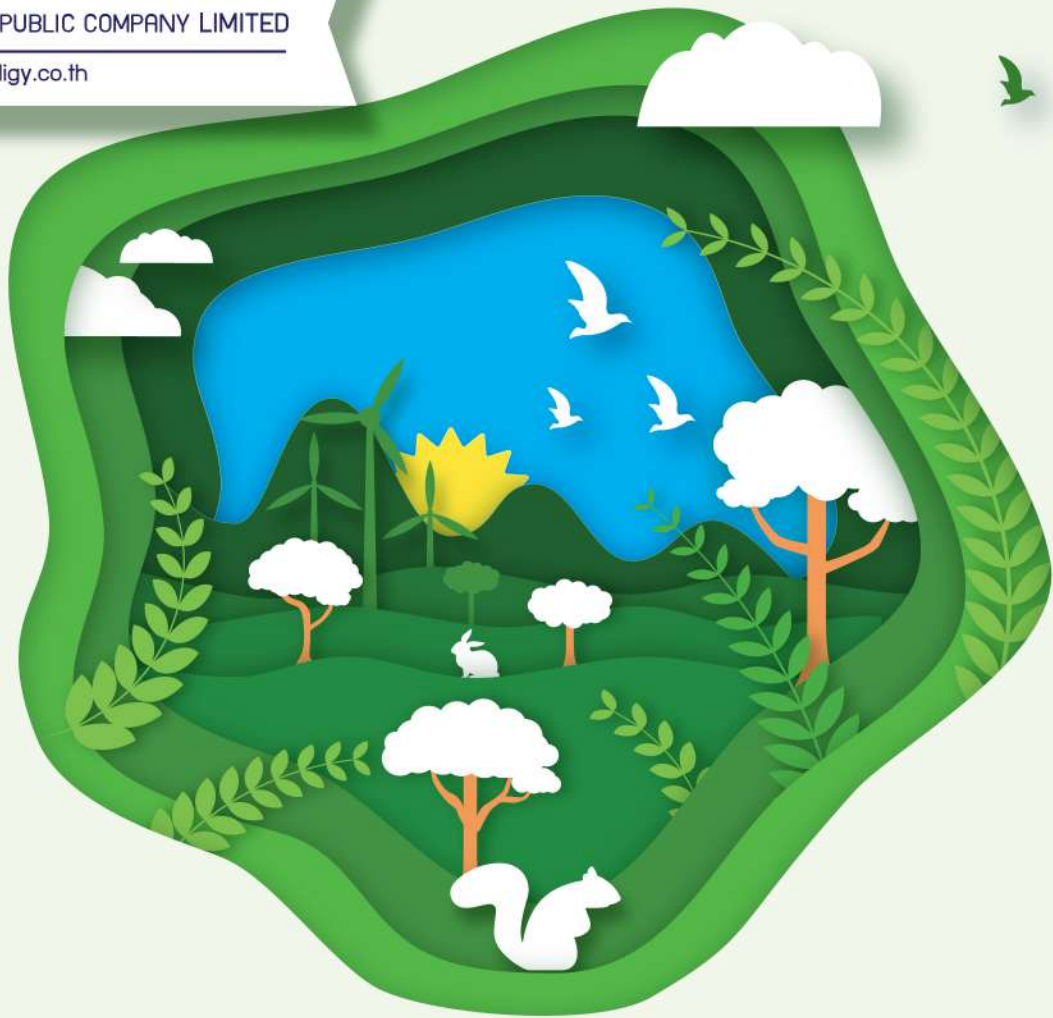




บริษัท พรอดิจิ จำกัด (มหาชน)

PRODIGY PUBLIC COMPANY LIMITED

[www.prodigy.co.th](http://www.prodigy.co.th)



IIUU 56-1 ONE REPORT

2022

รายงานประจำปี 2565

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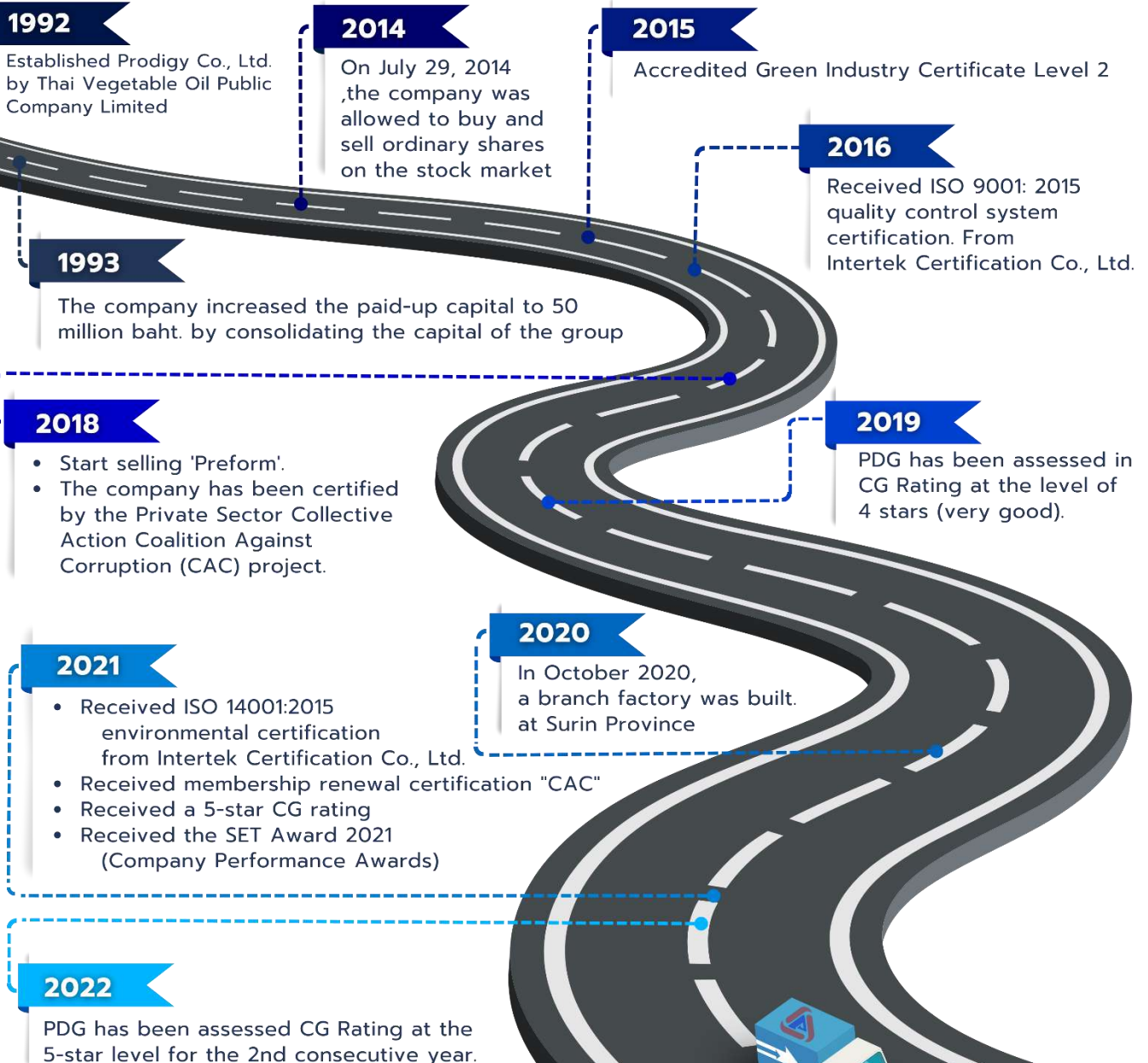


## ข้อมูลทางการเงิน / Financial Highlights

	2565	2564	2563	
<i>ณวันที่ 31 ธันวาคม 2565</i>	2022	2021	2020	<i>As Ended Of 31 December 2022</i>
<b>ฐานะทางการเงิน</b>		<b>Financial Status</b>		
สินทรัพย์รวม (ล้านบาท)	719.77	764.48	721.04	Total Asset (Million Baht)
หนี้สินรวม (ล้านบาท)	136.02	176.00	104.46	Total Liabilities (Million Baht)
ส่วนของผู้ถือหุ้น (ล้านบาท)	583.75	588.48	616.58	Shareholder's Equity (Million Baht)
<b>ผลประกอบการ</b>		<b>Operational Performance</b>		
รายได้รวม (ล้านบาท)	759.07	685.25	629.47	Total Revenue (Million Baht)
รายจ่ายรวม (ล้านบาท)	708.30	616.27	508.34	Total Expenses (Million Baht)
กำไรก่อนภาษีเงินได้ (ล้านบาท)	50.90	69.06	120.85	Earnings Before Income Tax (Million Baht)
กำไรสุทธิ (ล้านบาท)	40.63	55.24	98.25	Net Earnings (Million Baht)
<b>อัตราส่วนทางการเงิน</b>		<b>Financial Ratio</b>		
อัตราส่วนสภาพคล่อง (เท่า)	4.27	3.13	4.85	Current Ratio (Times)
อัตรากำไรสุทธิ (%)	5.37	8.06	15.61	Net Profit Margin (%)
อัตราผลตอบแทนผู้ถือหุ้น (%)	6.96	9.17	16.46	Return On Shareholder's Equity (%)
อัตราผลตอบแทนจากสินทรัพย์ (%)	5.64	9.34	17.41	Return On Total Asset (%)
อัตราส่วนหนี้สินต่อส่วนของผู้ถือหุ้น (เท่า)	0.19	0.30	0.17	Debt to Equity (Times)
<b>ข้อมูลต่อหุ้น</b>		<b>Per Share Data</b>		
กำไรต่อหุ้น (บาท)	0.14	0.19	0.36	Earnings Per Share (Baht)
มูลค่าต่อหุ้น (บาท)	1.97	2.18	2.28	Value Per Share (Baht)
จำนวนหุ้นสามัญเฉลี่ยถ่วงน้ำหนัก (หุ้น)	296,999,929	270,000,000	270,000,000	The Weight Average no of Common Stock (Share)

## BACKGROUND AND IMPORTANT CHANGES

Prodigy Public Company Limited ( " the Company ") was incorporated on April 23 , 1992 to operate the business of manufacturing and distributing plastic packaging in the form of Polyethylene Terephthalate bottles ( " PET bottles "). The co- founders of the company are Thai Vegetable Oil Public Company Limited and Thai Edible Oil Company Limited . The company has a total initial registered capital of 30 million baht as of the 31st day. December 2019 2 The company has a registered capital of 135 million baht, paid-up capital of 135 million baht, consisting of 270,000,000 ordinary shares with a par value of 0.50 baht per share The Company has no subsidiaries and associated companies. important developments of the company Since its inception in 1992, it is as follows:





## *Message from Chairman*

In 2022 , the economy is very sensitive and fragile due to the spread of the new strain of the COVID- 19 virus , Omicron Variant, causing many countries to lock down the country again. In Thailand, the government continues to campaign for people to speed up vaccination. to reduce violence And the impact that will be sent to society, economy and livelihood. of people within the country

During the first quarter of the year A war broke out between Russia and Ukraine. It adds to the same unresolved problem that disrupts global supply chains. Rising global energy and commodity prices Including the problem of high inflation around the world. causing global monetary policy to tighten rapidly world demand slows down Economic activity slowed down widely. Private sector confidence dropped Affecting the economy that has a chance to recession (Recession)

As global crude oil prices fluctuate and stay at a high level since 2021 continuing in 2022 , resulting in an increase in domestic finished oil prices, affecting the cost burden of the business sector. and pass including Household sector that has to bear the rising cost of living. While the domestic economy is still in a slow recovery. As for Prodigy Plc., it is a business whose main cost depends on oil prices. Therefore, it has affected quite a lot of production costs. As the price of plastic resin ( PET Resin) has increased the price. Moreover, during the past there were limitations in many aspects. As a result, the expansion of the new customer base. Especially in the northeastern region, the plan cannot be implemented as it should be.

However, the Company operates its business by giving importance to In providing a balance in terms of managing production costs that have closely monitored the situation in raw material stock management Marketing management, although there are limitations in many aspects. The company still takes care of and provides service to the same customers. Including accelerating the expansion of a new customer base By giving importance to both customers and business partners of the company.

On behalf of the Board of Directors, management team and all employees remain committed to the business. with responsibility to stakeholders and environment In order for Prodigy to grow continuously and generate good returns for shareholders and stakeholders sustainably.



Associate Professor Prayoon Boonprasert

Chairman



- Director of Ph.D. (Marketing) Program Faculty of Commerce and Accountancy Thammasat University
- Chairman of the executive Committee of Thammasat Book Store Thammasat University
- Chairman of the executive Committee of Thammasat Housing Welfare Program Thammasat University
- Chairman of Thammasat SMEs Promotion Program Thammasat University
- Member of the Board of Directors of Electric vehicle (Thailand) Co.,Ltd.
- Member of the Board of Directors C.E.O. Private Park Co.,Ltd.
- Senior Advisor Institute for Small and Medium Enterprises Development Ministry of Industry
- Advisor Deputy Minister of Education
- Advisor Deputy Minister of Commerce
- Advisor Mahaphant Fibre-Cement Public Company Limited
- Advisor C.E.O Private Park Co.,Ltd.
- Advisor Takeda (Thailand) Co.,Ltd.
- Advisor Electric Vehicle (Thailand) Co.,Ltd.
- Advisor Thai Shuttle Co.,Ltd.
- Advisor C.R.C. Creation Co.,Ltd.
- Head of the research Project "Promotion and Development of Hemp Industry" ISMED, Ministry of Industry
- Advisor to the development project "Spa and Herbal Product development"
- Head of the research project "Small enterprise Problems" and "Franchise System design"



**Name** : Miss Thipawan Uthaisang  
**Position** : Chairman of Audit Committee,  
Independent Director/ Corporate  
Governance, Nomination and  
Remuneration Committee  
**Age** : 63 Years  
**Share Holding (Direct)** : None  
**Share Holding (Indirect)** : None  
**% of Shareholding Change** : -

**Position in Other Business** : Other Listed Companies 4  
Other None Listed Company 1

**Date of Appointment** : May 2013

**Educations & Certificates** :

- Master Degree, MBA, Thammasat University
- Bachelor Degree, Faculty of Commerce and accounting, Thammasat University

**IOD Certification** :

- Directors Certification Program (DCP 29/2003)
- King Prajadhipok's Institute (9)
- Capital Market Academy (8)
- National Defence College (53)
- Role of Compensation Committee (RCC 17/2013)
- Advance Audit Committee Program (AACCP 26/2017)
- Board that Make a Difference (BMD 9/2019)

**Present Position** 2015-Present : Independent Director/ Chairman of Audit Committee, AIRA & AIFUL Public Company Limited

2013-Present : Independent Director /Chairman of Audit Committee/Corporate governance Nomination and Remuneration Committee, Prodigy Public Company Limited

2013-Present : Independent Director /Audit Committee/ Chairman of Nomination and Remuneration Committee, Winner Group Enterprise Public Company Limited

2009-Present : Independent Director/ Audit Committee, Ladprao Hospital Public Company Limited

2007-Present : Managing Director, Papermate (Thailand) Co., Ltd.

2005-Present : Audit Committee/ Chairman of Remuneration and Good governance, Eason Paint Public Company Limited

**Experiences** :

- Manager, National Semiconductor (Bangkok) Co.,Ltd.
- Deputy Managing Director, Data General (Thailand) Co.,Ltd
- Chief Executive officer, IEC PCL
- Managing Director, IEC Internet Co.,Ltd.





