systems, and assets.
- **Sea Level Rise:** Heightened risks of coastal erosion and water inundation can particularly affect real estate developments and hospital facilities located near coastal areas.
- **Extreme Heat:** Rising temperatures and heat-waves increase energy demand for cooling, resulting in higher operating costs and carbon emissions, and may also pose health risks to patients and elderly individuals in hospital care.
- **Resource Management:** Water security challenges and seasonal drought conditions may affect access to clean water required for hospital operations and general domestic usage.



The Company places strong emphasis on environmental risk management by incorporating environmental risk considerations into its operational planning to elevate residential standards under the Lifetime Well-Living philosophy. Feedback from actual residents is transformed into comprehensive living solutions through collaboration among multidisciplinary experts, reinforcing the philosophy of creating homes that are more than places of residence, but long-term spaces for happiness and quality of life. The Company focuses on home design under the Life-Design Function concept, grounded in a deep understanding of residents' behaviors. In collaboration with doctors and healthcare professionals from the Group's healthcare

business, living spaces are designed in accordance with Universal Design principles to ensure hygienic and accessible use for all generations. Architectural aesthetics are integrated with energy-efficient Passive Design concepts, alongside the selection of non-toxic materials to safeguard residents' health. In addition, innovative ventilation systems and PM2.5 dust protection technologies are incorporated to promote well-being and support sustainable living at every stage of life.

Management Approach

Policy Framework: The Company has established sustainable development and environmental management policies as guiding principles for its operations. It has also defined practices and operational guidelines relating to environmental issues for each subsidiary and/or associated company in which the Company has invested.

Short-, Medium-, and Long-Term Targets: The Company has defined short-, medium-, and long-term targets toward achieving net-zero emissions. The Company aims to achieve carbon neutrality by 2050 and net-zero carbon emissions by 2065, compared with the 2022 base year. These targets will be pursued through the development and adoption of products and solutions that reduce carbon emissions, as well as through collaboration with government agencies and business partners to promote continuous GHG emission reductions.

Climate Change Strategy: The Company has developed a climate change strategy to support its net-zero ambition, structured around three strategic pillars:



1

Green Standard

Commitment to adopting and complying with recognized standards that form the foundation for sustainable business operations.



2

Green Innovation

Promotion of innovation across business processes to create added value for the organization and society.



3

Green Portfolio

Management of assets, projects, and products to reduce both direct and indirect greenhouse gas emissions.

Performance Results

In 2025, the Company successfully controlled Scope 1 and Scope 2 greenhouse gas emissions at a total of 11,532.01 tCO₂e, representing a 34 percent reduction compared to the 2022 base year. This reflects the effectiveness of its energy reduction measures and operational management initiatives. GHG Emission Intensity stood at 0.77 tCO₂e per THB million of revenue. The Company plans to expand its reporting boundary to include Scope 3 emissions in the future, as part of its pathway toward achieving Net Zero Emissions across the entire value chain.



Biodiversity Management



The Company recognizes that real estate development activities have an impact on ecosystems. Biodiversity conservation is therefore incorporated as part of the Company's environmental responsibility commitment. The Company is dedicated to delivering a sustainable and high-quality environment that supports long-term well-being and enhances quality of life for residents across all life stages. Environmental considerations are integrated throughout the project lifecycle—from planning and design to construction—in order to minimize potential impacts on surrounding ecosystems.

The Company operates under its Sustainable Development and Environmental Management Policy, with the following management approach:

Policy Integration: The protection and restoration of ecosystems and biodiversity are incorporated into the Company's core policies and business development framework.

Legal and Regulatory Compliance: The Company strictly complies with all relevant laws and regulations, including urban planning laws and requirements for green space allocation within residential projects

The Company also promotes the application of the **Mitigation Hierarchy** framework to systematically manage and reduce biodiversity impacts in areas surrounding project sites.

1. Avoidance

- **No Development in Sensitive Areas:** The Company does not undertake development projects in protected areas, including natural conservation zones and areas protected under local or international regulations.
- **Context-Sensitive Design:** Project developments are designed to align with surrounding environmental conditions.

2. Minimisation

- **Preliminary Environmental Assessment:** Environmental impact considerations are assessed, including the surrounding areas.
- **Pollution Control:** Construction activities are monitored and controlled to reduce potential environmental impacts, including noise, dust, and wastewater.

3. Restoration and Regeneration

- **Green Space Management Plans:** The Company establishes continuous green space development and maintenance plans within project sites and promotes the planting of native species.
- **Green Space Management Plan:** The Company allocates appropriate green spaces within project developments by selecting plant species that enhance carbon absorption and oxygen production. This approach promotes better air quality, creates a pleasant and shaded environment, and improves residents' overall quality of life.
- **Aquatic Ecosystem Restoration:** The Company implements water ecosystem restoration initiatives, such as the "Klong Suay Nam Sai" (River well campaign) by mobilizing volunteers to dredge and rehabilitate canals surrounding project areas. The initiative has been carried out for eight consecutive years.
- **Reforestation Initiative:** The Join in Planting Trees to Restore the Ecosystem initiative, implemented in collaboration with the Royal Forest Department, has entered its second year, aiming at restoring forest areas and fostering sustainable communities under the ESG (Environment, Social, Governance) framework. The initiative has been implemented across 370 rai in Huai Bong Subdistrict, Dan Khun Thot District, Nakhon Ratchasima Province. In 2025, 5,000 replacement trees were planted to further rehabilitate the environment and promote biodiversity.

In 2025, the Company did not develop any residential projects within conservation areas, such as forest reserves, mangrove forests, national parks, or wildlife sanctuaries. The Company also plans to allocate appropriate green space areas in future project developments and to conduct environmental activities with Pruksa residents.



Resource Management

The world continues to face escalating environmental crises, including climate change, pollution, and greenhouse gas emissions driven by urban development and industrial activities. The real estate, construction, and healthcare sectors are significant resource users and may generate direct environmental impacts. Amid intensifying global sustainability regulations—such as the European Union’s Carbon Border Adjustment Mechanism (CBAM), emerging carbon tax frameworks, proposed climate legislation in Thailand (the Climate Change Act), and Thailand’s efforts to develop carbon credit mechanisms—businesses face increasing urgency to demonstrate environmental responsibility and measurable emissions reductions. The Company therefore prioritizes reducing greenhouse gas emissions through the efficient use of key resources, including energy, water, and construction materials. Within the healthcare business, emphasis is placed on building energy efficiency and the safe and appropriate management of medical waste. These measures respond to investor expectations, consumers’ expectations, and regulatory developments, while strengthening long-term competitiveness and mitigating business risks to ensure sustainable growth.

Over the next three to five years, environmental factors such as rising average temperatures and increased heatwaves are expected to drive significantly higher energy consumption, particularly from cooling systems in buildings. This trend may increase operating costs and heighten expectations regarding greenhouse gas emissions reporting, including corporate carbon footprint disclosure. As a leading real estate, construction, and healthcare operator, the Company recognizes the importance of proactive adaptation and the implementation of measures aligned with both global and national sustainability trends. The Company remains committed to reducing environmental impacts while balancing business growth with responsible natural resource stewardship, in line with its Lifetime Well-Living philosophy.

The Company prioritizes the following material environmental topics: climate change, sustainable construction, and the use of environmentally friendly alternative materials and innovation for sustainability. In 2025, the Company continued to integrate environmental responsibility into business operations through a structured environmental approach, covering six key dimensions:

- 1 **Environmental Risk Assessment:** continuous evaluation of environmental impacts and risks to develop targeted preventive measures.
- 2 **Environmentally Responsible Operations:** management of processes and operational practices in alignment with international standards.
- 3 **Energy Efficiency:** promotion of energy efficiency from the design stage through technology selection and implementation.
- 4 **Circular Economy:** adoption of circular economy principles to minimize waste and optimize resource utilization.
- 5 **Awareness and Engagement:** encouragement of environmental awareness and participation among employees, business partners, and communities, through a variety of initiatives and activities.
- 6 **Monitoring and Reporting:** regular monitoring and transparent disclosure of environmental performance to demonstrate accountability and maintain a balance between business growth and environmental sustainability.

Through these approaches, the Company aims to strengthen its leadership in balancing business expansion with environmental stewardship, contributing to sustainable quality of life for customers, communities, and society over the long term.





Energy Efficiency Management



The Company manages electricity consumption in accordance with its Sustainable Development and Environmental Management Policy under the principle of Energy and Resource Efficiency. The Company promotes the efficient and responsible use of energy and resources, with a focus on increasing the share of renewable energy and encouraging resource circularity. Water resource efficiency and systematic wastewater management are

also prioritized to minimize environmental impacts and support the conservation of valuable natural resources. The Company fosters awareness among employees, supply chain partners, and other stakeholders to promote efficient use of energy and water resources. A target has been established to reduce electricity consumption by 15 percent by 2026, compared with the 2022 base year.

Approach

The Company is committed to designing and delivering high-quality residential developments while integrating environmental considerations throughout the value chain. Key development and delivery approaches include:

Passive Design

utilization of natural environmental conditions to reduce energy demand, such as natural ventilation, optimized master planning of clubhouses and common areas, and the use of shading screens.

Sustainable Materials

selection of health-safe and environmentally friendly materials, including recycled materials, low-carbon alternatives and materials that are easy to maintain and repair.

Clean energy

adoption of renewable energy solutions, including solar cell systems, rainwater harvesting systems, and efficient resource management practices.