**Name** : Miss Pikul Taksinwaracharn  
**Position** : Independent Director/ Chairman of Corporate Governance, Nomination and Remuneration Committee / Audit Committee  
**Age** : 68 Years  
**Share Holding (Direct)** : None  
**Share Holding (Indirect)** : None  
**% of Shareholding Change** : -

**Position in Other Business** : Other Listed Companies : None  
 Other None Listed Company : None

**Date of Appointment** : May 2013

**Educations & Certificates** :  
 ▪ Bachelor of Economics (International Economics) Chulalongkorn University  
 ▪ Certificate of Top Executive program in Commerce and Trade Commerce Academy  
 ▪ Certificate of Thailand Insurance Leadership Program Office of Insurance Commission OIC  
 ▪ Certificate Executive, Civil Service Training Institute  
 ▪ Certificate Executive, Thammasat University

**IOD Certification** :  
 ▪ Director Accreditation Program (DAP 105/2013)  
 ▪ Role of the Compensation Committee (RCC 19/2014)

**Present Position** 2021-Present : Chairman of Audit Committee and Sub-committee on Personnel Administration of the Gem and Jewelry Institute of Thailand (Public Organization) "GIT"  
 2014-Present : Independent Director and Chairman of Corporate Governance, Nomination and Remuneration Committee and Audit Committee of Prodigy Public Company Limited  
 2022 : Chairman of ethic Committee Department of Internal Trade, Ministry of Commerce  
 2018-2021 : Chairman of Audit Committee of the Gems and Jewelry Institute of Thailand(Public Organization) "GIT"

**Experiences** 2017-2021 : Qualified member of The Gems and Jewelry institute of Thailand (Public Organization) "GIT"  
 2021-Present : Sub-committee on Personnel Administration of the Gem and Jewelry Institute of Thailand (Public Organization) "GIT"  
 2010-2014 : Deputy Director – General Department of Business Development, Ministry of Commerce  
 2007-2010 : Deputy Director – General Department of Internal Trade, Ministry of Commerce  
 2011-2013 : Audit and Evaluation Committee The Support Arts and Crafts International Centre of Thailand (Public Organization) "SACICT"



**Name** : Dr.Thanet Norabhoompipat  
**Position** : Independent Director  
**Age** : 71 Years  
**Share Holding (Direct)** : None  
**Share Holding (Indirect)** : None  
**% of Shareholding Change** : -

**Position in Other Business** : Other Listed Companies : None  
 Other None Listed Company : None

**Date of Appointment** : February 2015

**Educations & Certificates** : 
 

- Bachelor and Master of Sciences in Civil Engineering Massachusetts Institute of Technology, U.S.A.
- Ph.D. in Civil Engineering, Carnegie-Mellon University, U.S.A.

**IOD Certification** : 
 

- Top Executive Program in Commerce and Trade, Class 3
- Director Accreditation Program (DAP120/2015)

**Present Position** : 
 

- Independent Director of Prodigy Public Company Limited
- Professor
- Director, Her Royal Highness the Princess Mother's Medical Volunteer Foundation.
- Director, Puey Ungphakorn Institute

**Experiences**

2003-2007	:	Director, Executive Board, Office of Small and Medium Enterprises Promotion (OSMEP) Public Organization.
2000-2012	:	Executive Director, Institute for Small and Medium Enterprises Development (ISMED).
1998-2000	:	Independent Director and Chairman of the Audit Committee, President Rice Products Public Company Limited.
1997-2000	:	Director and Executive Board, North Park Group of Companies
1996-1998	:	Director, Thammasat University Council
1995-1998	:	Dean, Faculty of Commerce and Accountancy, Thammasat University



**Name** : Mr.Thongchai Tansutat  
**Position** : Director/ Executive Committee/ Risk Management Committee/ Managing Director  
**Age** : 63 Years  
**Share Holding (Direct)** : 2.22%  
of Total Voting Shares  
**Share Holding (Indirect)** : None  
**% of Shareholding Change** : -

**Position in Other Business** : Other Listed Companies None  
Other None Listed Company None

**Date of Appointment** : April 1992

**Educations & Certificates** :

- Master degree MBA, Kasetsart University
- MINI MBA, Thammasat University
- Holistic Finance for the Boss
- The Psychology for Management

**IOD Certification** :

- Company Reporting Program (CRP 8/2014)
- Board Reporting Program (BRP 13/2014)
- Directors Certification Program (DCP 170/2013)
- Risk Management Committee Program (RMP 1/2013)
- CTO Course (Chief Transformation Officer) of SET

**Present Position** 1992-Present : Director/ Executive Committee/ Risk Management Committee Managing Director, Prodigy Public Company Limited

**Experiences** :

- Manager, Cheer (Thailand) Co.,Ltd.
- Sales Manager, Nakornchaisri Oil Co.,Ltd.
- Retail Manager, B&P Product Co.,Ltd.



**Name** : Mr.Purnrux Nacob  
**Position** : Director/ Chairman of Strategy Risk and Sustainability committee/ Corporate Governance Nomination and Remuneration Committee

**Age** : 69 Years

**Share Holding (Direct)** : None

**Share Holding (Indirect)** : None

**% of Shareholding Change** : -

**Position in Other Business** : Other Listed Companies 1  
Other None Listed Company 8

**Date of Appointment** : April 1995

**Educations & Certificates** :

- Ph.D., Honorary Graduates, Marketing, Ramkhamhaeng University
- M.B.A., Kasesart University
- M.A., Political Science, Ramkhamhaeng University
- B.A., Business Administration, Rajabhat Institute SuanDusit

**IOD Certification** :

- Thai Institute of Directors Association (IOD)
  - Director Accreditation Program (DAP) 43/2548
  - Finance for Non - Finance Director 31/2549
- Business Revolution and innovation network (BRAIN) Federation of Thai Industries

**Present Position** :

- Director, Chairman of Strategy Risk and Sustainability committee Corporate Governance, Nomination and Remuneration Committee/ Prodigy Public Company Limited
- Director, Executive Director /Thai Ha public Company Limited
- Director/ Nakornchaisri Oil Industrial Co.,Ltd.
- Director/ Sing Heang Industry Co.,Ltd.
- Director/Cheer (Thailand) Co.,Ltd.
- Director/ Chairman of Executive Committee Management & Psychology Company Limited.
- Chairman/ Chaiphirom Co.,Ltd.
- Director/ Vapo Friendship Co.Ltd.
- Director/ Chumseensup Co.,Ltd.
- Director/ Chairman of Executive Committee/ Nakob Co.,Ltd.

**Experiences** :

- Chairman of Executive Committee and Corporate Governance Nomination and Remuneration Committee, Thai Vegetable Oil Public Co.,Ltd.
- Member of National Economic and Social Advisory Council (NESEC)





**Name** : Mr.Pramote Santiwattana  
**Position** : Director  
**Age** : 67 Years  
**Share Holding (Direct)** : 0.15%  
of Total Voting Shares  
**Share Holding (Indirect)** : None  
**% of Shareholding Change** : -

**Position in Other Business** : Other Listed Companies None  
Other None Listed Company 4

**Date of Appointment** : April 2005

**Educations & Certificates** : Bachelor of Economics, Thammasat University

**IOD Certification** :   
▪ Director Accreditation Program (DAP 120/2015)  
▪ Director Certification Program (DCP 227/2016)

**Present Position** 2021-Present : Advisor of Chief Executive Officer  
- Thai Edible Oil Co.,Ltd.  
- Thai Ruam Jai Vegetable Oil Co.,Ltd.  
- Thai Ruam Jai Korat Co.,Ltd.

2021-Present : Advisor of Feed Business Unit Director  
- Thai Ruam Jai Vegetable Oil Co.,Ltd.  
- Thai Ruam Jai Korat Co.,Ltd

2005-Present : Director  
- Prodigy Public Company Limited

1977-Present : Executive Committee  
- Thai Edible Oil Co.,Ltd.  
- Thai Ruam Jai Vegetable Oil Co.,Ltd.  
- Thai Ruam Jai Korat Co.,Ltd.  
- Yong Somjai Co.,Ltd.

**Experiences** 2014-2021 :   
▪ Chief Executive Officer  
- Thai Edible Oil Co.,Ltd.  
- Thai Ruam Jai Vegetable Oil Co.,Ltd.  
- Thai Ruam Jai Korat Co.,Ltd.

2014-2021 :   
▪ Feed Business Unit Director  
- Thai Ruam Jai Vegetable Oil Co.,Ltd.  
- Thai Ruam Jai Korat Co.,Ltd.

2014-2021 :   
▪ Finance and Accounting Division Manager, Sales and Marketing Division Manager, Thai Edible Oil Co.,Ltd.  
▪ Finance and Accounting Division Manager and Sales and Marketing Division Manager, Sales and Raw Materials Purchasing Division Manager, Thai Ruam Jai Vegetable Oil Co.,Ltd.  
▪ Sales and Raw Materials Purchasing Division Manager, Thai Ruam Jai Korat Co.,Ltd.



**Name** : Mr.Vorravuth Tangpiroonthum  
**Position** : Director  
**Age** : 48 Years  
**Share Holding (Direct)** : None  
**Share Holding (Indirect)** : None  
**% of Shareholding Change** : -

**Position in Other Business**

: Other Listed Companies 3  
Other None Listed Company 1

**Date of Appointment**

: April 2015

**Educations & Certificates**

:

- MBA, Concentrate in Marketing and Finance  
SASIN Graduate Institute of Business  
Administration of Chulalongkorn University
- BBA, Concentrate in Management, Commerce  
and Accountancy of Chulalongkorn University

**IOD Certification**

: The Institute of Director (IOD)

- National Director Conference 2021
- Director Refreshment Program 1/2021 (DRP)
- Successful Formulation And Execution of  
Strategy 33/2020 (SPF)
- Board room Success Through Financing And  
Investment ๕๓๓ 9/2020 (BFI)
- Strategic Board Master Class 6/2019 (SBM)
- Board Nomination and Compensation  
Program 4/2018 (BNCP)
- Advanced Audit Committee Program  
23/2016 (AACP)
- Corporate Governance for Capital Market  
Intermediaries 20/2018 (CGI)
- Family Business Sustainability 4/2016 (FBS)
- Monitoring the Internal Audit Function  
6/2009 (MIA)
- Diploma Examination 22/2007 (EXAM)
- Director Certification Program 92/2007  
(DCP)
- Finance for Non – Finance Directors  
35/2007 (FND)

- Director Accreditation Program 14/2004 (DAP)
- Thai Intelligence Investors Program, Thai Investors Association
- Professional CFO Diploma, National Institute of Developments Administration (NIDA)

<b>Present Position</b>	2017-Present	:	Director, Thai Vegetable Oil Public Company Limited
	2016-Present	:	Director, Audit Committee and Member of Corporate Governance, Nomination and Remuneration Committee, Major Development Public Company Limited
	2015-Present	:	Director and Strategic and Investment Committee, Prodigy Public Company Limited
	1997-Present	:	Director and Chairman of the Risk Management Committee, Thaiha Public Company Limited
	2007-2014	:	Chief Financial Officer (CFO) and Chairman of the Risk Management Committee, Thaiha Public Company Limited
	2011-Present	:	Chief Executive Officer (CEO), Cheer Group Holding Co.,Ltd.

**Experiences**

- Class President of SCBS infinite Wealth 2016 (IWP3), SCB Securities
- Co-Founder of "SASIN FOR FARMER" Program, Sasin graduate Institute of Business Administration of Chulalongkorn University and Thai Rice Foundation Under Royal Patronage
- Practitioner in Business Finance, Master of Engineering in innovation & Entrepreneur, Engineer Faculty, Mahidol University
- Committee of Commerce & Accountancy of Chulalongkorn University
- Committee of Selection Candidate MBA, Mahidol University
- Fellow Member, The Institute of Directors



**Name** : Mr.Vachara Vitayatanagorn  
**Position** : Director/ Executive Committee/ Risk Management Committee  
**Age** : 51 Years  
**Share Holding (Direct)** : 2.22%  
of Total Voting Shares  
**Share Holding (Indirect)** : None  
**% of Shareholding Change** : -

**Position in Other Business** : Other Listed Companies 1  
Other None Listed Company 1

**Date of Appointment** : April 2008

**Educations & Certificates** : 

- Master of Arts in Economic, University of Colorado at Denver, U.S.A.
- Bachelor of Business Administration in Finance and Banking, Assumption University
- Thailand Energy Academy, Leadership Program Class 12/2018
- Leadership Program Class 22/2016,
- Capital Market Academy (CMA),Capital Market

**IOD Certification** : Thai Institute of Directors (IOD)  

- Effective Minute Taking (EMT 28/2014)
- Company Reporting Program (CRP 8/2014)
- Board Reporting Program (BRP 13/2014)
- How to Develop a Risk Management Plan (HRP 5/2014)
- Directors Certification Program (DCP 174/2013)
- Risk Management Committee Program (RMP 1/2013)

**Present Position** 2018-Present : Director, Golden Thread Co.,Ltd.  
2013-Present : Director, Thai Vegetable Oil Public Company Limited  
2008-Present : Director/ Executive Committee/ Risk Management Committee Prodigy Public Company Limited

**Experiences** 2018-2019 : Advisor, Committee on Economics, Monetary and Finance (NLA)  
2013-2016 : Corporate Secretary, Prodigy Public Company Limited  
2004-2016 : Admin and Warehouse Manager, Prodigy Public Company Limited  
2004-2013 : Marketing Manager, Prodigy Public Company Limited  
2000-2004 : Assistant Managing Director, Prodigy Public Company Limited





**Name** : Mr.Wimon Wongchan  
**Position** : Chairman of Risk Management  
Committee/ Executive Committee/  
Production Manager  
**Age** : 62 Years  
**Share Holding (Direct)** : 0.07%  
of Total Voting  
Shares  
**Share Holding (Indirect)** : None  
**% of Shareholding Change** : -

**Position in Other Business** : Other Listed Companies None  
Other None Listed Company None

**Date of Appointment** : June 2013

**Educations & Certificates** : B.SC. (Food Technology and Biochemical  
Technology), Chulalongkorn University

**IOD Certification** : ■ Director Accreditation Program  
(DAP SEC/2013)  
■ How to Develop a Risk Management Plan  
(HRP 5/2014)

**Present Position** 1992-Present : Production Manager, Prodigy PCL

**Experiences** 1991-1992 : Deputy Project Manager, Thai Vegetable Oil PCL

1986-1991 : Production Engineer, Thai Vegetable Oil PCL



**Name** : Mrs.Lakkanar Romruen  
**Position** : Executive Committee/ Risk Management  
Committee/ Financial & Accounting  
Manager  
**Age** : 56 Years  
**Share Holding (Direct)** : None  
**Share Holding (Indirect)** : None  
**% of Shareholding Change** : -

**Position in Other Business** : Other Listed Companies None  
Other None Listed Company None

**Date of Appointment** : June 2013

**Educations & Certificates** : Bachelor of Business Administration,  
NakhonPathomRajabhat University

**IOD Certification** :

- Director Accreditation Program (DAP SEC/2013)
- Company Secretary Program (CSP 55/2014)
- Effective Minute Taking (EMT 28/2014)
- Company Reporting Program (CRP 8/2014)
- How to Develop a Risk Management Plan (HRP 5/2014)
- Enhancing Good Corporate Governance based on CGR Scorecard
- Preliminary to Corporate Sustainability (P01)
- Corporate Sustainability Strategy (S01 – S03)
- Sustainability Risk and Materiality Analysis (S04)
- Sustainability Education and data management (S05)
- The New CFO (Crisis Financial Officer) MAI

**Present Position** 2010-Present : Chief Financial Officer, Accounting and Financial  
Manager, Prodigy Public Company Limited

**Experiences** 1996-2010 : Accounting, Prodigy Public Company Limited  
1986-1996 : Accountant, Thai Vegetable Oil Public Company  
Limited



**Name** : Miss Thitikan Sa-nganetpetch  
**Position** : Company Secretary/  
Investor Relation  
**Age** : 48 Years  
**Share Holding (Direct)** : None  
**Share Holding (Indirect)** : None  
**% of Shareholding Change** : -

**Position in Other Business** : Other Listed Companies : None  
Other None Listed Company : None

**Date of Appointment** : 9 May, 2017

**Educations & Certificates** : Bachelor Degree, Administration Rajamonkala  
Institute Borpitpimuk Charkrawad

**IOD Certification** : 

- Company Secretary Program (CSP 8/2004, 80/2017)
- Effective Minute Taking (EMT 2/2006)
- Board Reporting Program (BRP 2/2010)
- Enhancing Good Corporate Governance based on CGR Scorecard ประจำปี 2561
- Preliminary to Corporate Sustainability (P01)
- Corporate Sustainability Strategy (S01 – S03)
- Sustainability Risk and Materiality Analysis (S04)
- Sustainability Education and data management (S05)
- Business Model Reinvention for Corporate Sustainability
- SET Sustainability Reporting Guide for ESG Metrics

**Present Position** 2017-Present : Company Secretary/ Investor Relation, Prodigy Public Company Limited

**Experiences** 1999-2016 : Secretary of Board of Director/ Secretary for MD, Pharmacosmet PCL.

## Part 1

# Business and Performance





## Business Structure and Operation

### Policy and overview of business operations

**Vision** : We will aim to produce quality products with responsibility for consumers and society

**Mission** : We will continually strive to improve the quality of our products and services to meet customer satisfaction with modern technology and trained personnel. In this regard, taking into account the benefits that society And the community will receive including being friendly to the environment.