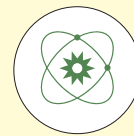
Biophilic Design

integration of nature into built environments through courtyards, indoor gardens, enhanced common areas, and visual connectivity to natural landscapes, including the planting of large trees to improve air quality and the design of health-oriented softscape and landscape areas that promote well-being and are accessible to all age groups.

Inclusive Design

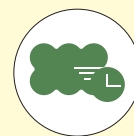
universal design principles ensuring accessibility for individuals of all ages, genders, and physical abilities, including ramps, elevators, accessible pathways, signage, and universal restrooms.

Beyond residential development design, the Company emphasizes operational efficiency through continuous monitoring and supervision by responsible units to ensure timely and effective management, through Active and Passive Design Approaches.



Active Design

optimization and control of energy-consuming systems, including air-conditioning systems, lighting systems, indoor air quality control, and overall energy management systems.



Passive Design

physical design strategies to reduce energy consumption, including thermal insulation improvements, maximization of natural lighting, and stringent infection control measures. Real-time Indoor Air Quality (IAQ) monitoring is conducted, measuring key parameters such as temperature, humidity, PM2.5, and CO² levels.



In addition, ViMUT Hospital has enhanced building management through innovative solutions, including the implementation of the i-FEMs Smart Hospital system and the deployment of Building IoT sensors. These technologies elevate the facility to a Smart Hospital standard, enabling highly precise and sustainable building management.

Over the past year, the Company has demonstrated a continued commitment to improving energy efficiency. This has extended beyond the adoption of energy-saving technologies and the promotion of energy-efficient behavior among employees to include knowledge-sharing on energy management practices among subsidiaries. By extracting lessons learned from successful projects and scaling best practices across the Group, overall electricity

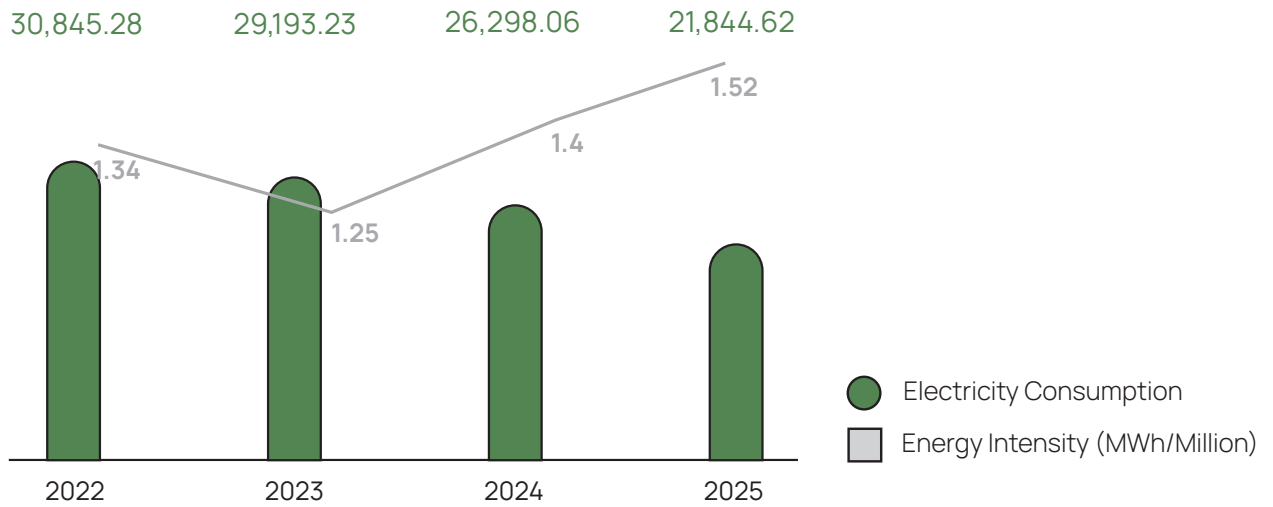
consumption was reduced by 17 percent compared to the previous year.

The effectiveness of these proactive measures is reflected in measurable outcomes. The Company reduced electricity consumption by 9,000.66 megawatt-hours (MWh), representing a 29 percent reduction compared to the 2022 base year. This reduction contributed to significant cost savings and greenhouse gas emission reductions equivalent to planting approximately 450,000 mature trees. These achievements reaffirm the Company's commitment to reducing emissions and advancing its long-term sustainability goals.

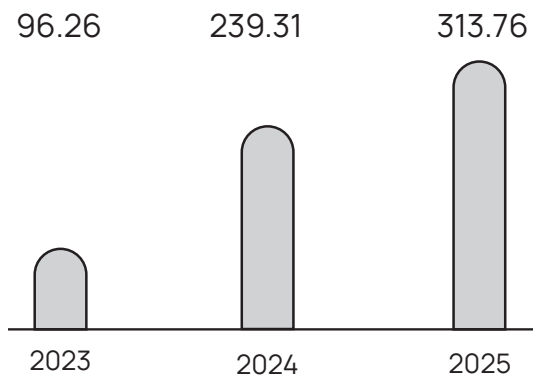
Energy Type	Unit	2022 (Base Year)	2023	2024	2024
Total energy consumption within organization	MWh	38,280.95	32,728.42	27,479.34	22,855.72
Total non-renewable energy consumption	MWh	38,280.95	32,632.15	27,240.03	22,541.96
Fuel Consumption – Stationary Combustion	MWh	76.92	88.11	249.78	185.25
Fuel Consumption – Mobile Combustion	MWh	7,358.75	3,350.81	692.19	512.09
Electricity Consumption	MWh	30,845.28	29,193.23	26,298.06	21,844.62
Renewable Energy Consumption – Solar Power	MWh	-	96.26	239.31	313.76
Electricity Sold Outside the Organization	MWh	540.66	483.16	666.71	605.16
Energy intensity	MWh/ Million	1.34	1.25	1.40	1.52



Electricity Consumption of the Organization (Unit: Megawatt-hours)



Solar Cell Consumption (Unit: Megawatt-hours)

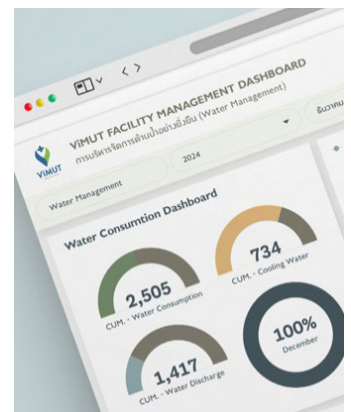


The Company supports the use of renewable energy through the installation of solar panels in the common areas of residential projects and hospital facilities. In 2025, electricity generated from solar energy totaled 313.76 MWh, representing a 31 percent increase compared to the previous year. This resulted in estimated annual electricity cost savings of approximately THB 1.3 million (calculated based on the tariff rate of the Metropolitan Electricity Authority).

○ Solar Power Generation

Building Energy Conservation Project under ViMUT Hospital Management

ViMUT Hospital has significantly enhanced its energy and building management systems through digital innovation and infrastructure investment to improve operational efficiency and sustainability. A key initiative is the development of the iFEMs Application, which has evolved beyond a conventional energy monitoring system to become an integrated platform covering environmental management, safety, and building services. The transition from paper-based records to a mobile application and centralized dashboard enables real-time inspection and significantly reduces processing time. A total of 27 IoT sensors have been installed to monitor and optimize the performance of major equipment systems and critical operational areas in real time. Energy-saving investments have also been implemented, including the installation of VSDs in high-energy-consuming machinery to enhance system efficiency. In addition, solar cell systems have been installed across two buildings, with a combined installed capacity of over 133 kW, contributing to long-term energy cost reduction. Beyond technological upgrades, ViMUT promotes employee participation through awareness campaigns, knowledge-sharing sessions, and Safety Week activities to cultivate a culture of energy conservation and environmental responsibility.





Sustainable Water Management



The Company recognizes the critical importance of water resource management amid escalating climate change challenges. In response, the Company has established the Water Resource Management Policy and set a target to reduce total water consumption by 3 percent by 2026, compared with the 2022 base year. This target reinforces the commitment to ensuring that water efficiency considerations are integrated across all stages of business operations.

The Company utilizes the Aqueduct tool developed by the World Resources Institute (WRI) to conduct annual water stress assessments in operational areas.

This assessment enables the Company to better understand potential risks to local water sources and surrounding communities. The results indicate that approximately 38 percent of operational areas are located in extremely high water risk regions, 60 percent in high water risk regions, and 2 percent in low water risk regions.

Moreover, business units across the Group integrate the Company's Water Management Policy and targets into their respective operational practices, adapting implementation measures to align with the specific characteristics of each business unit.

Approach

Real Estate and Construction Business Group

- Adoption of precast concrete construction technology to reduce water consumption during construction processes.
- Installation of water-efficient sanitary ware and smart faucet systems in offices and project common areas.
- Development of water reuse initiatives, including the utilization of treated wastewater.
- Research and collaboration with suppliers and business partners to develop materials and products that support water conservation.

Healthcare Business Group

- Comprehensive inspection of building-wide water management systems to identify risk points that may cause abnormal water consumption and to implement risk mitigation measures.
- Prioritization and implementation of projects aimed at improving water management efficiency, with ongoing monitoring of performance outcomes.
- Capacity building for building technicians to enhance their ability to maintain, optimize, and improve water systems and wastewater quality prior to discharge.
- Monitoring, treatment, and quality control of wastewater before discharge outside the organization.

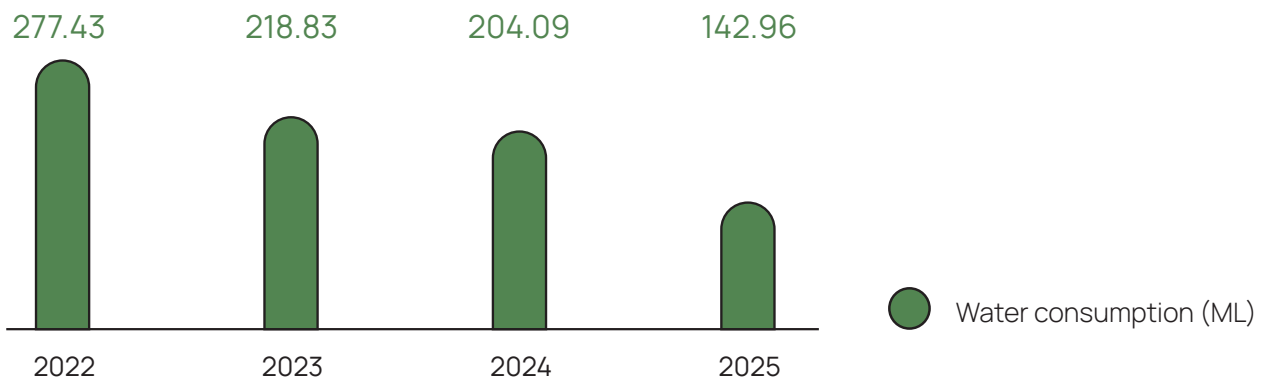
Performance

In the past year, the Company's total water consumption amounted to 142,960 cubic meters, representing a 37 percent reduction compared to the base year. This decrease was achieved through water conservation initiatives implemented across all companies within the Pruksa Group.



Water Type	Unit	2022 (Base Year)	2023	2024	2025
Total net fresh water consumption	Megaliter	227.43	218.83	204.09	142.96
Total water withdrawal	Megaliter	1,136.91	1,094.17	1,020.47	714.82
Surface water	Megaliter	-	-	-	-
Ground water	Megaliter	-	-	-	-
Third-Party water	Megaliter	1,136.91	1,094.17	1,020.47	714.82
Total water discharge	Megaliter	909.53	875.34	816.38	571.85
Surface water	Megaliter	-	-	-	-
Ground water	Megaliter	-	-	-	-
Third-Party water	Megaliter	909.53	875.34	816.38	571.85

Water Consumption within the Organization (Unit: Megaliters)





Wastewater Management

The Company recognizes the importance of effective wastewater management and strictly complies with applicable legal requirements to ensure environmental and social sustainability. All wastewater generated from operations is treated in accordance with regulatory standards. Wastewater treatment systems are monitored and controlled to ensure operational stability and effluent quality prior to discharge or reuse. Treated water is reused where appropriate, such as for landscape irrigation within project areas. At Vimut Hospital, a large retention pond has been constructed to enhance wastewater management capacity and ensure quality control prior to discharge into public waterways. Wastewater parameters are tested daily to ensure compliance across all required standards. Continuous skill development programs are also implemented for building technicians to further enhance system efficiency and water treatment performance.

Ongoing Water Resource Efficiency Initiatives

River Well Campaign has been implemented continuously for eight years (2018), reflecting the Company's commitment to creating a sustainable and healthy environment for customers and surrounding communities. The initiative aims to prevent pollution complaints related to wastewater in nearby communities. In 2025, Pruksa Real Estate and Inno Home Construction invited employee volunteers and stakeholders, including government agencies, business partners, and 150 local residents to collect up to 9 tons of waste, weeds, and debris across 5 projects. The initiative enhanced the quality of life for 1,037 Pruksa households, covering The Connect Petchkasem 69, Pruksa Ville 29, The Plant Chalongkrung, The Plant Chalongkrung 2, and Pruksa Avenue Namdaeng.



“How To Save Water” Project: The Company continues to elevate environmentally responsible housing standards in collaboration with the Metropolitan Waterworks Authority (MWA) through a Memorandum of Understanding (MOU) promoting the installation of water-saving devices certified by the MWA. Water-efficient fixtures have been installed during the design and construction phases in 20 projects within the MWA service area. These measures support water conservation, energy efficiency, and long-term infrastructure durability.

In addition, the Company expanded the initiative through community engagement activities under the “How To Save Water” campaign to raise awareness among homeowners. A pilot activity at The Connect Bangna–Srivaree attracted 98 participants.





Waste and Pollution Management



The Company prioritizes managing waste, effluents, and pollution throughout its value chain and service operations. Stakeholder participation is promoted to reduce waste sent to landfill across all operational areas, including headquarters, sales offices, residential projects, construction sites, and hospital operations. The Company has set a target to reduce landfill waste by 5 percent by 2026, compared with the 2022 base year. Air emissions are monitored to ensure compliance with applicable environmental standards.



Segregate



Record



Weigh



Transfer for Disposal

Waste Management Approach

Headquarters

Engagement and Awareness The Company promotes employee and housekeeping staff participation through communication and awareness initiatives on proper waste segregation to foster shared responsibility.

Data Recording The Human Resources Department and the sustainability working committee support the daily recording of waste volumes by category. This enables the establishment of a reliable waste database and supports efforts to reduce waste sent to landfill.

Residential Projects

Reduce Careful material planning and the adoption of construction innovations, such as precast construction technology, are implemented to minimize material waste, control costs, and reduce overall waste generation.

Segregation and Tracking Waste is segregated according to disposal categories, with designated sorting areas established at all project sites. Waste quantities by type are recorded at each project to support data-driven assessment and continuous improvement.

Hospital Operations

Strict Waste Segregation Waste is rigorously segregated by category, including infectious waste, hazardous waste, recyclable waste, and general waste, in accordance with regulatory requirements.

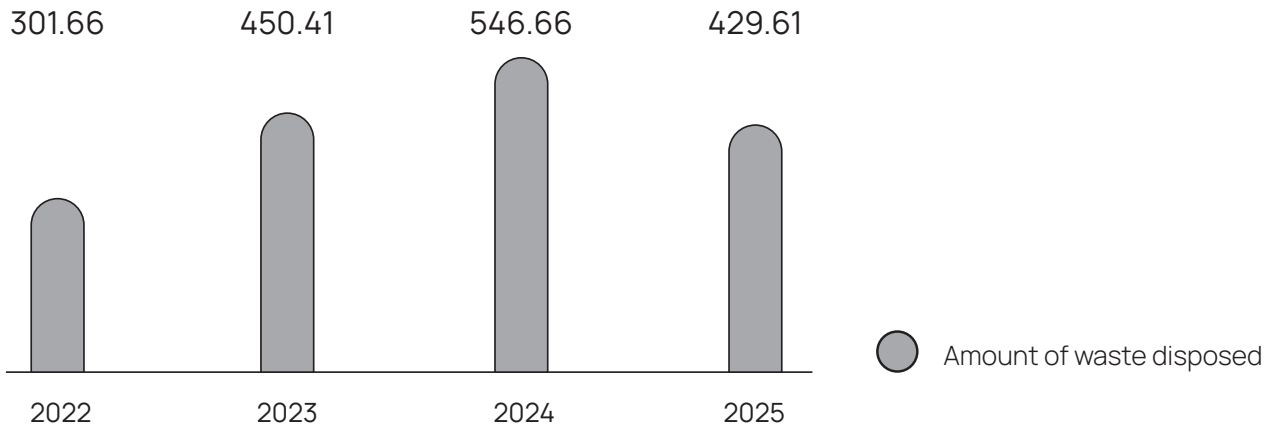
Personnel Development Housekeeping personnel are required to complete hazardous waste management training both prior to and during employment to minimize infection risks and maintain high operational standards.



Performance

In 2025, the Company generated a total of 462.15 tons of waste, of which 32.54 tons were reused or recycled, and 429.61 tons were disposed. Although this figure represents a 42 percent increase compared to the base year, primarily due to the return to full operations and the growth in hospital patient volumes, total waste decreased by 21 percent compared to the previous year. The Company remains committed to reducing landfill waste by 5 percent from the base year by 2026, in line with its established target.

Waste Generated from Business Operations (Unit: Tons)



Waste Management and Circular Economy Promotion in Residential Projects

Good Trash, Great Life

The Company continues to elevate its Wellness Residence concept by rebranding its environmental initiative from Won Plus Recycle to PRUKSA GOOD TRASH, GREAT LIFE – Turning Waste into Opportunity for Sustainable Living. In collaboration with environmental partners, including WasteBuy Delivery and Recycle Day, the initiative has expanded to 44 residential projects across Bangkok and its Metropolitan Region. The program encourages residents to properly segregate waste, accumulate reward points, redeem privileges, and participate in recognition programs for juristic persons that establish model recycling communities. Through this initiative, a total of 4,340 kilograms of waste was collected and properly redirected into recycling processes.



Waste for Eggs

The Company promotes household waste segregation awareness among residents through community engagement activities. Under the Waste for Eggs campaign, residents exchange properly segregated household waste for eggs. The collected waste is subsequently processed for alternative fuel use in industrial facilities. The pilot program was implemented in three residential projects, with 90 participants and a total of 540 kilograms of waste collected. This initiative contributed to the avoidance of approximately 0.0175 TonCO₂e that would otherwise have resulted from landfill disposal.