### Quality and Environment Policy



### Corporate strategy leading to sustainability

In other words, the expectation that the organization and society as a whole, meaning both internal and external stakeholders, will be positively affected by the organization's operations.

### Business goals

The goal of the Company's business operation is to be a leader in the production and distribution of PET bottles that can produce quality, clean and safe products according to customer specifications. This will lead to a good quality of life for end consumers and be able to deliver products to customers on time. so that the customer's

factory can continue production Including the company The company also gives importance to good service, whereby the company will give advice on the selection of packaging that is suitable for the customer's production process. and provide recommendations on improvements to the production process necessary to make beverage packaging Or the customer's condiments are most effective.

The company also aims to create growth. and wealth to the Company's shareholders. sustainable in the long run By using the experience in the production and distribution of PET bottles for more than twenty years to develop the production process to be more efficient. to reduce production costs And develop packaging related to Polyethylene Terephthalate (PET ) to meet the needs of customers. Including the company It has a policy to operate with transparency. and have good governance to create a and promote equality among all shareholders. In addition, the company It also aims to conduct business with responsibility for the community, consumers, society and the environment.

## Company operating policies and subsidiary and Joint Group

The company does not have any subsidiaries. and associated companies As for the policy to invest in businesses related to the Company's business in order to increase the Company's competitiveness in the long term, in the management of the associated companies or subsidiaries, the Company will appoint the Company's representatives. Join as a director in the said company in an appropriate proportion. To supervise the operations of that company in the right direction. and cause the highest benefit to the Company. must be in accordance with the announcement of the Capital Market Supervisory Board and announcements of the Board of Governors of the Stock Exchange of Thailand, including relevant rules, regulations and regulations



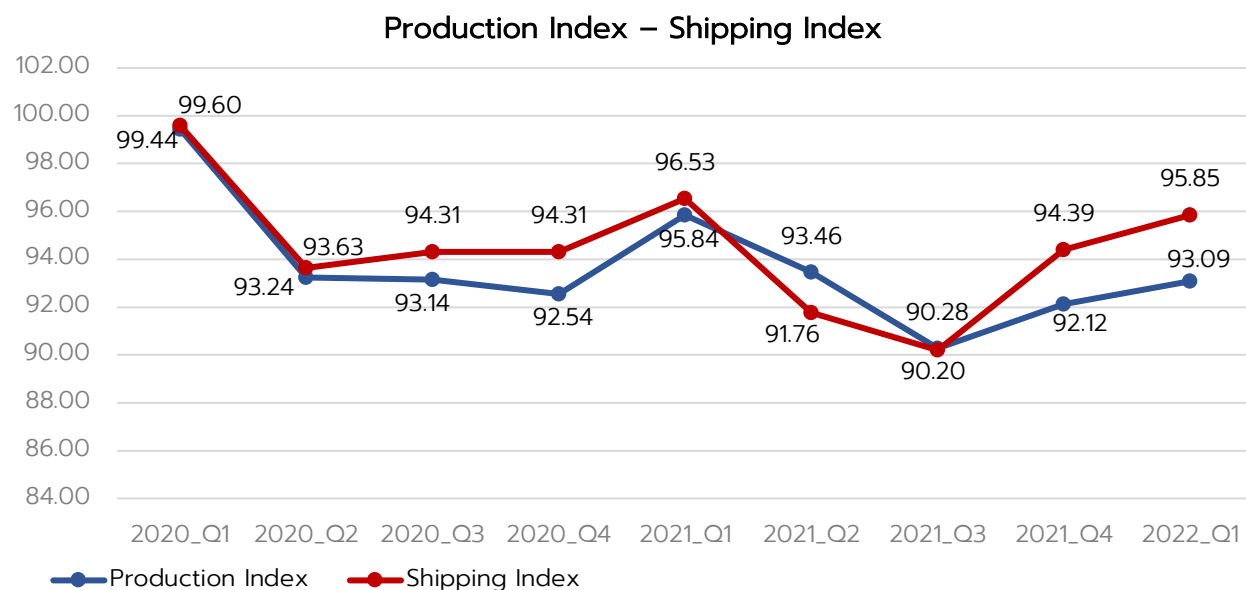
## Industry and Competition

*Thai plastic industry in 2022, the first quarter, the production-delivery index shrank compared to the previous year.*

The situation of the Thai plastic industry in the year 2022 in the 1st quarter and the trend in the 2nd quarter from the information provided by the Industrial Policy Division by Sector Office of Industrial Economics (OIE) Thailand Plastics Industry Production Index In the first quarter of 2022 , the Plastics Industry Production Index was at 93.09 , an increase of 1.05 percent from the previous quarter. But it contracted 2.86 percent from the same quarter last year. The biggest contraction in the production index was plastic pipes and fittings.

### Thai Plastic Industry Delivery Index

In the first quarter of 2022 The plastic industry shipment index was at 98.85 , expanding by 1.55 percent from the previous quarter. But it contracted 0.70 percent from the same quarter last year. The biggest contraction in shipments indices were: plastic pipes and fittings.



*Source: Office of Industrial Economics*

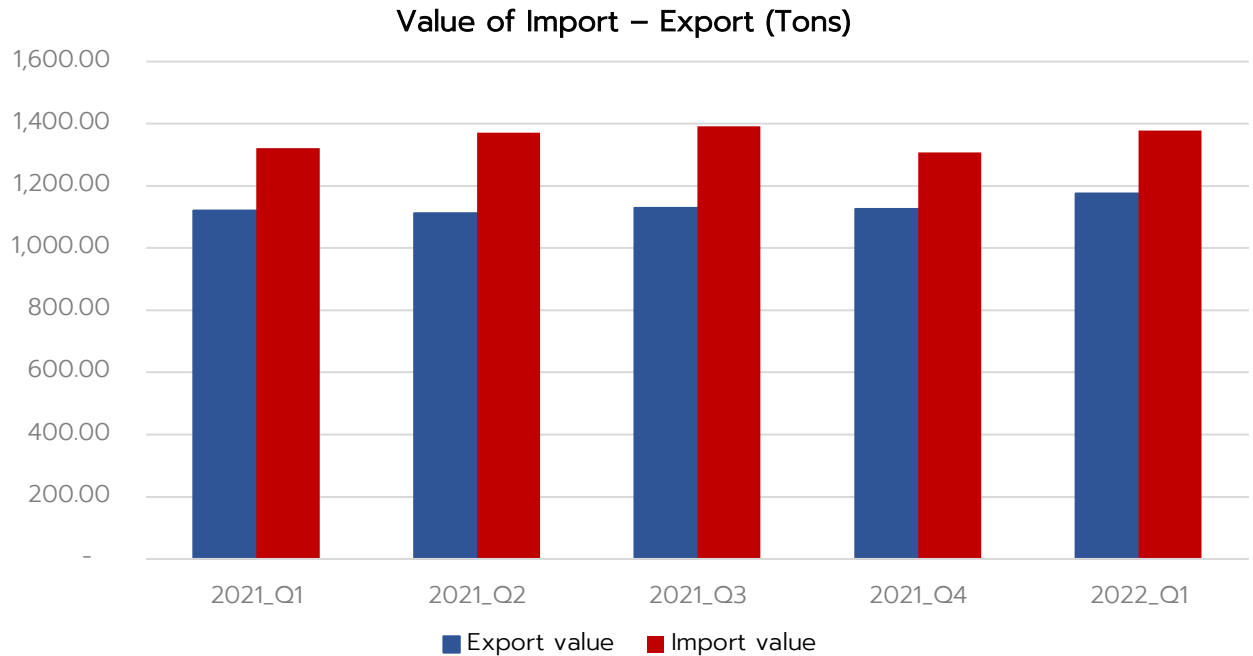
### Export value of Thai plastic industry

1st Quarter 2022 The plastic industry has a total export volume of US\$ 1,176.26 million. grew by 4.51 percent from the previous quarter. and grew 4.98 percent from the same quarter last year. The product group with the highest expansion was single fiber (HS 3916)

[Thai plastic industry 2021 Q4 , production index expands - exports soar!](#)

### Import value of Thai plastic industry

1st Quarter 2022 The plastics industry has an import volume of US\$ 1,377.86 million. grew by 5.31 percent from the previous quarter. and grew 4.21 percent from the same quarter last year. The product group with the highest expansion was sanitary ware (HS 3922)



*Source: Information and Communication Technology Center Office of the Permanent Secretary, Ministry of Commerce with cooperation from the Customs Department*

### Plastic Industry Trends Q2 / 2022

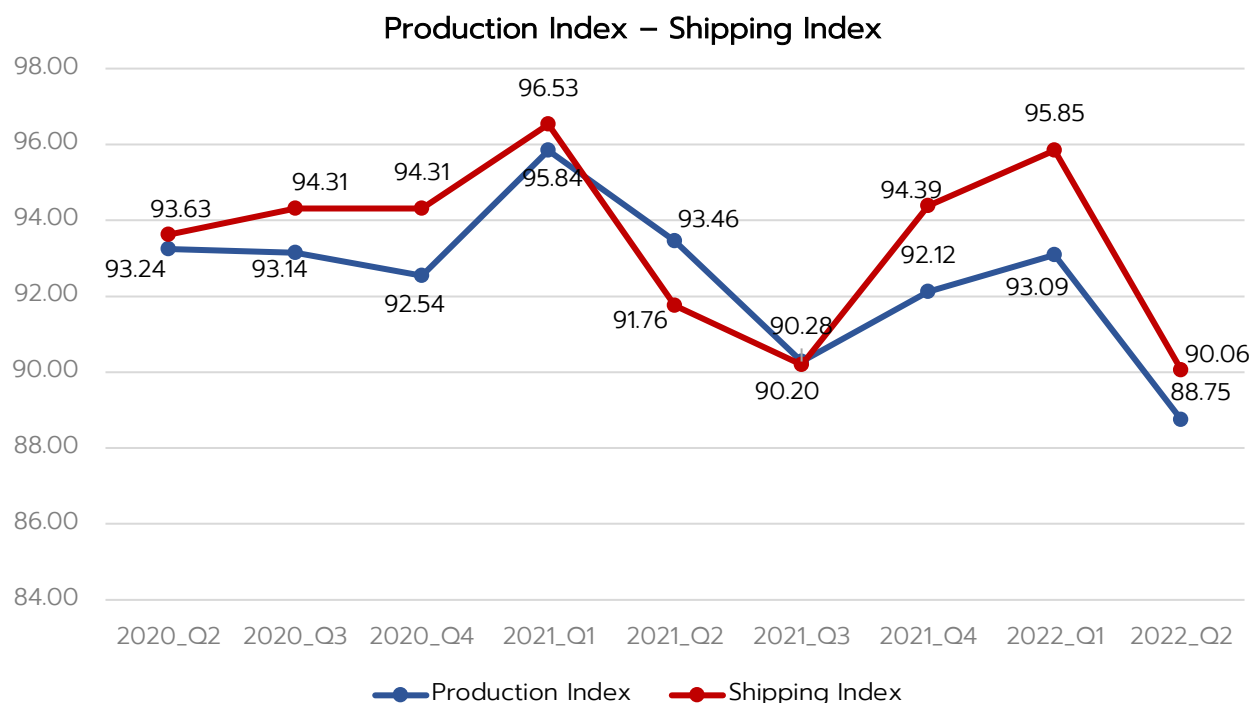
Plastic Industry Q2 / 2022 Export volume and import volume are expected to expand. Since the demand for plastic products in the main trading partners continues to expand, however, factors that affect the industry must be taken into account. Both from the effects of the war between Russia and Ukraine. and the situation of crude oil prices in the world market that has continued to rise.

### Thailand Plastic Industry 2022/Q2 Production – Delivery Index continually shrinking

The situation of the Thai plastic industry in the year 2022 in the 2nd quarter and the trend in the 3rd quarter from the information provided by the Industrial Policy Division by Sector Office of Industrial Economics (OIE) Thailand Plastic Industry Production Index In the second quarter of 2022 , the plastic industry production index was at 88.75 , a 5.41 percent contraction from the previous quarter. and contracted 5.04 percent from the same quarter last year. The production index that contracted the most was plastic sacks. plastic pipes and fittings and other plastic packaging etc.