Supporting the “Baan Ni Mai The Ruam” (No Mixed Waste) Campaign

The Company actively supports the Bangkok Metropolitan Administration’s “Mai The Ruam” (No Mixed Waste) campaign by communicating awareness and assisting residents in registering for the program. The initiative promotes source-level waste segregation, particularly the separation of food waste from general waste. Participating households are eligible for a reduced municipal



waste collection fee, from THB 60 to THB 20 per month. The initiative contributes to reducing overall waste disposal volumes, lowering municipal waste management costs, and enhancing the sustainability of the waste management system. In 2025, the campaign was implemented across 20 residential projects, covering 5,447 households.



Pollution Management



The continued concern over future air pollution trends represents a material risk that directly affects customers' quality of life and the operations of the whole Group. The Company recognizes such growing concern regarding air quality, particularly fine particulate matter (PM2.5). To address embodied carbon and reduce environmental impacts from construction materials, the Company prioritizes the use of low-carbon materials, such as low-carbon precast wall systems developed by Inno Precast Company Limited through continuous research and development. The Company plans to expand Carbon Footprint Product (CFP) certification to cover all applicable products in the future. These initiatives support the development of sustainable residential projects with

improved air quality while reducing embodied carbon emissions from construction materials. The Company remains committed to becoming a leader in low-carbon housing development and believes that comprehensive action across the supply chain will support the achievement of its carbon neutrality and net-zero targets.

In addition, construction management for high-rise projects emphasizes community care through regular air quality monitoring during construction. PM10 levels are measured throughout the construction period to ensure compliance with regulatory standards. In 2025, the average PM10 levels measured during the high-rise construction phase in different projects was 0.031 mg/m³.

Social Management

“Care for society and give good opportunities to improve quality of life for people in needs”

The Company believes that a balanced life begins with a strong foundation of well-being, encompassing living spaces, health, and the surrounding environment. The Company is also aware of the importance of engaging stakeholders, from local communities to society at large, through a range of innovative initiatives aimed at providing value, unlocking potential, and offering top-notch resources, with the goal of making a meaningful and lasting contribution to the sustainable growth of society.

Alignment with the Sustainable Development Goals (SDGs).





Employee Management & Well being



Strategies

Pruksa Holding Public Company Limited places significant importance on its human capital, recognizing human capital as a fundamental driver of organizational success. The Company is committed to developing employees' capabilities in alignment with its goals, vision, and mission, while remaining responsive to change to support the diverse nature of its businesses. The Company strives to create and deliver "Lifetime Well-Living" for its employees, customers, society, and the environment, guided by a shared set of corporate values embodied in ESG>>P (E-S-G-Forward-People), which comprises:



Customer Empathy
quality as a core



Drive for Synergy



Impact for Good



Forward Thinking



People First
trust, respect and have fun

The Company has established the PSH Competencies Framework to guide the selection and development of its people across four key areas:

THE GAME CHANGERS

This attribute is critical in today's economic climate. It refers to those who are committed to strategic innovation, think big, and possess a far-reaching vision. They bridge current missions with future goals, play a vital role in driving strategic initiatives, and focus on long-term planning by aligning short-term and long-term objectives to drive meaningful change.

THE GO - GETTERS

These individuals drive great success and ensure project completion. A Go-Getter takes full ownership of their projects, showing total dedication and overcoming obstacles to achieve the ambitious goals they have set for themselves.

THE CONNECTORS

This role is paramount given Company's diverse business portfolio (Upstream, Midstream, and Downstream). Connectors focus on creating synergy, enhancing collaboration, and fostering unity. They are agile, continuous learners, and act as "Drivers" to create synergy across different business units.

THE A TEAMERS

This role focuses on igniting and developing a winning team. They build the capabilities necessary for success, while energizing and inspiring their team members to reach their full potential.

Recognizing that employees are the key driver of sustainable success, the Company has established its People Branding concept, **Work Life Well-Lived...at Pruksa**. This initiative is designed to support employees holistically across physical health, mental well-being, work-life balance, and growth opportunities. The Company aims to ensure that each working day is meaningful, engaging, and inspiring—empowering employees to deliver high-quality products and services to customers more effectively. Employee care and development are structured around five key dimensions of work and life:

Well-Developed Capabilities

Well-Enabled Career Growth

Well-Cared-for Lives

Well-Respected and Inclusive Diversity

Well-Delivered Brand Value

These strategic directions are translated into the Company's comprehensive employee management framework as follows:



Well-Developed Capabilities and Well-Enabled Career Growth

Development is not merely about enhancing work performance; it represents a commitment to “growing together” with purpose and value throughout every stage of the working journey. The Company actively supports continuous learning and capability enhancement across all levels, grounded in the conviction that every employee possesses the potential to grow and succeed.

- Learn anytime, anywhere through Conicle's e-learning platform, offering more than 2,000 courses covering both professional skills and personal development.
- Participate in carefully selected internal and external training programs tailored to specific functions, such as sales, construction, and finance.
- Receive guidance through the coaching and mentoring programs from experienced executives, enabling purposeful career development.
- Develop capabilities in emerging technologies such as AI and modern concepts that enhance professional skills.
- Foster a culture of constructive feedback through the Feedback Matters initiative, with practical application in day-to-day work.
- Take on meaningful and challenging assignments to encourage hands-on learning in the role of Project Owner and to cultivate a strong sense of ownership (Ownership Mindset).
- Access diverse career growth opportunities, whether within the same function, across functions, or across affiliated companies, to broaden perspectives and experience.
- Undertake new and challenging responsibilities to broaden skill sets, assume new roles, and progress to the next stage of careers.



Well-Cared-for Lives

“Workplace happiness begins with a balanced and cared-for life.” The Company supports employees across all dimensions—physical health, mental well-being, financial stability, and quality of life—so that each day is lived with fulfillment and purpose.

- Receive additional home purchase discounts of up to 12 percent under exclusive employee campaigns.
- Access comprehensive healthcare benefits through affiliated hospitals, including:
 - ViMUT Family Member
 - ViMUT App for convenient online medical consultations anytime, anywhere



Well-Respected and Inclusive Diversity

Diversity is a powerful driver of strength and creativity. The Company takes pride in fostering an open and inclusive workplace that respects and provides space for the authentic identity of every employee.

- Continuously listen to employee voices through the annual Employee Engagement Survey to understand their feelings and expectations, and to use these insights to improve the organization.
- Expand employee benefits to be inclusive of LGBTQIA+ employees, reinforcing equal rights and equitable care for all.
- Support diverse identities, lifestyles, and genders so

- Special pricing for influenza vaccination
- Complimentary diabetes risk screening supported by the Diabetes Foundation
- Dental scaling services covered by social security without advance payment
- Wellness applications and online health courses through Naluri.
- Health promotion activities such as the BMI Challenge.
- Psychological counseling services, both onsite and online, to support mental well-being.
- Benefits for 10- and 20-year employees, as well as retirement benefits.
- Generate additional income through Well Living Market Fest.
- Showcase special talents and earn income through participation in company activities under Pruksa Star Talent, such as acting as MCs for company activities and joining the company bands.
- Enhance professional image and confidence with newly designed professional sales uniforms that reflect professionalism and align with the lifestyle of today's customers.
- Engage directly with executives through the Work Life Well-Lived – Beyond the Desk campaign to exchange ideas and gain inspiration, while promoting open access to leadership and encouraging employees to share experiences with executives in a more approachable and informal setting.
- Strengthen financial well-being through loan programs and special benefits from partner banks, along with Financial Wellness courses from Naluri to enhance financial literacy and investment knowledge.
- Tailored benefits for specific employee groups, including special incentives and commission policy adjustments aligned with the roles of sales, marketing, customer service, construction, and factory personnel.



- that employees can confidently express themselves and work in an environment where they feel valued and respected.



Well-Delivered Brand Value

“Employees are at the heart of the brand.” Each individual reflects the organization’s values through their work, communication, and daily conduct. The Company therefore encourages employees to act as proud Brand Ambassadors, consistently extending positive impact to society.

- Encourage employees to serve as Brand Ambassadors through the Live Well Stay Well Club by sharing organizational news and campaigns via social media.
- Promote community engagement by supporting employee participation in social initiatives, such as

partnerships with the Mirror Foundation, the Beautiful and Clear Canal initiative, the Vijiitpongpun Foundation, and the Won Plus initiative.

- Recognize service excellence through the Voice of Customer Award 2025, honoring employees who deliver meaningful and positive customer experiences.
- Invite employees to participate in designing the annual PSH Values T-shirt, reflecting creativity and internal perspectives.
- Modernize sales uniforms to enhance professionalism and strengthen pride in the brand.
- Organize PSH Townhall and Sales Townhall sessions to communicate the Lifetime Well-Living concept and align understanding across the organization.
- Implement a referral program that encourages employees to recommend friends or acquaintances to purchase Pruksa homes, with special commission incentives as appreciation for sharing positive experiences and supporting the continued growth of the PSH community.

Performance	2025	2024	2023
Percentage of Employees Receiving Training	100%	99.59%	99.62%
Employee Engagement Score:	80.20%	82.47%	85.00%

Human Rights

Policy



The Company values respect for human rights and promotes equal treatment of all stakeholders in accordance with applicable national laws and internationally recognized human rights standards. The Company strictly prohibits discrimination in any form, including discrimination based on physical or mental characteristics, race, nationality, origin, ethnicity, religion, gender, language, age, skin color, education, social status, cultural background, traditions, or any other personal attributes. This commitment extends to all stakeholders who may be exposed to operational risks or potential human rights impacts arising from the Company’s business activities, whether directly within the Company’s operations or throughout its value chain. These stakeholders include communities, business partners, suppliers, and other relevant parties. Furthermore, the Company regards alignment with human rights principles as an essential expectation for all parties engaging in business with the Company.