### Thai Plastic Industry Delivery Index

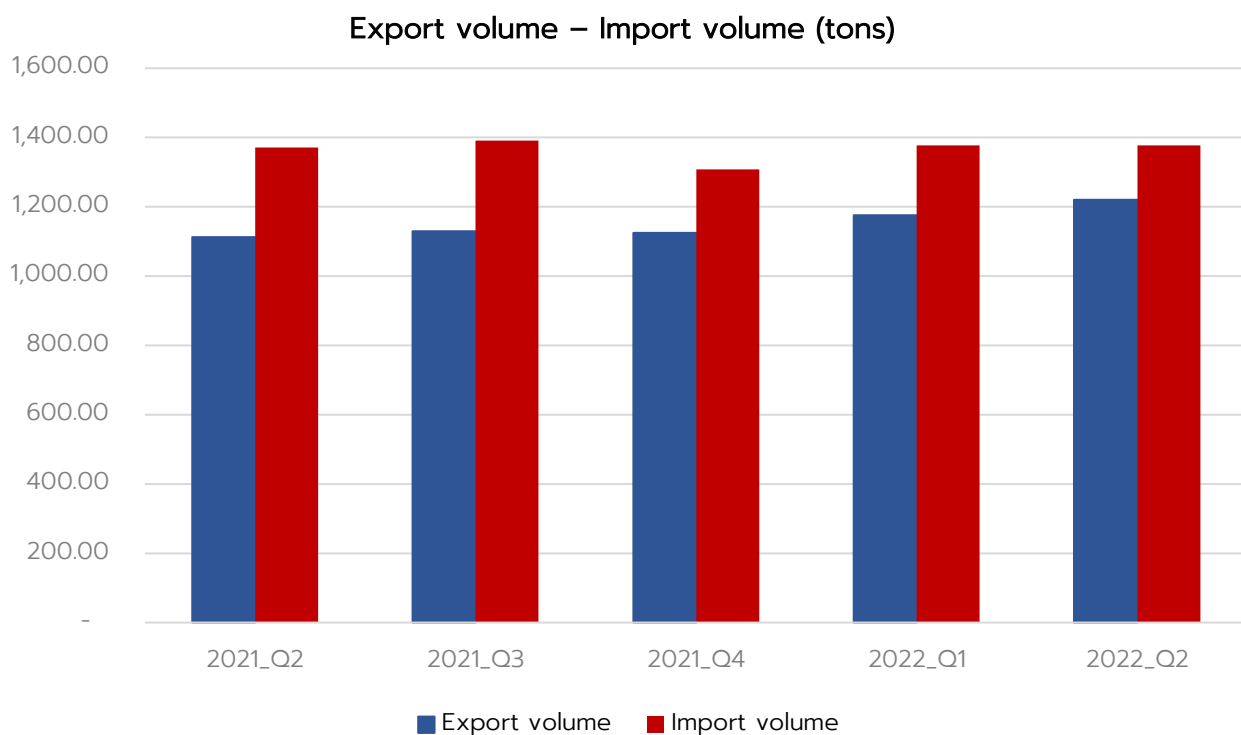
In the second quarter of 2022 The plastic industry shipment index was at 90.06 , a 6.73 percent contraction from the previous quarter. and contracted 1.86 percent from the same quarter last year. The biggest contraction in shipments indices were: plastic sack plastic pipes and fittings and other plastic packaging etc.



*Source: Office of Industrial Economics*

### Import value of Thai plastic industry

The second quarter of 2022 the plastic industry saw a 0.05 percent drop in import value from the previous quarter. and contracted 1.86 percent from the same quarter last year.



*Source: Information and Communication Technology Center Office of the Permanent Secretary, Ministry of Commerce with cooperation from the Customs Department*



## Plastic Industry Trends Q3 / 2022

The plastic industry in the third quarter of 2022 is expected to slow down in production. Due to the volatility of crude oil prices in the world market may affect the cost of raw materials. Including some entrepreneurs began to pay attention to the elimination of packaging that is difficult to recycle. As a result, the production of related plastic products decreased according to consumer demand.

### *Thailand's export business of plastic products in the first half of 2022, trends and adaptation to compete in the global market.*

Based on information gathered by the Department of International Trade Promotion. Ministry of Commerce It was found that exports of Thai plastic products for the year 2022 in the first 6 months (Jan.-Jun.) totaled 79,251.16 million baht, an increase of 7.42% compared to the same period in year 2021 , accounting for 1.6% of the total export value of Thailand.



Source: ditp.go.th, basic information on plastic products and consumeraffairs.nic.in

in Thailand's trading partner countries

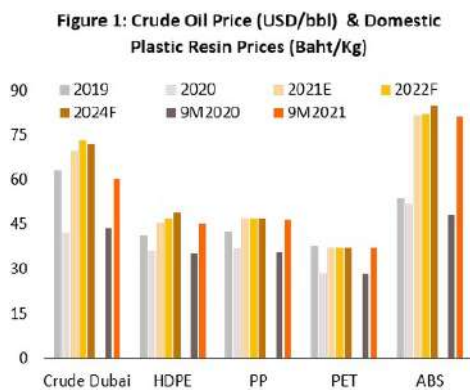
**3) Measures to reduce the use of plastic by country** This may reduce the purchasing power of plastic products in the global market, for example, in India that requires a certificate from Bureau of Indian Standards (Bureau of Indian Standard - BIS), where inspection costs are high. because there is no certifying body (Certification Body) in Thailand. making plastic product manufacturers There is a burden of higher production costs. It also lost the opportunity to export plastic products to the Indian market as well.

Currently, Thailand's main export markets for plastic products are the United States, Japan, Vietnam, the Philippines and China. will account for up to 50.37% ever. In terms of the export market of plastic products with a high growth rate In descending order, they are:

1. Malaysia (+26.76%)
2. United States of America (+16.66%)
3. Australia (+13.09%)

### Outlook 2021-2023

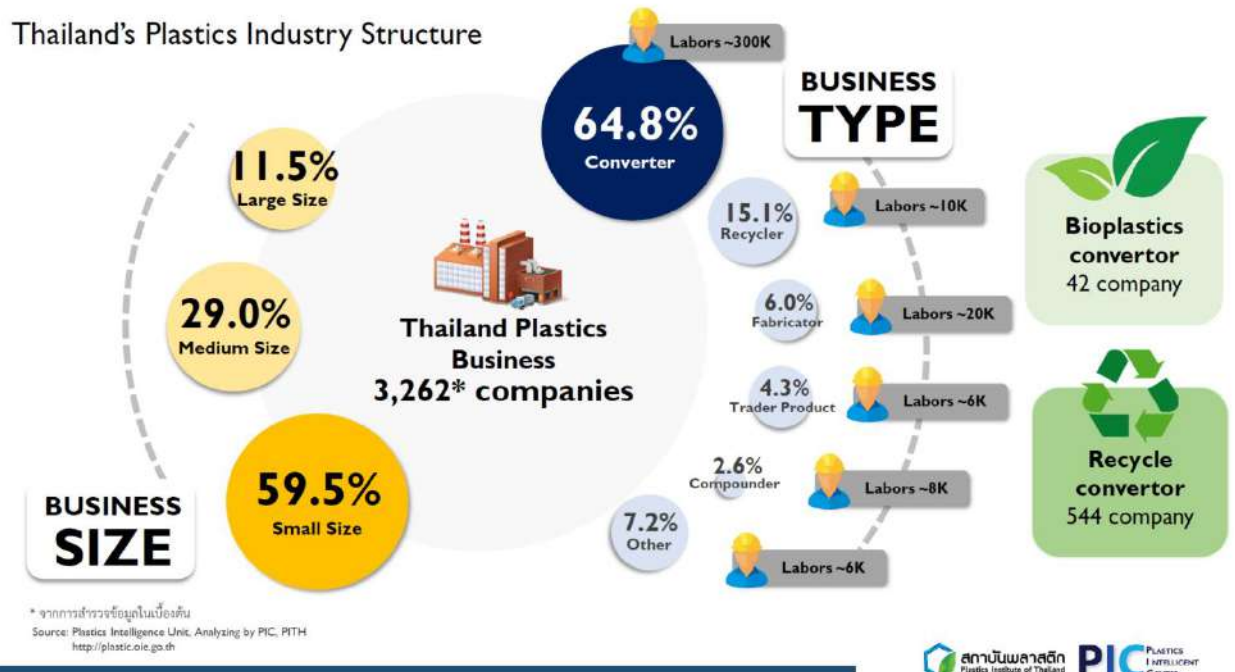
- Demand for petrochemicals is expected to increase from downstream industries (e.g. packaging, construction, automobile assembly, and medical devices) and ongoing public health concerns will drive demand for single-use plastics (such as those made from PE, PP, and PET) . will average \$ 70 per barrel during 2022-2024 and is likely to squeeze the spread. **Overall demand for domestic and export petrochemical products is expected to grow over the next 3 years at an average annual rate of 3.5-4.0 and 4.5-5.0 percent , respectively**
- **Petrochemical manufacturers are likely to shift their production lines to focus on high-value specialty products** such as ABS as they look to demand the plastic for use in the manufacture of EV parts, batteries and medical devices. To increase market opportunities and go beyond relying on traditional products Some players will increase investment in biodegradable and recyclable plastic production.
- Competition will likely increase as new capacity comes online in Asia. It will include a new petrochemical plant in China. (part of a formal policy to reduce the country's reliance on imports) and Malaysia (such as the PrefChem project , a joint venture between Petronas and Saudi Aramco).
- **Petrochemical industry players will see better returns** until 2021 due to rising prices and increasing demand from downstream consumers. Although rising production costs may put some pressure on profits



Source: Krungsri Research

## Overview of the plastic industry in the world and Thailand

Thailand has produced 9.6 million tons of plastic resin and is likely to produce more in the next 2 years, there will be more production in the form of bioplastics. both import and export If considering the conversion value from plastic pellets to plastic products compared to the annual export value, it averages 1.2 million or 7% of GDP.



It can be seen that more than 80% of plastic pellets that are converted into plastic products start from packaging, electronics and electrical appliances industries. Car parts or various buildings Until it can be said that plastic itself is in the form of a finish product and a component , for example, motor parts are considered a component and packaging is a finish product for more than 40% medical equipment Although the proportion is still small, but the growth is higher. When exploring, it was found that most of the medical devices were imported. During the COVID-19 situation there was a supply chain problem in importing. How to increase local supply chain in the country? especially in the area of Disposable Device.

In which the main direction of the plastic industry will change rapidly due to economic problems and social trends since 2017, the trend of Plastic Less from around the world and in early 2020 , Thailand has announced to reduce the use of plastic bags in the country. by requesting cooperation from stores not to distribute plastic bags. But when considering the direction of the plastic industry, it grew higher. The trend of the plastic industry is related to the ratio ( Ratio) about GDP Growth or economic growth by 1.5 or 2 times . of industry all over the world.

## Values of Thailand Plastics Resin Conversion Value: 2021



Remark: Data processing and analysis method modified on August 2022  
Source: Petroleum Institute of Thailand, data modified by PIC, PTI



What will Thailand be like, especially Thai SMEs, more than 90% are medium and small, another 10% are large factories from more than 3,200 factories, and more than 70% are plastic pellets processors. The rest of the business is divided into many forms.

But the trend that will happen more is the recycling business. The impact arising from economic problems in the export of foam pellets, whether it is China (a big market), Vietnam, Indonesia, such as China that has been affected by the global economy. There is some reduction in imports, but not much. Therefore, the trend of the growth rate of the plastic industry in Thailand is growing but not as big as they should be. The value affects the price of plastic pellets that do not change directly. For example, the rapid adjustment of oil prices affects the price of plastic pellets, etc. Plastic products in Thailand are exported more and more. For example, this year has been exported to Japan.

In summary, the trend of the plastic industry in Thailand can continue, but will be affected by the environment. Currently, Thailand has a government policy on BCG that can be applied to almost all plastic industries. B is Bioplastic, which is made from natural raw materials, while C is Circular, which is recycling plastic. Currently, Thailand has only 18% plastic turnover rate. In addition, in the past 1-2 years, there has been a ban on importing plastic scraps. The purpose is to reuse domestic plastic more and more, because each year Thailand has at least 2 million tons of plastic waste, which is what helps the plastic industry. It also reduces carbon dioxide emissions. Because using recycled plastic pellets is a solution to reduce carbon dioxide considerably.

Source: Nathathai Thongna, special article "Thai and global economic trends in 2023 with guidelines for coping with the impact of the global crisis on the manufacturing industry in Thailand". [www.nectec.or.th](http://www.nectec.or.th)

The plastic products industry in Thailand is considered to be important to the overall economy of the country and is also regarded as a product that is necessary for



the consumption of the people in the country. Including being an export product that generates income for the country as well which has an expansion direction in the same direction as the economic expansion The plastic molding industry can be classified according to the production process and types of plastic products into 13 groups as shown in the table below.

No.	Production Process	Product Type	Raw materials (plastic pellets)
1	Blow Molding	Oil tank/shampoo bottle	PP, PE, PET, HDPE
<b>2</b>	<b>Stretch Blow Molding</b>	<b>PET bottles</b>	<b>PET, PP, HDPE</b>
3	Injection Molding	car parts Electronic components ( IC), household appliances, electrical appliances, shelving	Thermoplastic (PP, PE, HDPE, ABS, PS, PC)
4	Blown Film Extrusion	plastic bag	HDPE, LDPE, LLDPE
5	Film Extrusion	Thin film (packaging film, adhesive tape, etc.)	PP, PE, LDPE, HDPE
6	Sheet Extrusion	Plastic sheets, plastic files, etc.	PP, PE, PS, PMMA
7	Pipe/Tube Extrusion	Water supply pipes, drainage pipes, PVC/PE pipes , etc.	PVC, PE, PP
8	Profile Extrusion	Rain gutters, window sills, wire tracks, frames, etc.	PVD Rigid, HDPE
9	Rotational Molding	Large water tanks, trash cans, crates, etc.	PVC, PP, HDPE
10	Thermoforming	Trays for food packaging, drinking cups, etc.	PS, PE, PP, PET
11	Laminating	crispy bag Multi-layer packaging bags, etc.	PE, PP
12	Tape Yarn/Filament	Plastic sacks, fertilizer bags, jumbo bags, etc.	PP, HDPE, PA6, PA66, PET
13	Compressed Molding	Cups, plates, bowls, spoons, household items made of melamine	Melamine
14	Other (Calendering, etc.)	other plastic products	other

Source : Department of Alternative Energy Development and Efficiency (DEDE), Ministry of Energy

## The factors affecting the state of the plastic industry

Thailand is an important plastic production base in the world. The main factor comes from the demand for plastic in production in 5 industries, namely the packaging industry. electrical industry automotive industry construction industry and medical industry

The diverse properties of plastics Both high flexibility, light weight, heat resistance, chemical resistance.



Some types can prevent the penetration of water or fat, and the cost is low. Enables operators to apply a variety of properties of plastics in production.

The factors that affect the industry are government policies to stimulate the economy. economic outlook And the trade war between giant countries or trading partners among consumers' plastic use behavior that tends to rethink the use of plastic more According to statistics, plastic consumption of Thai people is 5 6 kilograms/person/year. In terms of manufacturers, it is a challenge that needs to be adapted. to respond to changing behavior.

However, the factor that will promote the development of production to be more efficient is high-quality production technology. especially in upstream and midstream production processes

Therefore, when it comes to developing national competitiveness through the new target industry concept, it is considered as the main mechanism to promote the future economy. By improving the level of Thai industry, the supporting factor for the future industry is high-quality production raw materials.

### Factors affecting the plastic packaging industry

1. The Thai economy tends to slow down, causing overall production and domestic consumption to slow down as well. causing the demand for plastic products to slow down
2. Crude oil prices in the world market are highly volatile affecting the price of plastic pellets and production costs plastic products in Thailand to be volatile as well.
3. Trends to save the world and global environmental conservation trend that various organizations Both the public and private sectors have campaigned to reduce and stop using plastic packaging.

However, the plastics industry may not be the number one in creating economic value for the country. But it is an industry of the future that can generate income for the country.