Implementation and Management Approach

The Company has established guidelines to ensure fair and equitable treatment of all stakeholders, given that the Company’s operations involve diverse stakeholder groups. Each group has different expectations and interests, including customers, suppliers, business partners, competitors, creditors, shareholders, employees, as well as communities, society, and the environment. The Company has implemented measures and communication channels to engage stakeholders in an inclusive and non-discriminatory manner. Feedback and concerns raised by stakeholders are carefully reviewed, considered, and addressed appropriately. The Company regularly communicates and disseminates relevant information to stakeholders through various channels, including procurement communication platforms for suppliers and continuous employee awareness and training programs. Human rights awareness is embedded from the onboarding stage and reinforced through ongoing internal communication and training initiatives across the Group.



แนวปฏิบัติ

ตอนที่ 2

จรรยาบรรณ

คู่ธุรกิจ



การเก็บรักษาข้อมูลภายใน

- ปฏิบัติตามกฎหมายระเบียบและข้อตกลงและให้ความสำคัญต่อการเก็บรักษาข้อมูลภายในและไม่นำไปใช้โดยไม่ได้รับความยินยอม
- ไม่กระทำการโดยมิชอบเพื่อให้ได้มาซึ่งข้อมูลภายในดังกล่าว ไม่ว่าจะเป็นการกระทำเพื่อประโยชน์ส่วนตนประโยชน์ของบุคคล ที่เกี่ยวข้องประโยชน์ของบริษัทฯ และ/หรือบริษัทย่อยก็ตาม



การเคารพทรัพย์สินทางปัญญา

คู่ธุรกิจจะต้องปฏิบัติตามกฎหมายระเบียบที่เกี่ยวข้องกับทรัพย์สินทางปัญญาและไม่ดำเนินการใดๆที่แสดงถึงการละเมิดหรือการไม่เคารพในทรัพย์สินทางปัญญาของบริษัทฯ บริษัทย่อย และ/หรือ บุคคลอื่น

สิทธิมนุษยชน

- ปฏิบัติต่อบุคลากรและแรงงานเป็นธรรมและเท่าเทียม
- **ปราศจากการกีดกันหรือเลือกปฏิบัติ** จากความแตกต่างของเชื้อชาติ ภาษา เพศ ศรัทธา สันติกำเนิด ศาสนา ความเชื่อ สภาพร่างกาย หรือสถานะทางสังคม



- ไม่จ้างแรงงานเด็ก (Child labor) ไม่บังคับใช้แรงงาน (Forced labor) และไม่ดำเนินการใดๆที่เข้าข่ายเป็นการใช้แรงงานทาสสมัยใหม่ (Modern slavery)
- จัดให้มีนโยบายและ/หรือมาตรการที่ดูแลเรื่องความปลอดภัยและสุขภาพของบุคลากรและแรงงานตามความเหมาะสม
- จัดให้มีแนวปฏิบัติและอุปกรณ์ที่เหมาะสมเพื่อป้องกันการเกิดอุบัติเหตุและการเสียชีวิตขณะปฏิบัติงาน



สแกนเพื่อศึกษาจรรยาบรรณคู่ธุรกิจ

Occupational Health and Safety Management

Policy

The Company is committed to providing a safe working environment for its employees and ensuring that work operations do not adversely affect the health and safety of employees, contractors, or external parties.

The Company supports the effective implementation of an OHS management system in compliance with applicable laws and regulatory requirements. Employees at all levels are expected to understand and adhere to safe work procedures. The Company's Policy for Safety, Occupational Health, and Working Environment includes the following principles:

1. Workplace safety is considered the primary responsibility of employees at all levels. All employees are required to comply with established rules and procedures to ensure the safety of themselves and others.
2. The Company conducts its business in full compliance with occupational health, safety, and work environment laws and regulations.

3. The Company provides regular training to enhance employees' knowledge, skills, and awareness of occupational health and safety. Continuous guidance and consultation are made available to ensure organization-wide participation in safety processes.

4. The Company allocates sufficient budget and resources, including personnel, tools, and personal protective equipment (PPE), to maintain safe working conditions. Continuous improvements are implemented to eliminate hazards and reduce risks associated with operational processes and workplace environments, while preventing occupational injuries and work-related illnesses.

5. The Company maintains processes for monitoring and reviewing occupational health, safety, and work environment performance to ensure ongoing improvement and effectiveness.

Approach

The Company conducts its operations in compliance with occupational health and safety laws and other applicable regulatory requirements. A structured Safety Management System is implemented, drawing upon the principles of ISO 45001, with clearly defined roles and responsibilities across all levels of the organization. Safety officers at various levels are appointed to drive implementation from management to operational teams and contractors. Occupational health and safety risk assessments are conducted for all construction activities and are regularly reviewed. Where high-risk conditions are identified, immediate control measures are implemented. In the event of incidents, investigations are conducted in accordance with established accident analysis procedures, followed by reassessment.

The Company promotes worker participation and consultation through multiple channels, including suggestion boxes and online feedback platforms. Weekly Safety Talks are conducted to reinforce safety awareness, and monthly Safety Meetings are held to monitor performance and address occupational health and safety issues.





The Company provides comprehensive occupational health and safety training programs, including a 6-hour workplace safety course, safety golden rules training, programs for safety officers at various levels, basic life support (first aid) training, basic firefighting training, and on-the-job training conducted in accordance with established one point lesson (OPL).

The Company conducts annual health examinations for employees exposed to workplace risk factors, with assessments performed by OHS doctors.

The Company maintains records of workplace accident statistics to establish preventive measures and avoid recurrence, and utilizes this data for analysis and target setting. In 2025, the Company reported no work-related illnesses among employees. The Company also conducts

regular workplace environmental monitoring to prevent adverse impacts on employees and assess exposure levels. In addition, comprehensive risk assessments are carried out across multiple dimensions, including psychosocial risks, work-related impacts, mental well-being, social factors, workplace environment conditions, climate change risks, and supplier-related risks that may affect the Company.

Performance	2025	2024	2023
Serious incidents resulting in project suspension exceeding three days	0	0	0
Employee and contractor fatalities from work-related causes	0	0	0

Community and Social Responsibility



Listening to community voices is an integral part of the Company's project development process prior to construction commencement. The Company always conducts comprehensive environmental assessments, covering natural resources, community livelihoods, and the use of public spaces. In addition, direct communication channels are established with each community through a dedicated LINE account to receive feedback, suggestions, complaints, and concerns. Customers and community members may also contact the Company via the call center or through the Whistleblowing Channel available on the Company's website.

The Company believes that a balanced life begins with quality living conditions, including housing, healthcare, and a supportive environment. The Company also recognizes the importance of stakeholder engagement, including collaboration with communities and society through various initiatives that deliver shared value. Leveraging strong capabilities and quality resources, the Company strives to create positive social impact and grow sustainably alongside society. The Company emphasizes seven key impact areas as follows.



Dust

- Install solid perimeter fencing and cover building structures with canvas or mesh sheets throughout construction height to prevent dust dispersion
- Control vehicle speed for material transportation within project sites to reduce dust and enhance safety
- Clean truck wheels before exiting construction sites
- Inspect tools, machinery, and vehicles to ensure optimal performance
- Sweep or wash soil and sand residues at project entrances and surrounding areas
- Spray water on temporary roads within project sites to minimize airborne dust



Noise

- Install movable temporary noise barriers around structures during structural works
- Erect 2.4-meter metal sheet fencing around pile drilling equipment
- Cover building structures with canvas or mesh sheets throughout the construction height
- Restrict noisy construction activities to 08:00–17:00 hrs., Monday to Saturday only



Vibration

- Inform nearby residents in advance of pile drilling schedules
- Use bored pile systems instead of driven piles to reduce vibration and minimize impact on adjacent buildings
- Avoid vibration-generating activities during nighttime



Falling Materials

- Install canvas or mesh protection to prevent falling debris
- Require trucks transporting construction materials to be fully covered throughout transit routes in order to prevent falling debris



Waste-water and Sewage Treatment

- Monitor and track wastewater and sewage quality
- Provide separate male and female sanitary facilities for workers using prefabricated septic and anaerobic-aerobic treatment systems
- Inspect treated effluent quality from prefabricated systems once a month throughout the construction period



Spotlight Usage During Nighttime Operations

- Allow spotlight usage only when construction activities must extend beyond regular hours, such as continuous concrete pouring or foundation works, however, not exceeding 20:00 hrs., and subject to official construction permits
- Direct spotlight beams inward toward the project site and ensure installation heights do not exceed temporary fencing or 6 meters



Community safety regarding life and property from our labor and worker

- Locate worker accommodations outside construction sites to reduce community density impact
- Install CCTV cameras within construction sites and along project perimeters, with on-site security personnel
- Require all personnel to wear identification badges at all times and prohibit weapons or hazardous objects within the premises



The Company has continuously implemented community and social development initiatives. In 2025, the Company carried out the following activities



Well-Living Market Fest:

An event designed to create happiness and meaningful experiences for Pruksa residents, reflecting the concept of Lifetime Well-Living by Pruksa Holding, its subsidiaries, and leading partner brands. Total participants: 1,797 persons.