*Source : Thaipost.net (Khun Nuttawat Hankla, author)*



*The Thai plastic market is expected to grow by 8.63 billion US dollars from 2021 to 2026*

*The report expects the market to slow at a CAGR of 4.72%.*



### *Plastics Market in Thailand : Driving Forces and Challenges*

Attractive Opportunities in Plastics Market in Thailand by End User and Trade Type - Forecast and Analysis 2022-2026 One of the key drivers supporting the plastics market growth in Thailand is **the growing demand for packaging materials**. Demand for flexible plastic packaging from hospitals, pharmaceutical manufacturers and PPE manufacturers in the healthcare industry is expected to continue. strong during the forecast period due to epidemic Demand for plastics in medical devices such as testing equipment, ventilators, syringes and others and PPE such as masks, face shields and others is increasing. Demand for packaging materials in the healthcare sector is expected to remain stable during the forecast period. situation Rising demand for packaging materials will drive the plastics market growth in Thailand during the forecast period.

**Strict regulations on the use of plastics is hindering growth** of the plastic market in Thailand Discarded plastic food packaging constitutes a significant portion of the global packaging waste. after use Most plastic packaging is discarded in which is inappropriate and lacks good management which regulators and relevant government agencies As countries are setting up regulatory frameworks and introducing ideas aimed at reducing the impact of plastic waste , the share of this type of packaging may decrease over the forecast period. Due to the increasing focus on reducing the use of plastic in packaging. And many organizations accelerate the production of Bio-plastic products according to government policies in many countries.

Plastic market in Thailand : Segmentation analysis

Plastic market segmentation in Thailand by end users (packaging, electronics and electrical appliances, construction, automotive, etc.) and trade type (domestic and export )

The end user **packaging group** There will be significant market share growth during the forecast period. Plastics are used in packaging to produce products such as containers, bottles, plastic bags, and more. an important part of the packaging industry and most manufacturers use due to its durability and properties in various fields. The above factors are expected to drive segment growth over the forecast period. by trade type

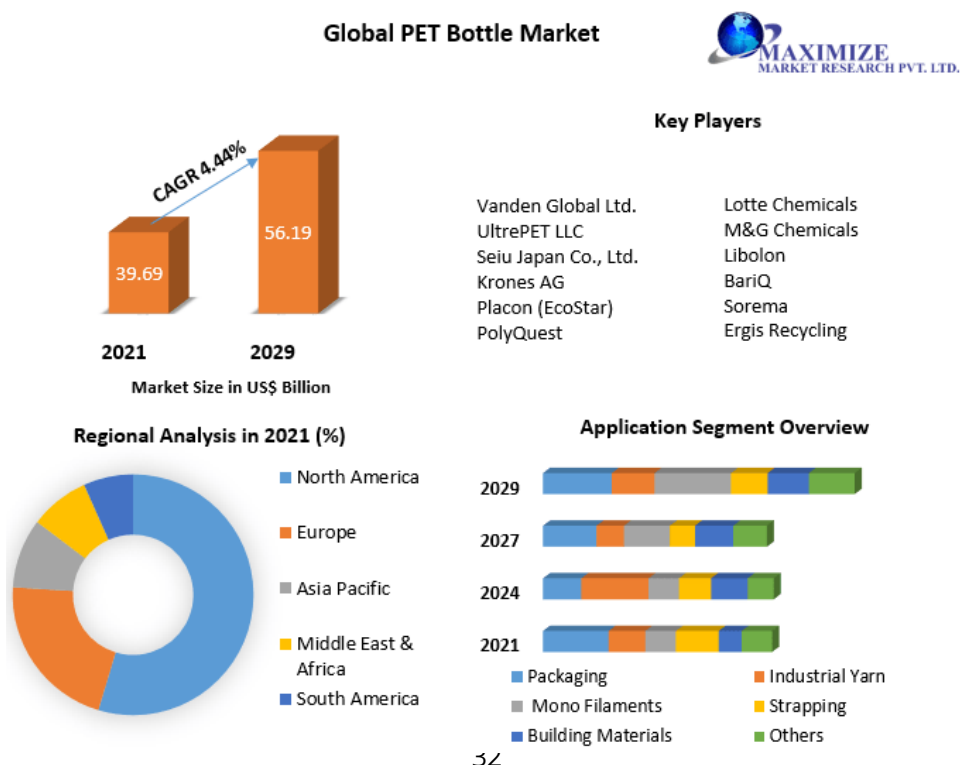
*Source : Plastic Market in Thailand by End-user and Trade Type, <https://finance.yahoo.com/news/plastic-market-size-thailand-grow-094500118.html>*

**PET Bottle Market – Global Industry Analysis and Forecast ( 2022 - 2029 )**

The PET bottle market is valued at USD 39.69 Billion in 2021 and total revenue is expected to grow at a 4.44% CAGR between 2022 and 2029 reaching almost USD 56.19 Billion in 2029

**PET bottle market overview:**

PET Market Development Driven primarily by changing customer behavior towards sustainability . A number of countries in North America and Europe are expected to drive demand for the product during the forecast period. The main factors driving PET demand in North America are: Extensive scope of application in many major application industries such as consumer goods, clothing Textiles and Automotive Policies The growing demand for plastic recycling in the region PET market.



### Product overview:

Overall market leader in 2021 with revenue share of over 76 per cent, growing at the highest at a stable CAGR during the forecast period in the areas of low energy consumption materials and easy bottle-to-bottle recycling. Expected to drive clear PET demand from 2022 to 2029. In addition, clear PET also has durability, light weight and anti-shatter properties, making it widely used in food and non-food packaging applications. Due to its low processing costs (but still subject to fluctuations in resin prices), most companies choose clear resins to make containers and bottles rather than colored PET. In addition to clear PET, it allows perception of changes in the product inside, such as color changes, mold growth and chemical reactions.

The factors affecting the PET market in 2021 include volatile plastic prices and supply challenges. make product manufacturers seeking raw materials from other sources. Still, experts still see the potential for rapid increase in demand for PET. Midwestern and Northeastern producers find demand for PET declining due to rising prices affecting the selection of recycled resins of some operators. But still have to keep an eye on various measures of the government that will affect entrepreneurs who have to adjust in using raw materials and bear higher production costs. This poses a challenge to future market demand and supply.

*ที่มา: PET Bottle Market – Global Industry Analysis and Forecast (2022-2029),  
Maximize Market Research*



## Situation of cooking oil and fat industry in Thailand

Cooking oils and fats It is considered essential for consumption in Thailand, both for household consumption and restaurant consumption In addition, nowadays, there are many brands of cooking oils and fats that support the needs. different customers in convenient distribution channels.



together with the concerns of consumers on health issues At present, these factors support the growth of cooking oils and fats market continuously due to the increasing consumption. Due to the growing concept of health care among consumers today Although there is a reduction in the consumption of animal oils to prevent the consumption of cholesterol into the body. But consumers will shift their consumption to vegetable oil even more. The vegetable oil market will benefit from this trend.

## Trend of Business/Industry Outlook 2022-2024: Beverage Industry

Domestic beverage consumption (proportioning 90% of total production volume) in 2021 continued to contract from the previous year. As purchasing power remains fragile due to the economic stagnation and the severe outbreak of COVID-19, in 2022-2024, the domestic market is likely to grow at a low level following the gradual economic recovery. In the main beverage market, including soft drinks, beer and liquor, in addition to the COVID-19 crisis, it still faces limitations from the effects of government measures to



reduce the consumption rate of beverages that affect or have side effects on health, such as alcoholic beverages beverages containing high sugar content, etc. In addition, the low level of purchasing power of grassroots consumers is also a deteriorating factor.

As for the international market, during 2021-2024, non-alcoholic beverages are likely to continue to contract as a result of Myanmar, which is the main export market, prohibits imports via land borders, which are the main export channels. As for alcoholic beverages, there is a gradual growth trend in line with the economic recovery of trading partner countries. descending order

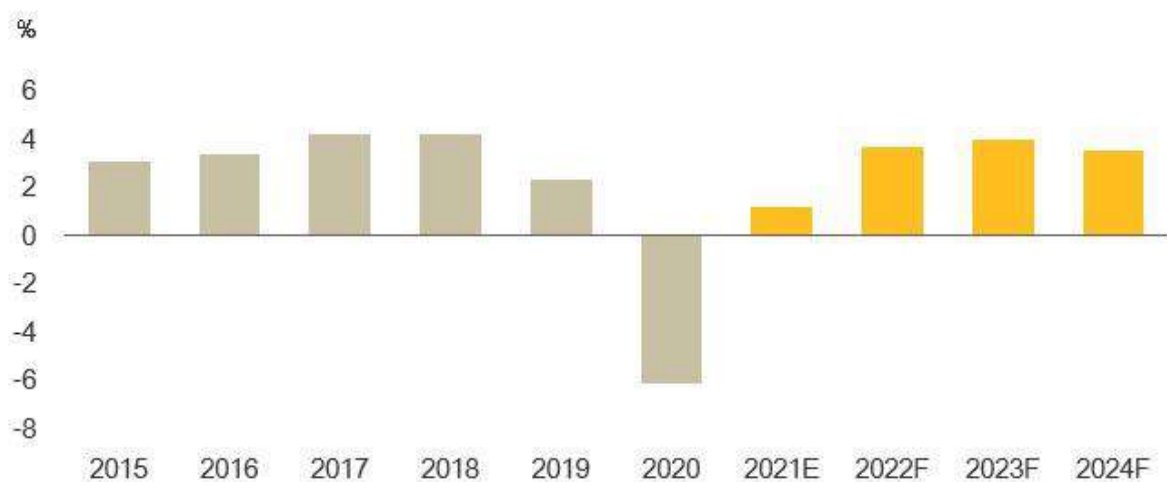
The total revenue of the beverage industry in 2022-2024 is likely to grow in line with the domestic market, which is the main market. It is expected that in 2021, the value of sales will continue to contract from 2020 due to COVID - 19 affecting consumer purchasing power. 2022-2024 Sales value will return to grow in line with the gradual recovery of the economy and tourism sector. The export market tends to shrink or not grow much. Because Thai entrepreneurs have production bases in the ASEAN market, which is the main export market. As for the sugar tax increase, it will be a cost burden for soft drink producers, which may somewhat reduce profit margins.

**Bottled water manufacturers:** Revenue in 2021 is expected to be stable due to measures to curb temporary restaurant opening and sluggish tourism. but will expand better in 2022-2024 in line with the economic direction while the competition remains intense Both from manufacturers within the same industry and replacement drinks, especially vitamin-infused drinks that have become increasingly popular in line with health-conscious trends.

**Domestic market situation:** Thailand's major beverage industry Which consists of bottled water, soft drinks, spirits, beer (about 80% of the total market share of the domestic beverage market) in 2020 and the first 8 months of 2021 are not bright. As a result of the spread of the COVID-19 virus , demand has decreased. While the government has increased the sugar tax on all types of beverages. by gradually increasing the tax rate every 2 years from 2017 until 2024

The non-alcoholic beverage market tends to grow better. after shrinking in 2021 The purchasing power is expected to recover according to economic conditions (Figure 8 ) and the expansion of urban communities as follows:

Figure 8: 2021-2024 Thai GDP Projection



Source: NESDB, Forecast by Krungsri Research in November 2021



**Bottled water:** domestic consumption demand may grow at a rate of 2-3% per year, because it is a basic product and also a beverage to meet demand. Today's consumer lifestyle pays more attention to the cleanness and safety of drinks, especially certified bottled water. As per ISO 9001 and HACCP, it is expected that the drinking water market will grow to small packaged drinking water targeting ordinary consumers. And gallons of drinking water, targeting households and offices. In addition, the impact of global warming Due to the melting of polar ice and rising sea levels, the production of tap water in coastal river basins becomes salty during the dry season. (January to April) During this period, drinking bottled water is encouraged. Healthy drinking water products, especially those containing vitamins, may intensify competition among entrepreneurs. It is expected that the marketing strategy will be used to expand distribution channels, which will drive costs for operators.

	% YoY				
	2018	2019	2020	2021E	2022F-2024F
Bottled Water	5.0	-0.8	-4.3	0-1	2-3

	% YoY						
	2018	2019	2020	2021E	2022F	2023F	2024F
Carbonates	2.4	4.6	-4.1	-2 to -1	1-2	-2 to -1	1-2

Source: Business/Industry Trends 2022-2024: Beverage Industry, Krungsri Research

### Conditions of the seasoning industry

It cannot be denied that the situation of COVID-19 that lasted for more than a year causing consumer behavior to change in many aspects Both having to live at home and work from home more, or even finding other activities to do at home, of course, going out to eat is also reduced. when life has to adjust The experience surrounding them has also changed. A Nielsen IQ survey earlier this year found that around 58% of consumers lack confidence in dining out. Therefore, we are seeing more food safety trends in cooking at home as it meets the needs of both reducing the risk of going out and taking care of one's health in the New Normal era, becoming a daily lifestyle that happens afterwards. Despite the situation of COVID-19 There is still a lot of uncertainty right now. But businesses and products that can adapt to consumer behavior There is still a chance to grow. Especially groups that answer health care needs.





In 2021 The global sauces and Seasoning market is worth over \$ 35 billion. From 2022 to 2030 , it is expected to grow at an average annual growth rate of 5 . 6 percent. It comes from the recognition of the benefits of spices and herbal ingredients, as well as the growing trend in the number of people who cook at home from campaigns aimed at encouraging people to cook at home to reduce stress. It is the driver of the sauce and Seasoning market in the world market to have a higher growth rate. Consumers are increasingly willing to pay premium prices for new flavors and to try products from different nationalities. As a result, the market of sauces and local Seasoning from different countries

As early as the first quarter of this year, as of March 2022, exports increased by 19.5% to 28859.6 in March 2022. Million US dollars (922.313 billion Thai baht), considered the highest export value in 30 years, is one of the agricultural products with export growth. 27.7%, valued at 2.163 million US dollars.

In 2022 If you don't mention the condiments in the fermented fish sauce category, it will probably not become a trend, because celebrities have turned to the fermented fish sauce business, making a big splash, and even joined the original marketer's product category in many brands.

**Fermented fish sauce, which enhances the taste of food to be concentrated and delicious** The mellow flavor is known as umami. Along with the seductive smell that calls for saliva and can also be used to cook other types of food such as boiling, Curry or yam, you must drink water.

There are many brands of fermented fish sauce in the market. Celebrities all have their own fermented fish sauce, whether it is fermented fish sauce made by famous stars and singers, as well as other brands such as famous condiments in the area that expand fermented fish sauce products. Health like Keto fermented fish sauce



## Policy and marketing characteristics of important products

### Strategy and competition

The company is a manufacturer and distributor of PET bottle packaging for bottled water products, bottled juice, vegetable oil, including fish sauce and condiments and quality preforms according to the needs of customers. It has been accepted by customers for the quality of work pieces and the quality of service provided. procurement of raw materials production process control including checking the quality and neatness of the workpiece produced, and delivery of work to customers on time to ensure that the workpieces that the company Manufactured according to customer requirements In this regard, the strategies that the Company uses in the competition are as follows.



#### **(1) Product Quality**

The Company pays attention to the quality control of the products that the Company produces in order to ensure that the products meet the requirements of customers, namely, the PET bottles produced by the Company must be clean, safe and non-aggressive to food, including size and volume. of the bottle must be consistent and as specified so that the customer's automated packing process can run continuously.

The company will focus on the design of the product shape. The procurement of raw materials of good quality and meets the needs of customers The company will choose to use new plastic pellets that meet grade A standards , including taking care and controlling the production process in each step. Including the control and inspection of the quality of the finished product

The Company arranges for quality inspection of finished products at 2 levels, namely

1. Quality inspection and control during the production process
2. Final inspection of product quality before delivery to customers. To ensure that the company's products carry out production and delivered to customers with qualifications as specified by customers

In the past, the company's PET bottle packaging was produced with a quality production process. using high technology from Japan and is safe for consumers meet customer requirements The production process of the company has been certified ISO 9001:2015, Recommended International Code of Practice – General Principles of Food Hygiene CAR/RCP, GMPs and HACCP standard system from Intertek Certification Ltd.