Well Care@Home:

In collaboration with ViMUT Hospital and ViMUT-Theptarin Hospital, the Company provided on-site health check-ups and consultations across more than 42 projects, reaching over 3,146 participants.



Well Care, Well Paw:

In partnership with Thonglor Pet Hospital, the Company delivered at-home pet healthcare services for residents, with 861 pets from 47 residential projects receiving health services.



Home Care for People with Disability by Pruksa:

The Company leveraged its housing development and healthcare expertise to renovate and improve homes for persons with disabilities in Khon Kaen and Chiang Mai provinces, totaling 11 homes. This initiative has entered its seventh year and has delivered 58 homes for persons with disabilities.



Blood Donation Campaign (Year 16):

ViMUT Hospital-Phaholyothin, in collaboration with the Thai Red Cross Society, organized 4 blood donation sessions, engaging 198 donors.



Humanitarian Support for Thai-Cambodian Border Conflict:

The Company, together with employees, customers, and the public donated essential supplies for soldiers and displaced persons in Sisaket, Surin, and Ubon Ratchathani provinces.



Southern Flood Relief Assistance:

In collaboration with Pearl Bangkok and the Mirror Foundation, the Company mobilized donations of rice, dry food, adult diapers, and cleaning supplies to support flood-affected communities in southern Thailand.



60+ Earth Hour 2025:

The Company participated in the global "Switch Off for One Hour" campaign, encouraging residents and employees to turn off unnecessary lights for one hour.



Used Calendar Donation:

Employees donated 620 used calendars to the Educational Technology Center for the Blind to be repurposed into Braille learning materials.



Cosmetic Donation Initiative:

Employees donated unused cosmetics to the Institute of Pathology, Rajavithi Hospital, for restorative care of deceased patients.



Black Ribbon Tribute Initiative:

Employees crafted and distributed black ribbons to customers, fellow employees, and the public in remembrance of Her Majesty Queen Sirikit The Queen Mother.



Beautiful and Clear Canal (Year 8):

Continued efforts to improve water quality awareness and wastewater management in residential communities to enhance long-term environmental sustainability for Pruksa residents and surrounding communities. In 2025, the initiative was implemented across five residential projects, benefiting 1,037 households.



Medical Supplies Donation:

ViMut Hospital–Phaholyothin, in nterprise Company Limited, donated medicines and medical supplies to Umphang Hospital and Tha Song Yang Hospital in Tak Province to strengthen healthcare access, particularly for children and underserved patients.



Sidewalk Cleaning and Urban Improvement Activity:

ViMUT Hospital–Phaholyothin partnered with Phaya Thai District Office to organize volunteer activities to clean sidewalks and improve the surrounding landscape, promoting hygiene and environmental awareness.



Theptarin Diabetes Academy:

Provided six diabetes education sessions for 120 patients and family members, covering seven key self-care areas including medication, nutrition, exercise, emergency response, glucose monitoring, and complication prevention.



Type 1 Diabetes Learning Camp:

ViMUT-Theptarin Hospital organized an in-depth educational camp focusing on nutrition and lifestyle balance, with 34 participants.



Know Your Risk, Prevent Diabetes Campaign:

In collaboration with the Diabetes Fighting Foundation, ViMUT-Theptarin Hospital conducted diabetes risk screening and blood glucose testing for 19 participants.



Smile Silver Society (60+ Club):

A senior wellness initiative organized by Vimut-Theptarin Hospital to promote physical and mental well-being, social engagement, and active lifestyles for 975 elderly from 607 sessions.



Medical Professionals Development Program:

ViMUT-Theptarin Hospital supported medical professionals from Thailand and abroad for study visits and training programs, with 153 participants across 13 sessions.



Dance Towards a New Life:

ViMUT-Theptarin Hospital organized a health promotion activity for 22 working-age individuals across two sessions, including diabetes risk screening and education on nutrition, health, and cardio exercise.



Performance	2025	2024	2023
Number of customers participating in social and environmental activities	24,487	N/A*	N/A*
Number of projects supporting environmental development or quality of life improvement	33	N/A*	N/A*

Note: * Data collection and monitoring for this indicator commenced in 2025 onwards.

Governance and Sustainability Management

“Care for good quality of life and wellbeing.”

The Company places the highest priority on customer care and the delivery of quality products and services, while fostering strong and sustainable relationships with all stakeholders. Operations are conducted in strict adherence to principles of good corporate governance, transparency, ethical conduct, and full compliance with applicable laws and regulations.

In addition, the Company emphasizes robust data governance, personal data protection, and stringent cybersecurity measures to safeguard customers, business partners, and stakeholders, ensuring the highest standards of trust and confidence.

Alignment with the Sustainable Development Goals (SDGs).



Supply Chain Management



The Company places strong emphasis on a sustainable supply chain management framework in alignment with good corporate governance principles, as well as social and environmental stewardship. The Company continuously enhances supplier and business partner management systems to ensure responsible operations across all business units and subsidiaries. The Business Partner Code of Conduct has been established and implemented across all suppliers and business partners of the Company and its subsidiaries. The Code requires adherence to

ethical standards, environmental responsibility, and social accountability. Key sustainability principles include the avoidance of conflicts of interest, anti-corruption and anti-bribery practices, respect for human rights, and environmental management.

To reinforce responsible procurement practices, the Company has adopted the Responsible Procurement Policy, ensuring that suppliers are assessed and monitored throughout the value chain.



Implementation of the Business Partner Code of Conduct and Responsible Procurement Policy

The Procurement and Supply Chain function communicates and promotes understanding of the Business Partner Code of Conduct, which covers transparent and accountable business operations, quality delivery of products and services, respect for human rights, occupational health and safety, and environmental responsibility.

The Company has strengthened supplier selection policies by incorporating sustainability criteria into evaluation processes. Additional scoring is granted to new and existing suppliers that provide environmentally friendly products and services, apply sustainable production processes, or demonstrate responsible environmental practices, in addition to considerations of quality, legal compliance, safety standards, and cost competitiveness.

Supplier and Business Partner Relationship Management

The Company's Code of Conduct promotes fair competition and non-discriminatory trade practices. All qualified suppliers and business partners that meet procurement requirements and demonstrate capability and quality are given equal opportunity to engage with the Company and its subsidiaries. To mitigate operational risk, the Company avoids over-reliance on any single supplier and maintains transparent selection and approval processes designed to prevent conflicts of interest and corruption.

The Company also prioritizes building long-term, constructive relationships with suppliers and business partners. Clear relationship management guidelines are established and made accessible through the Company's intranet.

Regarding grievance mechanisms, in addition to the standard complaint and whistleblowing channels under the Company's policy framework, a designated supplier/business partner relationship management unit is assigned to receive and handle supplier-related complaints. Formal procedures are in place to ensure that complaint handling and resolution processes are transparent and auditable.

ESG Risk Assessment for Suppliers and Business Partners

The Company has established an ESG risk assessment framework for suppliers and business partners. Critical Tier 1 and Non-Critical Tier 1 business partners are required to complete a sustainability self-assessment to evaluate alignment with the Business Partner Code of Conduct and to enhance awareness of the Company's sustainability direction. The assessment criteria are tailored to both new and existing suppliers and cover environmental, social, and governance (ESG) dimensions.

2025 Performance Highlights:

- 100 percent of Critical Tier 1 business partners were assessed for sustainability risks and completed the sustainability self-assessment.
- 100 percent of suppliers and business partners received the Business Partner Code of Conduct through online communication channels.
- THB 402.9 million in cost savings achieved through effective Responsible Procurement Policy implementation (January–October 2025).

To further strengthen coverage and compliance, the Company has set additional targets:

- 100 percent of existing business partners actively conducting business with the Company must formally acknowledge and sign the Business Partner Code of Conduct.
- 100 percent of new suppliers must sign and acknowledge the Business Partner Code of Conduct.
- Sanction measures and safety standards are strengthened in accordance with the Company's requirements.

Within the healthcare business, supplier development and accreditation under Hospital Accreditation (HA) and Joint Commission International (JCI) standards are critical to enhancing service quality and patient safety. The Company promotes collaboration with business partners to ensure sustainable quality development.



In 2025, ViMut Hospital was fully prepared and successfully obtained both HA and JCI accreditations. These certifications reaffirm the hospital's commitment to excellence in patient care, staff training, and service standards. Achieving these accreditations demonstrates compliance with rigorous international and national health-care standards and reinforces confidence among service recipients. Leadership engagement and cross-functional participation remain essential to sustaining both HA and JCI quality standards effectively and continuously.

The Company prioritizes human rights and incorporates human rights principles within the Business Partner Code of Conduct. Suppliers are required to treat employees and workers fairly and equitably, without discrimination based on race, language, gender, skin color, origin, religion, belief, physical condition, or social status. Business partners must provide fair compensation and benefits in compliance with applicable laws and regulations, ensure lawful employment practices, prohibit harassment and forced labor, and prioritize occupational health and safety.



← Scan to the access the Procurement Guideline and the Business Partner Code of Conduct

In addition, the Company communicates this information to business partners and other stakeholders through communication materials published on the Company's procurement website.

The Company maintains a clear commitment to anti-corruption and adheres strictly to Thai laws and principles of good corporate governance. As part of its compliance measures, the Company has distributed the No Gift Policy letter, formally requesting suppliers, business partners, agents, financial institutions, and related parties to refrain from offering gifts, benefits, or any form of financial support to executives and employees. This policy forms part of the Company's broader anti-corruption framework.