In addition, the company also works with customers to design packaging to meet the needs of customers. and has developed a variety of product styles by adding a new mold To be the choice of customers regularly



In 2022 The company continues to use the strategy to expand its base to the region continuously. both in terms of product groups and number of customers as invested in building a branch office in Surin Province to aim to be a factory for manufacturing and distributing products to the region And to reduce the burden of carrying freight from the customer. especially customers in the northeastern region In addition Continue to focus on taking care of the same customers. to build good relationships And provide services if customers have problems in production. as well as product expansion to create new products and new customers. which the company There are skilled personnel who are ready to take care of customers as well.

### **(2) Punctuality in delivering the goods**

The company gives priority to controlling and delivering products to customers on time and being able to deliver work to customers and building confidence for customers. In addition, the company there is a management of finished goods inventory management for customers with continuous orders, resulting in the Company having products delivered to customers upon receipt of orders.

### **(3) Production process stability**

The company can produce products that meet the needs of customers. in the specified quantity and time by virtue of the stability of the production process from the company There is a factory design as if having two separate factories. by separating the utility systems from each other, such as the electrical system, air pump system, water pump system, cooling section and cooling systems, etc., in case the production on one side encounters problems and cannot be used, the company still has the production capacity of another part ready to be produced. In addition, as of December 31 , 2022 , the company has 35 production lines with a production capacity of approximately 61.5 million plastic bottles per month and 20 million preforms per month. Each production line can produce replacement PET bottles if any machinery in any production line breaks down. The company can use other production lines to produce instead.

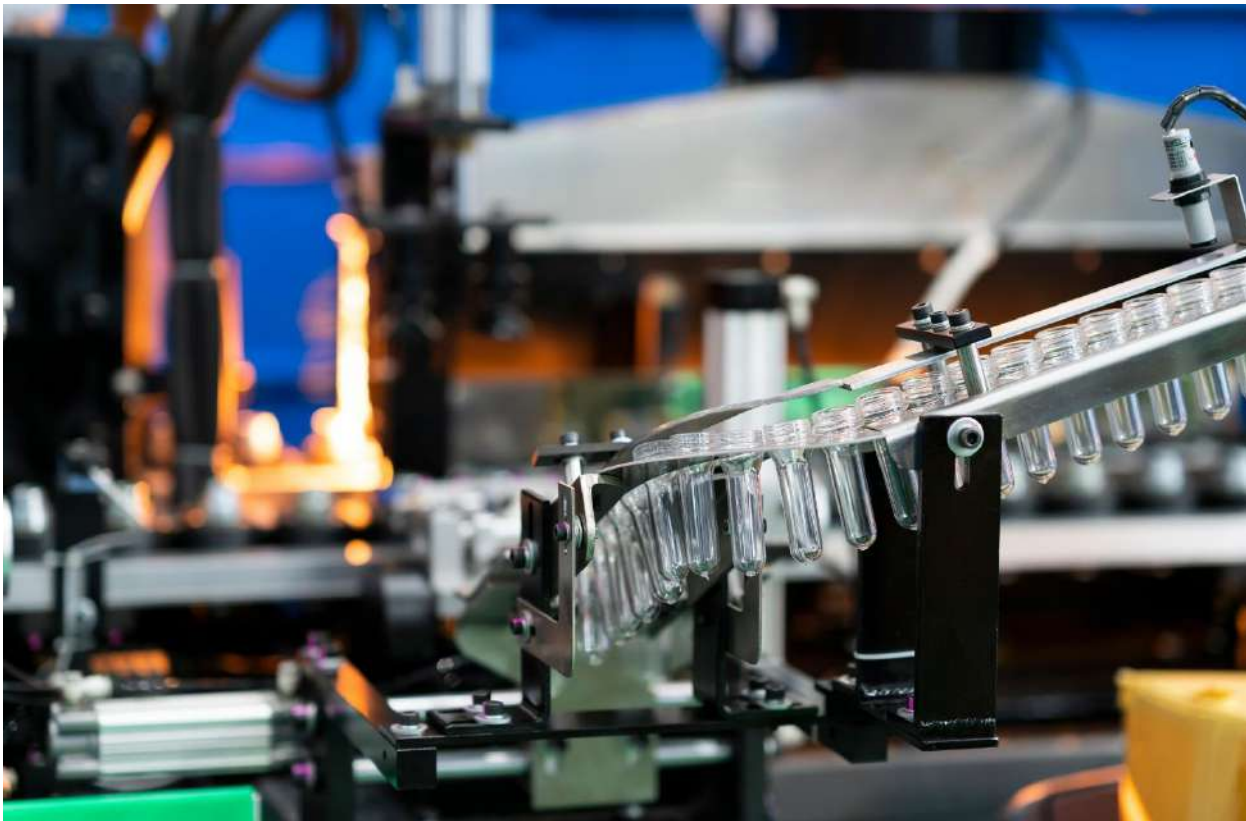


#### **(4) Production process development to increase efficiency in cost management**

Company Continuous improvement of production process and cost management  
To increase competitiveness and create incentives for customers to buy products from the company. Since the product pricing structure of the company and the industry is cost plus profit margin (Cost Plus Pricing) , the company can manage the cost to reduce will increase the competitiveness of the customers

An example of the development of the company's production process is that the company has installed an automatic PET bottle labeling machine and an automatic PET bottle filling machine. which can save labor costs shorten production time and increase the efficiency of workpieces as well.

In addition, the company also gives advice on choosing the right bottle for the customer's product. Whether in terms of shape, volume, so that customers can get the most benefit from choosing a bottle. In addition to helping to take care of product costs for customers It also helps the environment by using less plastic in production.



#### **(5) Production cost savings from using machines from a single manufacturer**

At present, the company produces PET bottles with machines manufactured by the company. The only machine manufacturer in Japan which makes the company can reduce the cost of spare parts And the cost of machine management, that is, the company can reduce the storage of spare parts. because the company's machinery Spare parts can be shared. production control and maintenance of machinery is easier

### (6) A team of skilled production engineers

The company places importance on the development of production engineers. The company sent a team of production engineers to train at a Japanese machine manufacturer. also invited experts of machinery dealers enter training How to use the machine at the job site for employees to understand and learn the actual operation. causing the company's engineering team able to operate the machine and maintenance of machinery efficiently without the need for help from outsiders As a result, the company is able to control production costs well

In addition to taking care of the machine The engineering team also pays attention to mold maintenance, which is an important part used in production by cleaning it at a specified period of time. to be in a ready-to-use condition and can last for a long time Including various system administration relevant to be ready to use, effectively reducing losses



### (7) Responsibility and good relationship with customers (GRI 418-1)

- The ability to increase production capacity to meet customer needs In some cases, a customer may experience a sudden increase in demand for the Company's products over a period of time. The company has the ability to modify production lines. to increase production capacity in line with customer needs within a short period of time
- Maintaining long-term relationships with customers The company has developed a good relationship with customers. The company has a policy to promote sales as appropriate and has always supported customer activities. The company also focuses on meeting the needs of customers by having enough products to meet the needs of customers.





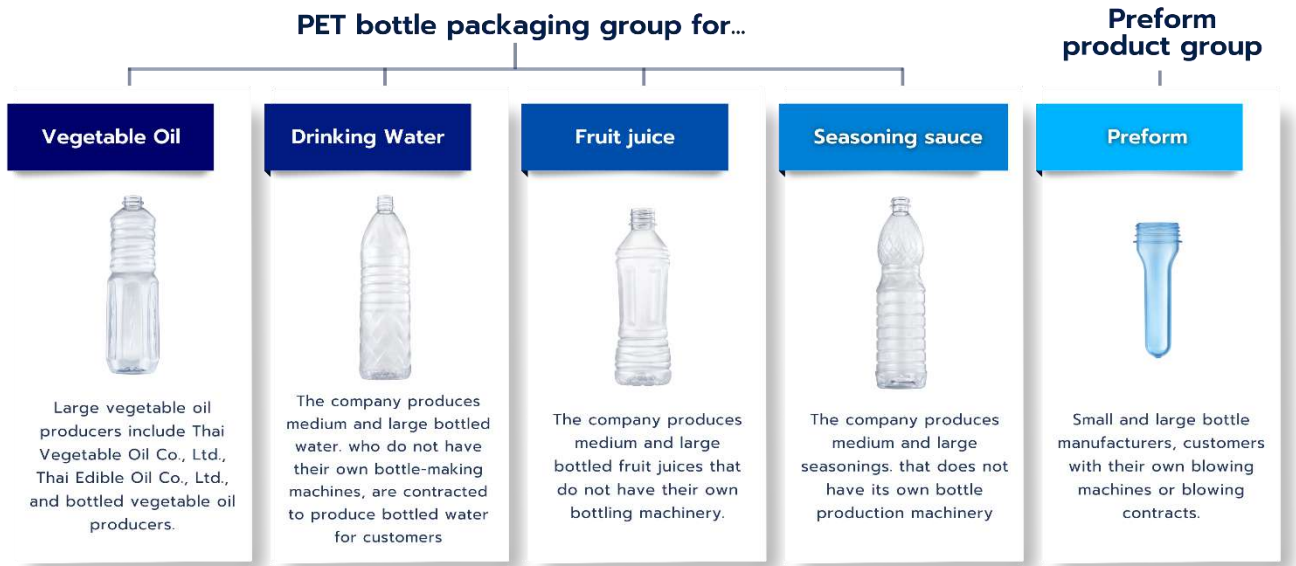
And has cooperated with customers to develop packaging designs to meet customer needs. In addition, the company's engineering team also participates in helping customers in terms of processes. related to packaging at the company's customer's factory

- Customer Confidentiality The company pays attention to the confidentiality of customers. The company will control the use of technical information related to the products that the customer hires the company to produce or any other confidential information of the customer. Including any other information that will affect the competitiveness and business of customers. to be disclosed to outsiders or use such information for personal benefit

**In the part, 2022,** the company had an understanding of the situation of the ongoing outbreak of the COVID- 19 virus. That has made an impact on the economy and many of the company's customers. But when the cost of the company increase As the price of plastic pellets has been increasing continuously since 2021 until 2022 , which is in the same direction as world crude oil prices that are rising and fluctuating . Due to the spread of the COVID- 19 virus coupled with the outbreak of the Russo-Ukrainian war that occurred in the first quarter of 2022 , the company was unable to bear the burden and therefore had to keep product prices in accordance with market mechanisms. Therefore, the product price has to be increased. In considering price adjustments, customers will be notified in advance. so that customers can plan and manage with the least impact.



## Company Product Group



### Customer characteristics and target audience

Company's customer group Most of them own well-known branded products in each industry and general consumers who need standard quality PET bottle packaging. which can be divided into groups of customers as follows.

Customer type	Characteristics of the Company's current customer groups
<b>1</b> PET bottle packaging for vegetable oil	Large vegetable oil producers include Thai Vegetable Oil Public Company Limited, producer of " Angoon " vegetable oil , and Thai Edible Oil Company Limited, producer of " King " rice bran oil.
<b>2</b> PET bottle packaging for bottled water	Medium and large bottled water production companies located in Bangkok and its vicinity that do not have their own bottle production machinery This group of customers will be contractor to produce bottled water for modern retailers ( Modern Trade ), hospitals, commercial banks and large restaurants
<b>3</b> PET bottle packaging for bottled juice	Medium and large bottled fruit juice companies located in Bangkok and its vicinity that do not have their own bottling machinery.
<b>4</b> PET bottle packaging for condiments	A medium-sized seasoning manufacturer in Bangkok. and the surrounding areas that do not have their own bottle-making machinery which is a manufacturer of fish sauce, soy sauce vinegar flavored lemon juice Sukiyaki sauce and fermented fish sauce
<b>5</b> Preform products	Small and large entrepreneurial bottle manufacturers. Customers who have their own blow molding machine or hire a bottle blower

## Distribution channels

Currently, the company sells its products to all domestic customers. through various distribution channels in order to reach the company's target customers as follows:

1. Sales through the marketing team The company will contact customers directly through the company's marketing team with experience. knowledge and abilities Understand the needs of customers very well. The company's marketing team will meet with customers and present products. Detailed information about the product to meet the needs of customers. And make aware of new needs of customers, including sometimes coordinating with many departments in the company to jointly prepare and present information to meet the needs of each customer
2. Sales by customers to contact the company directly Company's customers Some of them have contacted directly to order products from the company which may come from receiving advice from Existing customers of the company. provide information about the product Through the company's website, <http://www.prodigy.co.th> and there is publicity by using advertising media on the company's trucks. Including the use of social media such as Facebook . Line so that customers can conveniently contact the company in all communication channels.



**In the past year,** Situation of the epidemic of the COVID- 19 virus There is still a widespread epidemic, but the government continues to campaign for vaccination that reduce the severity of infection, especially in vulnerable groups, on the part of the company, it has given importance to compliance with measures and encouraged employees to be vaccinated by publicizing the locations open for vaccination services. in order to facilitate the staff From the spread of the COVID-19 virus , the company continues to manage to be able to produce products without being affected in any way

In terms of communicating with customers during the outbreak of the COVID- 19 virus , the company uses other communication channels. in contacting customers on a regular basis to reach customers in all groups both major and minor

In terms of providing delivery services to customers in Bangkok and its vicinity, which normally the company will not charge For customers who order products up to the minimum amount set by the company, while customers in other provinces The company will charge the delivery fee according to the actual expenses

During the situation of the epidemic of the COVID- 19 virus , the company sets measures for transporting goods to customers. so that customers can be confident in reducing risks and safety in products that the company delivers to customers With the company conducting temperature checks and ATK checks for the company's delivery staff. (According to the measures specified by the customer), including spraying disinfectant on transport vehicles every time before entering and leaving the company. In addition, the company also cooperates in strictly following the guidelines of the Ministry of Public Health. so that customers can be confident in delivering products to customers

**Awards and accreditations**

The company focuses on improving production efficiency and management in order to be a standard factory that is acceptable to customers. The company has received certificates that are international standards in the following as:





Green Industry



PDG ได้รับคะแนนประเมิน CGR ระดับ 5 ดาว ต่อเนื่องเป็นปีที่ 2

Sustainability Development Ranking	
CG Score <sup>1/</sup>	AGM Level <sup>2/</sup>
CG Score	AGM Score
★★★★★	★★★★★



## Procurement of products and services

Company's production plant Located at Bang Krabao Sub-District, Nakhon Chai Sri District Nakhon Pathom Province on an area of 17 Rai 93 square wah where the office is located Warehouse area and production line which consists of the main machines, which are Injection Machine , Blowing Machine and Preform Machine with a separate electrical system causing if there is a problem in the production process of one side of the factory The other half of the plant can still continue production.

As the company has opened another branch in Surin province. In an area of 15 rai 2 ngan 104 square wah, warehouse space and production lines consist of machinery. which is a machine that is transferred from the head office to be used for efficiency It is also an expansion of the production base in the region. to support the needs of customers The maximum production capacity Capacity utilization rate of the company in 2020, 2021 and 2022 are as follows:

	2020	2021	2022
Maximum production capacity (million plastic bottles per month)	61.5	61.5	61.5
Preform capacity (million pieces per month)	20	20	20
Average machine utilization rate (%)	40.22	57.21	55.08

*Note: The company operates production in 3 shifts. 8 each hours 26 working days per month*

## Raw materials

Our main raw material for production is PET resin (PET Resin) , which the company purchases from domestic manufacturers such as Indorama Polymers Public Company Limited, IVICT ( Thailand ) Company Limited . and Mitsui & Company ( Thailand ) Co., Ltd. etc. In the past 10 years, the company has never faced a shortage of raw materials in production.



### Selection of quality raw materials continuous

Procurement of raw materials from many domestic manufacturers Therefore, during the past operation period, there has never been a problem of shortage of raw materials in production.

### **Contacting customers (in case customers want standard PET bottles that the company already produces)**

1. The company proceeds to send samples of each type of PET bottle and offer a price to the customer for consideration.
2. The company and customers discuss together to agree on details about prices and conditions.
3. If the customer accepts the terms and conditions and the product, the company will start producing the product commercially for the customer and deliver the product to the customer according to the order.

### **Contacting customers (in case the customer wants a unique PET bottle)**

1. The company proceeds to send information and past performance of the company to customers for consideration.
2. Company visit (Commercial Site Visit) to ensure that the company's work and production systems meet the standards acceptable to customers.
3. Technical Evaluation The process of evaluating the potential, capability and quality of the company's production. in the production of parts to meet the needs in the specified format
4. The customer will send workpiece information to the Company , which will specify the type of raw material used, shape, dimensions and details of the workpiece. And the required quantity to the company to study the details and prepare to bid. Make samples and plan production.
5. The company studies the information and analyzes the costs in order to prepare quotations and offer back to customers.
6. The company and customers discuss together to agree on price details and conditions in detail.
7. When the customer accepts the price, the company will provide a sample of the final workpiece. and propose a production plan to the customer
8. Customers check the accuracy of work samples and production plans proposed by the company.
9. If the customer accepts the sample workpiece and the production plan, the company will start producing the workpiece commercially for the customer and deliver the workpiece to the customer according to the production plan.



## Nature of Business

### Business Overview

The company operates in the business of producing and distributing plastic PET bottle products to customers. Customers will take the PET bottle products produced by the company to fill their own products. The company can produce PET bottles in various shapes and sizes, which started at 60 milliliters to 6,000 milliliters according to customer requirements which are available in both standard shapes and specific shapes produced specifically for each customer. The Company's PET bottle products can be divided into 5 Groups according to the nature of use of PET bottles and preforms, such as packaging for juice Packaging for vegetable oil Packaging for drinking water and packaging for fish sauce and condiments. The details of each group of PET bottle products are as follows:

#### PET bottles for fruit juice

The company manufactures and distributes PET bottle products for fruit juice, ranging in size from 200 -1,000 milliliters (weight from 13 - 56 g.)

#### PET bottle products for vegetable oil

The company produces and sells PET bottle products for vegetable oil, with packing sizes ranging from 250 - 5,000 ml ( weights from 15 -110 grams ) to customers who are the company who produce and sell vegetable oil products. The Company's main customers for this group of products are Thai Vegetable Oil Public Company Limited under the trademark " A-NGoon " and Thai Edible Oil Company Limited under the " King " trademark.

#### PET bottle products for drinking water

The company produces and sells PET bottle products for drinking water, with packaging sizes ranging from 200 - 6,000 ml . (weight from 8 - 110 g.)

#### PET bottles for fish sauce and Seasoning

The company produces and sells PET bottle products for fish sauce and Seasoning with packaging sizes from 60 - 2,000 ml (weight from 6 - 67 g)

#### Preform product group For customers who want to blow their own bottles

The company produces and distributes preform products. For customers who want to blow bottles themselves or customers who have bottle blowing machines. Currently , there are 2 sizes of preforms 13.5 and 31 grams that started selling preforms in the second quarter of 2018 , focusing on opening the market to expand the customer base to the provinces. In the beginning, it will focus on reaching drinking water customers. because it is a group that has the opportunity to grow continuously.

Our company's PET bottle packaging is produced using high-quality production processes. Adopting advanced Japanese technology to ensure consumer safety and meet customer needs. Certified to ISO 9001:2015, Recommended International Code of Practice for Food Hygiene Vehicles - RCP And the critical points that must be controlled

in the GMP food safety management system, hazard analysis system, and HACCP food production. Intertek Certification Limited focuses on quality control processes to ensure our products The quality of delivery to customers. The company has a policy of ensuring product quality. Currently, the company's production factory is located in Tambon Bang Krabao, Nakhon Chaisri District, Nakhon Pathom Province, covering an area of 17 Rai 93 square meters

In the year 2022 In the past, the company 's average production capacity was approximately 61.5 million plastic bottles per month and the average production capacity of preforms is about 20 million pieces per month

Company's main target group is to distribute PET bottled products in Thailand . Bottled fruit juices, vegetable oils, fish sauces and Seasoning, including preforms.

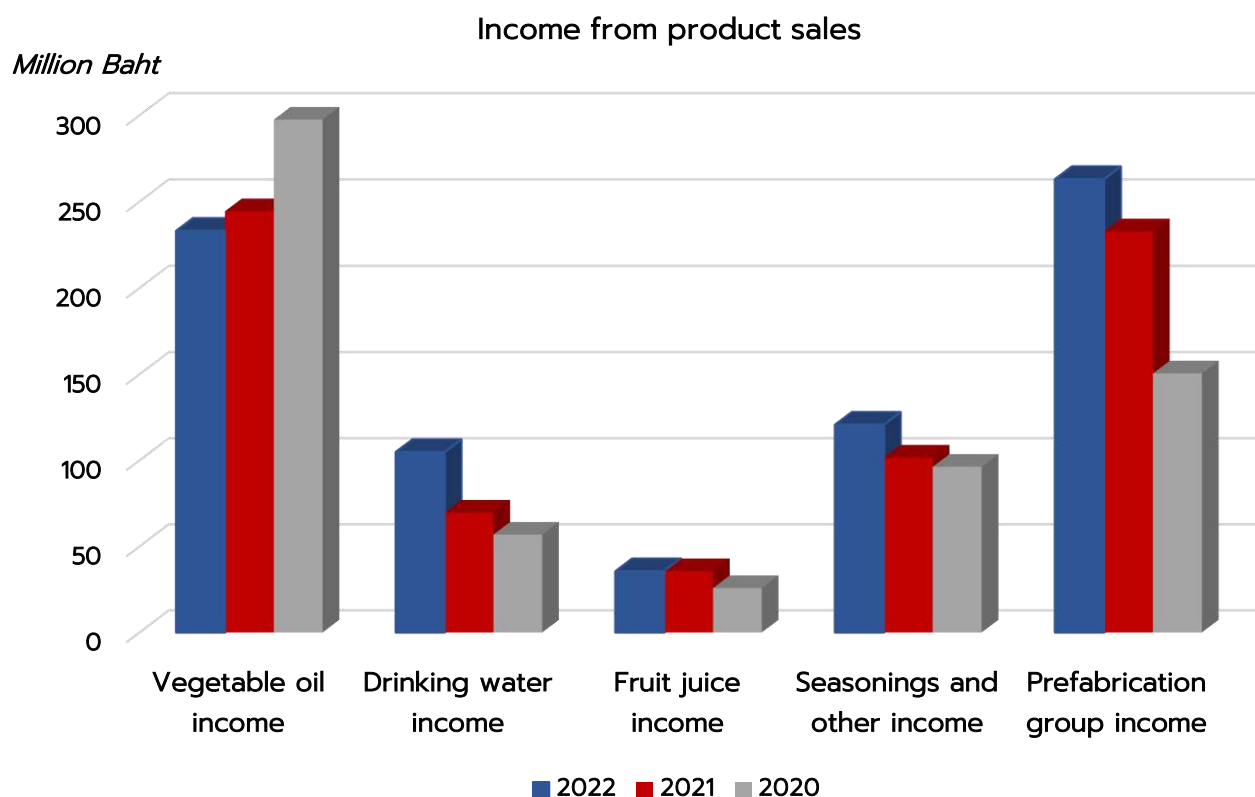
The company provides delivery services to customers in Bangkok. Perimeter and expanding to other provinces Especially in the part of preforms that have started to open the market in the second quarter of 2018. In addition, there has been an increase in the size and color of preforms in the drinking water market . In delivering products to customers, the company no charge For customers who have ordered products up to the minimum amount set by the company for customers in other provinces The company will charge the transportation fee according to the actual expenses.

As the company has a branch in Surinam Province, to meet the needs of the region, especially customers in the eastern region. Due to this kind of business in the past year, the company was able to expand its customer base, and the number of customers in the eastern region increased.



## Income structure

The company's main income from customers in the vegetable oil group , which the company has a policy to reduce and relying on a particular group of customers and pay attention to both large and small customers by the company have income from sales which has details of the income structure the following:



*Unit: Million Baht*

Product group	2022	%	2021	%	2020	%
Income from Vegetable oil group	233.057	30.78	244.392	35.72	297.493	47.46
Income from Drinking water group	104.823	13.85	69.650	10.18	56.831	9.07
Income from Fruit juice group	35.538	4.69	35.623	5.21	25.794	4.11
Income from Seasoning sauce and others	120.662	15.94	101.637	14.86	96.245	15.35
Income from the preform group	263.005	34.74	232.794	34.03	150.510	24.01
<b>Total income</b>	<b>757.085</b>	<b>100.00</b>	<b>684.096</b>	<b>100.00</b>	<b>626.873</b>	<b>100.00</b>



## Business operations of each product line

The company operates in the business of producing and selling Polyethylene Terephthalate bottles (" PET bottles ") for customers. The customers will take the PET bottles produced by the company to fill their own products and preforms for customers to blow their own bottles.

## Product characteristics

The company is a manufacturer and distributor of plastic packaging in the form of PET bottles . The company can produce PET bottles of various shapes and sizes. According to the form of customer use Which is a branded product (Brand) is well known in many industries and general consumers. The packing size of the PET bottle products that the company produces and distributes Starting from 60 ml. to 6,000 ml. Most of the raw materials that the company uses in the production process are from plastic resin (PET resin)

PET bottle packaging that the company produces for each customer will have different details depending on the needs of the customer to be used. The characteristics of PET bottle packaging that the Company produces are different , such as shape, size, color, nature of raw materials. specific properties of raw materials Including labels attached to PET bottles , etc.

However The company's product groups can be divided into 5 group. According to the nature of the use of PET bottles, which are PET bottle packaging for bottled fruit juices PET bottles for vegetable oil PET bottle products for bottled water PET bottles for fish sauce and condiments and the preform group The details for each product group are as follows.

### PET bottle products for bottled fruit juice



Company is a manufacturer and distributor of plastic packaging in the form of PET bottles for bottled fruit juices. The company produces a package size from 200 ml. to 1,000 ml. ( weight 13 g. to 56 g. ) and has a clear and white color opaque This will increase the shelf life of products for light sensitive beverages . accounted for 4.11 percent percentage 5.21 and percent 4.69 of total sales revenue in Year 2020 Year 2021 and year 2022 respectively.

### PET bottles for vegetable oil



PET bottles for the Company's vegetable oil group, containing sizes starting from 250 milliliters up to 5 000 milliliters ( weight 15 g to 110 g ) The main customers of the company in the vegetable oil group are Thai Vegetable Oil Public Company Limited under the trademark " A-NGoon " and Thai Edible Oil Company Limited under the " King " trademark , which the Company earns from the production and distribution of this type of product. accounted for 47.46 percent 35.72 percent and 30.78 percent of total sales revenue in 2020 Year 2021 and year 2022 respectively.

### PET bottle products for bottled water



The Company produces and sells PET bottle packaging for bottled water. The PET bottles produced by the Company range in size from 350 ml. to 6,000 ml. (weight 13 grams to 110 grams and has both clear bottles and a clear blue bottle. The company earns from the production and distribution of this product, accounting for 9.07% , 10.18 % and 13.85 % of total sales revenue in 2020 , 2021 and 2022 , respectively.

### PET bottle products for fish sauce and Seasoning Sauce



Company is a manufacturer and distributor of plastic packaging form the PET bottles for fish sauce and seasonings sauce. Produced in packaging sizes ranging from 60 ml. to 2,000 milliliters ( weight 6 g to 67 g ) which the Company earns from the production and distribution of this product. accounted for 15.35 as 4.86 percent and 15.94 percentage of total sales revenue in 2020 , 2021 and 2022 respectively.

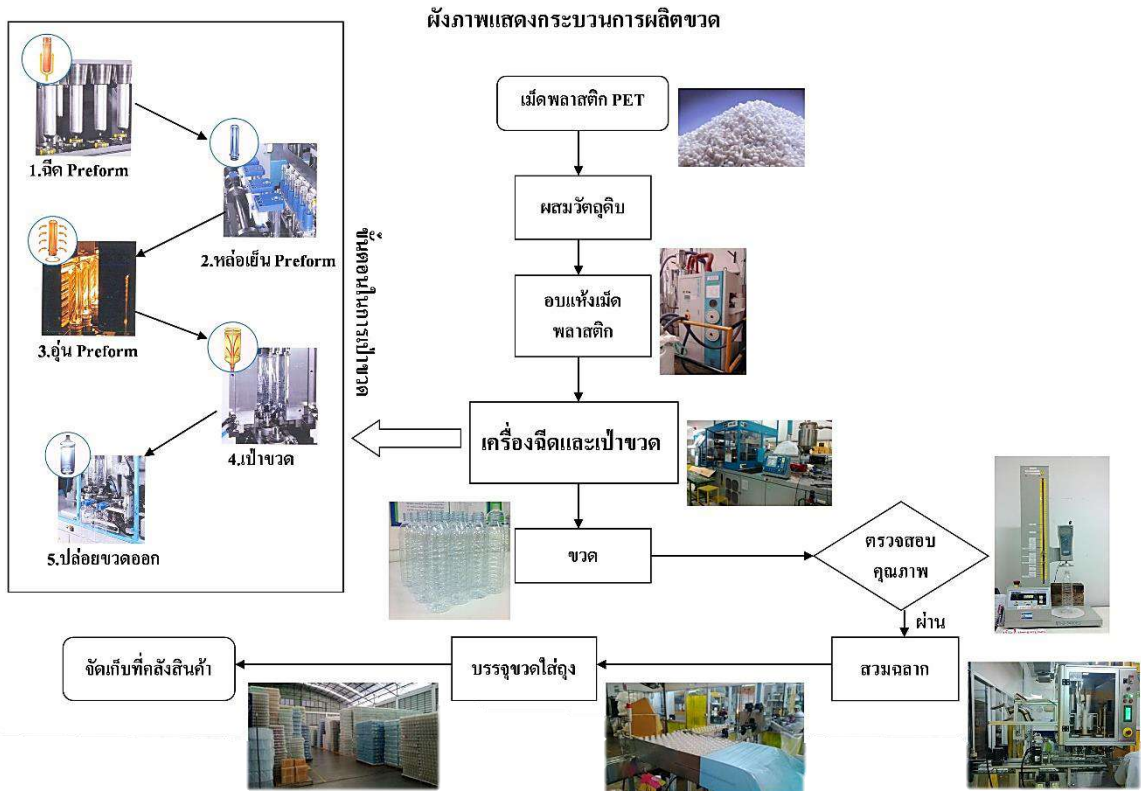
### Preform products for bottle blowing



The company is a manufacturer and distributor of preforms for bottle blowing. At present, the company produces 2 sizes of preforms 13.5 and 31 grams , and there are both clear white and clear blue. Preforms were sold in the second quarter of 2018 and the customer base in the preform group increased in the following year, resulting in the company earning revenue from the production and distribution of this product. accounted for 24.01 percent percentage 34.03 and 34.74 percent of total sales revenue in 2020 2021 and 2022 respectively