Customer Responsibility



The Company remains committed to delivering “Lifetime Well-Living” through quality products and services, creating the best possible residential experience for customers while continuously extending well-being to communities and society. In 2025, the Company strengthened customer relationship management with attention to every detail across all dimensions of life through a range of activities and exclusive privileges covering residential quality (Well Home), physical and mental well-being (Well Care), and inclusive and sustainable society and communities that support diverse lifestyles.

- Organized 844 customer engagement activities across all projects in Bangkok, metropolitan areas, and other provinces.
- Achieved an “Excellent” satisfaction rating of 94% from activity participation.
- Continued implementation of social initiatives to generate positive societal impact, including:
 - Pee Luea Nong Khor, Sharing Happiness
 - Plant to Plate – Promoting career opportunities for persons with disabilities

- Launched Pruksa Well-Living Day, a flagship initiative designed to empower customers with preventive healthcare knowledge while fostering strong relationships among residents within projects.

The Company continues to promote customer engagement activities and foster quality communities across all Pruksa Real Estate projects in Bangkok, metropolitan areas, and other provinces, while maintaining excellent satisfaction levels. Activities are conducted in alignment with the Well Home, Well Care, and Well Community framework. Customer needs are surveyed and reviewed at least once annually to ensure that policies and initiatives remain responsive to evolving customer and societal expectations.





Well Home

Pruksa Contact Center 1739

A comprehensive information service center providing multi-channel support via telephone, e-mail, pruksa.com, mail, and social media. Staff are carefully selected and professionally trained. In 2025, the Contact Center achieved an NPS score of 88%. Key drivers of customer satisfaction included strong service mindset, understanding of customer needs, effective coordination and follow-up, and courteous communication. Pruksa Contact Center is managed by a unit certified under the ISO27001 standard, the international standard for personal data protection. The Company is also in the process of obtaining ISO27001 certification to ensure that customers' personal data is adequately safeguarded and to mitigate risks for Pruksa Real Estate.



Nong Sai Jai AI Chatbot

For the second consecutive year, the AI chatbot has provided product and service information through three channels: Website (pruksa.com), Facebook (Pruksa Family Club), and Line (@Pruksa). In 2025, the chatbot achieved an NPS score of 70%. Customers highlighted convenience, speed, human-like language understanding, updated information, and system integration, enabling one-stop service.

In addition to providing sales information, the chatbot facilitates project visit bookings, repair requests, technician appointments, and campaign registrations. Customers can seamlessly transfer to live agents when required, ensuring a fully integrated and seamless customer experience for both prospective buyers and after-sales service users.

Voice of Customer Award

This recognition program honors employees who receive commendations from customers, reinforcing the Company's appreciation for customer care excellence. In 2025, the award was held for the second consecutive year, with 209 employees recognized.



"Yu Dee Call": Proactive Post-Transfer Care

"Yu Dee Call" is a proactive customer relationship management initiative designed to provide reassurance and peace of mind to customers during the early stages of home occupancy. The program is carried out by specially trained customer service personnel who contact every customer following ownership transfer to assess residential satisfaction, gather feedback, address concerns or additional support needs, and provide guidance on home maintenance and available Company services. Beyond serving as a channel to capture the voice of customers, the initiative functions as a preventive care mechanism that helps identify and resolve potential issues at an early stage, while fostering long-term customer relationships. It reflects Pruksa's commitment to customer care from the very first day of residence and reinforces the tangible delivery of the Lifetime Well-Living philosophy.

Proactive Warranty Expiry Notification

This proactive initiative was designed by Pruksa to provide reassurance to customers prior to the expiration of their home warranty period. The Company notifies customers in advance, offers guidance, and schedules home inspections, including repairs where issues fall within warranty conditions, within 30 days before the warranty expires. This ensures that customers' homes remain in good condition and in compliance with quality standards and contractual agreements.



Well Care

The initiative helps alleviate customer concerns during the transition from the warranty period to long-term occupancy. It also provides knowledge transfer on proper home care and maintenance practices, enabling customers to maintain their homes in good condition over time. This reflects Pruksa's commitment to comprehensive and responsible customer care throughout the residential journey.

After Warranty Care: Continuous Support Beyond the Warranty Period

To further enhance the residential experience throughout the lifespan of the property, Pruksa introduced the After Warranty Care program. This initiative focuses on providing guidance and connecting customers with home maintenance services after the warranty period has ended. The Company selects reputable and standardized maintenance partners to ensure customers can access appropriate services with confidence and transparency. The pilot implementation of this program forms part of Pruksa's Lifecycle-based Customer Care model, designed to reduce long-term concerns, support sustained home quality, and foster enduring relationships between the Company and its customers, even beyond the warranty period.

Well Care @Home

Comprehensive healthcare services delivered directly to residential projects by medical teams from ViMUT Phahonyothin Hospital and ViMUT-Theptarin Hospital, free of charge. In 2025, services were delivered across 42 projects, serving 3,146 service users



Additionally, in 2025, collaboration with government and private agencies extended healthcare services to 44 projects, benefiting 1,632 residents.

Well Care, Well Paw : PRUKSA x Pet Thonglor

An initiative providing complimentary pet health check-up services and guidance on proper pet care, by veterinarians and specialist teams from Thonglor Pet Hospital. In 2025, the program continued for the second year, serving 861 pets across 47 projects, Village health volunteers (VHVs) also supported services for 295 additional pets across 11 Pruksa residential projects.



Mosquito Prevention

Mosquitoes are a major cause of serious illness and, in severe cases, death. In response, Pruksa has implemented preventive initiatives in high-risk areas through the mosquito control campaign for residents. The Company coordinates with Village Health Volunteers to conduct mosquito control spraying activities within residential communities. In 2025, the initiative was implemented across 71 projects, benefiting 20,618 households.



Well Community

Community initiatives are categorized into four areas: Social and Community, Health, Environment, and Support for Vulnerable Groups and Emergencies.

1. Social and Community

Building mental wellness and the sense of unity in the communities.

Strengthened family and community relationships through the Special Days, Special You program, across 122 projects with 6,987 residents throughout the year during key occasions such as New Year, National Children's Day, and Songkran. These activities created inclusive spaces where residents of all genders and generations could share experiences and cultural traditions, fostering greater mutual understanding and stronger community bonds.

Boosted morale and fostered positive well-being through merit-making and alms-giving activities conducted in 64 projects, attracting 3,591 participants. These initiatives promoted mental well-being and auspiciousness, while providing opportunities for residents to strengthen relationships and build a supportive community atmosphere.

Delivered exclusive benefits under the Special Privilege initiative (5 activities), curating offers from affiliated companies and trusted partners to support residents' housing, health, and lifestyle needs. The Company ensures that customers are well informed and able to access these benefits at their convenience, primarily through dedicated Line communication channels managed by each property management team. All privilege communications undergo expert review and screening to ensure clarity, relevance, and reliability, allowing customers to enjoy special benefits with confidence and without concerns regarding data privacy or unclear promotional information.

2. Health

Promoted preventive healthcare knowledge and active lifestyles through the **Pruksa Well-Living Day** initiative, piloted in 9 projects with a total of 377 participants. The initiative provided opportunities for residents and members of the public to receive body composition assessments, professional nutrition consultations from dietitians at Theptarin Hospital, and practical guidance on healthy cooking and proper exercise techniques. This enabled residents to apply personalized health knowledge to enhance their well-being effectively.

Activities to promote enjoyment and discipline, including the Football Clinic (14 projects, 173 participants) and Pruksa Smile & Sweat, which featured a variety of activities such as swimming lessons and aerobic dance sessions (13 projects, 214 participants).





3. Environment

River Well Campaign initiative has been implemented continuously for the eighth consecutive year (since 2018), mobilizing 150 volunteers comprising employees, government agencies, business partners, and local community members. Together, they collected 9 tons of waste and aquatic weeds from 5 residential projects, contributing to improved environmental quality and the mitigation of wastewater pollution. The initiative has positively impacted 1,037 Pruksha households.

The Company signed an MOU with MWA under the **How To Save Water** initiative to install water-saving devices in 20 new residential projects. The Company also organized awareness-building activities to encourage Pruksha residents to conserve water collectively, enhancing customers' knowledge and understanding of sustainable water use. A pilot activity was conducted at The Connect Bangna–Srivaree project, with 98 participants taking part in the program.



PRUKSA GOOD TRASH, GREAT LIFE:

Expanded the environmental initiative to 44 projects across Bangkok and its vicinity in collaboration with partners (Wastebuy Delivery and Recycle Day). The program collected a total of 4,340 kilograms of recyclable waste, with a points and rewards system introduced to encourage waste segregation at source.



Waste for Eggs: A pilot initiative promoting household waste segregation was implemented across three residential projects, collecting a total of 540 kilograms of waste. The initiative contributed to greenhouse gas emissions reduction equivalent to 0.0175 TonCO₂e.

“Baan Ni Mai The Ruam” (No Mixed Waste): The Company supported the Bangkok Metropolitan Administration’s campaign across 20 projects, covering 5,447 households, to promote food waste segregation at source. The initiative aims to reduce the volume of waste requiring disposal while lowering waste collection fees for residents.

4. Support for Vulnerable Groups and Emergency Response

“Your leftovers, give life project”, Sharing Happiness initiative, in collaboration with the Mirror Foundation, continued for its second year in 2025. The program visited 255 residential projects, covering 74,863 households, and redistributed 25,500 pieces of second-hand clothing. Regarding the performance of this initiative, Pee Luea Nong Khor went beyond enhancing customer satisfaction. The initiative generated meaningful social and economic impact. The donated clothing was equivalent to approximately THB 765,000 in circulating economic value. From an environmental perspective, extending the lifecycle of donated garments reduced the need for new textile production, resulting in an estimated reduction of 178,500 kilograms of CO₂ emissions. This is equivalent to planting approximately 19,833 trees.

Person with disabilities (PWD) Career Opportunities with Plant to Plate project (8 projects) The Company provided space for persons with disabilities from the Universal Foundation for Persons with Disabilities to conduct workshops for residents on vegetable cultivation and to sell their products. In 2025, the initiative was implemented across 8 projects, with 205 participants, generating income of THB 41,250 for persons with disabilities. In addition to encouraging Pruksha residents to donate essential items to support underprivileged communities, the Company also responded to emergencies, including two instances of Thai–Cambodian border conflict and one flood event in southern Thailand, which caused hardship for military personnel and affected communities. Pruksha invited customers, employees, and the general public to donate essential supplies to assist those impacted. A total of three truckloads of donated items were collected and delivered through the Mirror Foundation to provide urgent relief to affected individuals.



In the healthcare business, throughout the past year, ViMut has continuously strengthened its Clinical Governance System to elevate quality standards and patient safety. The management approach is outlined as follows.



Strategic Management and Standards Compliance

The Executives of the healthcare segment have established a clear vision and defined quality and patient safety goals, which have been communicated across all departments to ensure alignment with the organization's mission.

In advancing standards of care, each patient care team (PCT) has conducted an annual review and revision of at least one Clinical Practice Guideline (CPG) to ensure that clinical protocols remain current and aligned with best practices.



Risk Management and Continuous Performance Improvement

ViMut places strong emphasis on proactive risk management. PCT teams systematically analyze risks and clinical issues using incident reporting data and patient outcome results to identify root causes and address risk areas effectively. Moreover, operational targets have been clearly defined and implemented, particularly in critical areas such as reducing misdiagnosis rates and strengthening patient follow-up systems. As a result, appointment adherence rates have improved in line with established targets.



Monitoring and Evaluation

In addition, the Company continues to uphold robust quality assurance and transparency mechanisms. At least once per year, a quality audit is conducted using the Clinical/Patient Tracer methodology. The findings from the Clinical/Patient Tracer audit are reported to management at the Hospital Quality Management Committee (QMC) meetings for oversight and action. To further strengthen a culture of quality, the PCT has conducted Leadership Walk Rounds activities. These on-site visits evaluate operational effectiveness in real practice settings and provide close guidance on quality improvement. This approach enhances responsiveness and enables timely improvements in service quality.

VIMUT Phahonyothin Hospital remains committed to maintaining quality and continuously elevating medical service standards. The hospital is proud to have received national accreditation under HA (Hospital Accreditation) and international accreditation under JCI (Joint Commission International's Gold Seal of Approval®). These certifications reaffirm its commitment to excellence in healthcare across all dimensions, including patient safety, healthcare policies, corporate governance, effective information

management, as well as expertise in emergency medical services and critical care. As a result of these efforts, in 2025 the healthcare segment achieved an average patient satisfaction score of 92.59 percent across both inpatient (IPD) and outpatient (OPD) services. The Group remains dedicated to continuously enhancing its capabilities to deliver the highest quality treatment experience while upholding international safety standards.



Information Technology Security and Personal Data Protection



The Company places the highest priority on information security and personal data protection to ensure business continuity and strengthen trust among customers, shareholders, business partners, and all stakeholders.

The Company's information security practices comply with the Personal Data Protection Act B.E. 2562 (2019) (PDPA) and internationally recognized cybersecurity standards, including ISO/IEC 27001 and the NIST Cybersecurity Framework (NIST CSF). An internal information security control framework has been established, covering three key dimensions:



Organizational Control

The Company has established comprehensive data governance policies and a structured management framework to ensure systematic oversight of personal data protection. A Data Governance and Personal Data Protection Council and Working Team has been appointed, chaired by the Group Chief Executive Officer and comprising senior executives from all business units.

Roles and Responsibilities include:

- Conducting gap analyses and implementing corrective measures
- Driving compliance with ISO 27001 and PDPA requirements
- Reporting progress to subcommittees and the Board of Directors
- Planning communication and training for employees and business partners
- Preparing for information security and personal data breach incidents through established incident management procedures (Information Security Management) aligned with ISO 27001 (19 work instructions)
- Developing and maintaining Privacy Policy and Privacy Notice documents
- Executing Data Processing Agreements (DPA) with external service providers
- Maintaining Records of Processing Activities (RoPA)
 - Establishing data subject rights management processes
 - Implementing data retention and disposal standards
 - Conducting Data Protection Impact Assessments (DPIA) for high-risk activities
 - Providing formal channels for data subjects to exercise their rights under PDPA



Technological Controls

The Company deploys advanced technological controls to protect its information systems and data, including:

- Access Control
- Data Encryption at Rest and in Transit
- Anti-malware systems, firewalls, Intrusion Detection/Prevention Systems (IDS/IPS), and SIEM
- Log monitoring and review to detect abnormal activities



Physical and Operational Measures

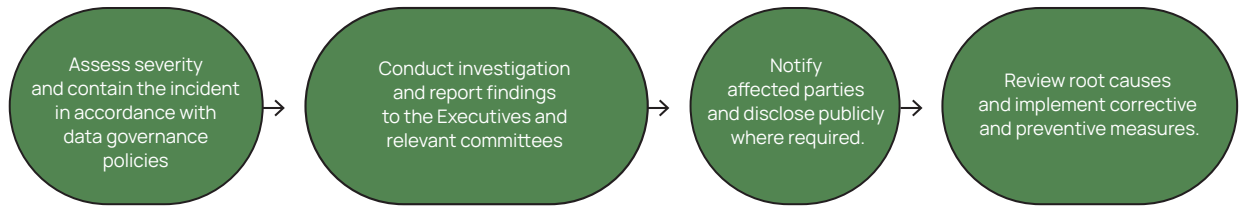
- Restricted access to data centers and critical facilities
- Backup and recovery systems with regular DR testing

A dedicated PDPA task force monitoring cybersecurity threats 24/7

- A comprehensive Incident Response Plan
- Coordination with relevant external authorities such as ThaiCERT and PDPC
- Reporting significant incidents to the Executives and relevant committees
- Clear procedures are in place to manage and mitigate personal data breach events



Procedures in the Event of a Personal Data Breach



The Company promotes personal data protection as a core organizational culture through regular awareness initiatives for employees, customers, and partners.

- **Employee Training:** Annual PDPA training programs are conducted for new and existing employees across all business groups (real estate, construction, healthcare, and other affiliated companies). Specialized sessions have been organized in collaboration with the Director of Security Management from PDPC, including courses such as “PDPA and Organizational Responsibilities.”
- **Business Partner Engagement:** Knowledge-sharing sessions are provided to key vendors/business partners handling personal data, such as Call Center service providers, property management companies, and security service providers.
- **Knowledge Communication:** PDPA-related educational content, including videos and infographics (51 pieces developed in the past year), is regularly disseminated. PDPA knowledge episodes are published every Tuesday to reinforce practical application among employees.
- **Customer Awareness:** Data protection awareness activities are integrated into Pruksa Well-Living initiatives to educate homeowners about fraud prevention and personal data protection.
- **2026 Communication Plan:** The Company plans to expand communication channels and formats to ensure sustained compliance and awareness across all employee groups.
- **Vendor Risk Management:** The Company conducts assessments of key vendors that process personal data, such as the 1739 Call Center service provider, to evaluate the adequacy of their data protection measures. The assessment covers both technical and operational controls, including access control, data encryption, backup procedures, and awareness training. This process helps mitigate the risk of personal data breaches and strengthens overall information security governance.



In 2025, the Company strengthened its information security management framework in alignment with ISO/IEC 27001 (Information Security Management System – ISMS). Preparation began in January 2025, and certification audits were conducted between October and November 2025. The certification process has been completed, with highly satisfactory preliminary audit results. This achievement reflects the Company’s strong commitment to elevating information security management to international standards, reinforcing stakeholder confidence. The Company expects to receive official ISO/IEC 27001 certification in the first quarter of 2026, further enhancing its competitive advantage and ensuring systematic risk mitigation in data protection.



Management approach

- Establishment of the Security Operation Center (SOC)
- Implementation of the Consent Management Platform (CMP)
- Deployment of the Record of Processing Activities (RoPA) system in 2026
- Implementation of Data Loss Prevention (DLP) solutions in 2026 to prevent unauthorized access, transmission, leakage, or misuse of organizational data

Performance	2025	2024	2023
Verified customers' personal data breaches	1*	0	0
Cybersecurity incidents	0	0	0
Percentage of employees receiving PDPA communication	100%	100%	100%
Percentage of employees covered by IT security protection measures	100%	83%	–

Note:

The incident is currently under review and fact verification. The Company appointed independent external cybersecurity experts to conduct a forensic investigation, which confirmed that there was no evidence of a cyberattack or system hacking.

As a precaution and in the interest of transparency, the Company reported the matter to the Office of the Personal Data Protection Committee within 72 hours and notified potentially affected individuals via SMS, email, and a notice on the Company's website. In the notification, the Company advised recipients to remain vigilant against possible fraud or impersonation attempts. Shareholders and data owners were reminded not to click on suspicious links, respond to questionable emails, disclose personal information or OTP codes to others, and to exercise caution in any transaction involving parties falsely claiming associated with the Company.

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