Production process



PET bottle manufacturing process can be divided into four major steps as follows:

1) Raw material preparation process

Resin (PET Resin) will be brought into the dehumidification process. by using hot air and desiccant This is because moisture is one of the main reasons that the PET bottles that come out of the production process are inferior to the point that they cannot be used



PET Resin

## 2 ) Injection process

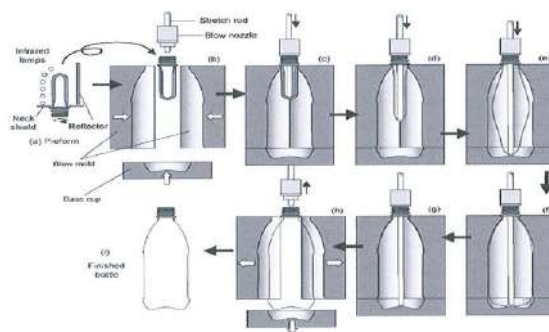
The dehumidified PET pellets are fed into the machine using a suction pipe system to melt the pellets at a temperature. 270-290 degrees Celsius before injecting the liquid plastic into the mold to get the result into a preform tube. The machine that the company chooses to use in this preform injection process is the ISBM (Injection Stretch Blow Molding) system. which is a high standard injection and blow molding machine from a leading manufacturer in Japan. In the production area, a dehumidification system is installed to prevent the problem of deteriorating preforms caused by humidity in the air



*The figure shows preform tubes in each size and format*

## 3 ) Blowing process

The preform tubes obtained from the injection process are transported through the oven. That gives heat from the Infrared tube to make the preform tube look soft like rubber. Before entering the blowing mold in the next step installed on the ISBM machine, in the blowing process, a metal rod (Stretch Rod) is prodded to extend the preform tube to a longer length. Along with using high pressure air to blow to get the bottle out



*Process Blowing*

## 4 ) Quality inspection process

PET bottles leaving the machine will go through the quality inspection process by the inspectors in front of the machine to remove any substandard bottles. After that, the bottles that pass the quality criteria will be sent to the process of putting on the label and packing into a plastic bag. and forwarded to the warehouse for further distribution





## Environmental impact

Because the production system of the factory is a closed system. Does not cause environmental pollution. In addition, the company complies with the specified ISO 14001:2015 system standards.

In 2022 , the company set up an environmental committee. to educate and publicize it to employees in the company Including providing relevant knowledge through various channels such as public relations boards, Line Official and the company's Facebook so that all employees can access and receive information thoroughly. which is another project Under the Paperless Project.

### Research and Development

The company is aware of the importance of research and development to increase competitiveness. The company has therefore continuously researched and developed the company's products to meet the needs of customers. In addition, the company also develops a quality standard system to increase operational efficiency by dividing development in each area. as follows

### Products development and Production process

At present, the company has continuously developed products in collaboration with customers according to customer needs, such as producing colored PET bottles such as clear blue and opaque white. lightweight bottles, etc., as well as the company has continued to develop the entire production process to increase competitiveness reduce production costs and increase channels to increase the company's revenue in the future.

### Development of a quality standard system

The company has given importance to the development of operational systems to increase work efficiency. and to build confidence for customers. The company has been certified for quality management standards ISO 9001:2015 GMPs and HACCP from Intertek Certification Ltd. Including the company also takes into account the impact on the environment. The company has participated in the green industry project. of the Ministry of Industry This is a project that promotes the industrial sector to conduct business that is friendly to the environment and society.

In 2022, the company is committed to continuously giving importance to the environment. The company has been certified with ISO 14001:2015 environmental standards , including changing various systems. within the factory in accordance with the standard system as specified to reduce the impact both inside and outside the factory.

# Risk Management

## Risk Management Policy

Prodigy Public Company Limited realizes the importance and necessity of the Company to apply a risk management system to the management of business operations. to lead to achieve the objectives of the company

### Risk definition and risk management

Risk is something that is uncertain. which can happen at any time and affect business operations that may not meet the specified objectives which may affect or damage the company. Both in terms of monetary impact or impact on the image. and reputation of the company.

Risk management is a process in which personnel in the organization have been involved in thinking, analyzing and forecasting events or risks that may occur. Including setting guidelines for risk management to be at an appropriate or acceptable level to help the organization achieve its objectives.

The company Set a risk management policy as follows:

1. Risk management is the responsibility of all personnel in the company. to be aware of the risks that are in practice in their own departments and in the company and risk management in a systematic manner to be at an adequate and appropriate level
2. Risk management is an important tool of the Company. that personnel at all levels in the company must have understanding and cooperate in risk management
3. The company has put in place an efficient risk management process according to the principles of good corporate governance, including the establishment of a risk management committee in order to effectively manage and report according to the hierarchy. To help reduce the likelihood of the occurrence of risks and risk effects. In this regard, reports to the Board of Directors are regularly acknowledged.
4. The company promotes risk management concrete create awareness for personnel in the company to practice as a culture. and raise awareness of risk management in the company. It is a duty that all personnel in the company should perform. which will lead the company to success as specified
5. Each chain of command is related to risk management. There must be a clear duty framework. and create a process Guidelines for risk management Including appropriate and effective control measures.



## **Business Risks**

### **1. The risk of fluctuations in the price of PET Resin (PET Resin)**

World crude oil prices are volatile and in an uptrend. Continuously since 2021, it has affected the price of plastic resin, which is the main raw material of the company, since PET resin (PET Resin) is the main raw material in the production of PET bottle packaging since it is a product of crude oil refining. Therefore , the general price of such raw



materials will move in line with oil and natural gas prices in the world market. However, even though the company purchases almost all of these raw materials from domestic producers, in baht currency But the price of such raw materials usually moves in the same direction as the price of raw materials in the world market traded with US dollars with varying levels of volatility depending on market conditions and other factors.

Therefore, if the price of such raw materials has increased rapidly and in a long time It is likely to affect the gross profit margin. and financial position of the company.

In 2022, due to the fluctuation of raw material prices, the company may adjust product prices with customers according to the changing plastic pellets cost . The company will request to adjust the product price. Each price adjustment will be considered based on changes in raw material prices and trade conditions of each customer.

Although the change in the price of such main raw materials is beyond the control of the company. But the company has closely followed the changes in raw material prices in the world market. by having a dedicated team to keep track of raw material prices. Analysis of trends in raw material prices in each period Including assessing the demand for raw materials of the company in each period for the company able to manage raw material procurement at a reasonable price effective.

### **2. Risk of product quality non-compliance**

The products produced and sold by the company include PET bottle packaging, which is used for packaging beverages and condiments. During the production process, great attention must be paid to cleanliness, and the packaging must not react with the products in the packaging. And it is necessary to consider the safety of consumers. Therefore, if the PET bottles produced by the company are not standard or clean. Or react with the products in the packaging when consumers use such products and cause harm to users. The company may be sued for significant losses. In addition, when using the company's PET bottle packaging, the shape The size and volume of the bottle are also important factors. If the company produces products that do not meet customer requirements. Customers may not be able to use automatic packaging. The company

may be responsible for replacing customers with new products. This may affect the company's business performance, financial condition, and customer confidence.

The company considers quality factors in the production process, from selecting high-quality raw materials to using modern precision machinery. Including a strict quality inspection process. In addition, the company's products Our products are mainly related to food and beverages. Therefore, we recognize the importance of international standards and safety production control. Therefore, we produce according to the ISO 9001:2015 standard. The GMP and HACCP of Intertek Certification Co., Ltd. are the basic environmental management of the production process. For example, personal hygiene control, pest control, building structure design, and machinery and equipment used in production. This is a basic food safety management system. The company has never experienced significant product quality issues.

### **3. The competitive risk of PET plastic bottle packaging production and sales enterprises.**

PET bottle manufacturing and distribution industry is not difficult. Because finding raw materials that are not difficult and manufacturing machines that are generally available. As a result, the Company has a large number of competitors in the PET bottle packaging market, which may cause increased competition in the business. In addition, the Company's current customers may consider producing PET bottles for their own use, which could negatively affect operating results and financial status of the company.

PET bottle packaging market, the Company still has several main customers who have been their trading partners for a long time. which is a business in the production and distribution of bottled water bottled juice vegetable oil including Seasoning sauce which requires standard quality packaging meet the requirements with cleanliness and mainly safe Currently, the company has increased its competitiveness. by increasing the quality of packaging production Control production costs appropriately. Focus on delivering products on schedule And pay attention to customer service to increase competitiveness. The company has its strengths from being able to design, make and maintain molds for forming PET bottles in-house. Thus making it flexible to meet the needs of customers in the process of designing and making molds. Including the company also has a team of in-house engineers who are skilled and trained by foreign machine manufacturers. As a result, the company can deal with problems in the production process. and can be maintained by yourself efficiently Moreover, the large capacity of the company results in economies of scale, making it difficult for the company's customers to decide to produce PET bottles for their own use. If the customer's production quantity is not high enough.

### **4. Risk from reliance on large customers and customer concentration**

PET plastic bottles for packaging in the bottled water industry. Bottled fruit juices, vegetable oils, as well as fish sauce and Seasoning sauce of revenue from total sales and preforms. Such revenue includes revenue from Thai Vegetable Oil Public Company

Limited and Thai Edible Oil Company Limited, who are related parties and in general of the Company do not enter into long-term purchase and sale agreements for PET plastic bottles with customers. If the company loses that customer, it may affect the operating results and financial status of the company.

However, the company has focused on product quality and the company sets the selling price of products at a competitive level including the company has always delivered the products on schedule. As a result, the company has a good relationship with such customers. Thai Vegetable Oil Public Company Limited has continuously ordered products from the company since the company opened its business. In addition, Thai Vegetable Oil Public Company Limited is also a supplier. Major shareholder of the company holding shares of the company 31.85 percent as of December 31 , 2022 In the past, the company had a policy to reduce the risk of relying too much on any one customer group. The company tries to diversify its source of income to other groups. The company has increased the proportion of income from sales of other groups of products.

#### **5. Risk from changes in government policies**

Nowadays, the environmental impact factor has been given great importance by both public and private organizations around the world. In some countries, taxes have been imposed on packaging with the aim of reducing the use of certain types of packaging that are not environmentally friendly. and difficult to reuse. The tax rates are levied at different rates according to the materials used in the production of packaging such as glass, cans, plastic, paper, etc. For example, countries that have already applied tax on packaging such as Germany, Ireland and England . etc. If Thailand enacts such law, it may affect the company. from the burden of increasing costs which will affect the selling price and the competitiveness of PET bottle products.

#### **6. The risk of investing in the company's future projects**

Machinery investment projects which is a project to develop and increase the production line to meet the needs of customers. Company's investments in future projects depends on a number of factors including: consumer demand Cost and availability of financing sources Related legal and regulatory risks technology changes and political and economic changes of the world and Thailand These factors may affect the Company's performance and financial position.

The Board of Directors has appointed the Strategy, Risk and Sustainability Committee of the organization to study information about sustainable business operations. which in the past year Strategic Committee has studied various projects to have a possibility and promote sustainable business It will also reduce the risk to the company's existing business.

However, before making an investment decision, the Board of Directors and executives of the company will have to make a test Consider studying various information. related carefully to be consistent with the situation that occurred at that



time As well as forecasting what may happen in the future, these future projects will generate good returns for the company's shareholders.

#### **7. The risk from the trend of reducing the use of plastic to reduce the amount of plastic waste**

Currently, the current trend of reducing the use of plastic to reduce the amount of plastic waste Received feedback from many sectors within countries, causing some distributors to adopt packaging that can meet the trend 4 R ( Reuse, Reduce, Recycle, Replace) , which many government agencies private sector and educational institutions There has been a campaign on such matters by setting it as a measure. To be used seriously, such as hospitals, refrain from using plastic bags. By campaigning for those receiving treatment to bring cloth bags to pick up medicine or convenience stores or department stores Stop serving plastic bags Including establishing a unit to manage plastic waste and so on.

In the middle of the year 2022 , the Ministry of Public Health issued an announcement No. 435 B.E. 2022 In repealing the Public Health Ministerial Regulation No. 295 as the private sector tried to push for consideration of the amendment of the this law.

But there are still limitations to operate, especially within Thailand. in terms of sorting plastic waste and amount of used plastic to produce new products In the past, Thailand has about 12 percent of plastic waste of the total amount of waste generated, or about 2 million tons per year, but about 0.5 million tons ( 25 percent ) are reused per year, and the remaining 1.5 million tonnes ( 75 % ) are not recycled Most of them are discarded as solid waste in the amount and proportion that is constantly increasing.

However, the company is ready to operate in terms of machinery that can support the production of rPET packaging . There is a plan to support the production of machines that can be used to produce packaging from rPET if the customer needs it. and is appropriate to proceed

#### **8. The risk of using other materials instead of plastic**

from the large volume of plastic waste streams And affect the environment, including the cycle of all living things in the ecosystem. Encourage many sectors to realize and join the campaign. to reduce the amount of plastic waste Including reducing the use of plastic. And one of the ways to reduce the amount of plastic use is Finding alternative materials with similar features and able to meet the needs of users

This is in addition to the reduction, stop using plastic according to the public relations campaign. to raise awareness among the people in the country An important factor to take in parallel is proper and efficient plastic waste management

In 2022, the company, by the executives, has been monitoring the situation in using other materials to replace plastic. but also maintains the properties and can meet the needs of customers both in terms of product costs and marketing information as information for consideration in the future.

## 9. Risk from Cyber Threats

The risk of cyber threats is significant. and affecting the operations of the company Especially important work systems such as network systems, accounting and finance systems. customer database system which is a personal information system held by the Company If there is a problem with the Company's information system Access to such information would have an impact on the Company's operations and reputation.

In 2022 , the company has planned and invested to develop information systems. To support technology and prevent risks from cyber threats, including improving computer network systems. to be ready to use To avoid the failure of the network (Network) and the server (Server) to be able to use continuously. and determine security control measures such as computer security systems (Firewall), data access rights Including choosing a space rental service for a reliable service provider (Hosting) and have clear management measures Including in the part of the company, data is backed up regularly. which if any incident Can also pull up the latest back up database to continue using

## 10. The risk of a severe epidemic

From the situation of the spread of the COVID- 19 virus from 2020 to the present that spread throughout all regions of the country It is a situation that affects all sectors. This is an event that has not been planned in advance, causing most industrial businesses in the country to be affected both directly and indirectly. Especially many medium and small businesses have to close down. As a result, many people are unemployed. Macro-wise, in the country's overall economy The main industry is an industry that drives the economy. Both exports and tourism were hit hard. In addition, household debt is high. declining purchasing power From such impacts, it takes time for the country to recover its economy.

In 2022 , the company continues to screen employees with ATK checks continuously. In addition, it has coordinated with local public health agencies. to keep up with current measures for use as a practice within the company for employees to comply with measures to prevent the spread of the COVID- 19 virus.

## 11. Risk from changing consumer behavior

lifestyle changes changing consumer lifestyles that favor convenience and speed, and the popularity of ordering products and services through various platforms . Statistics show that 69 percent of Thai people are on the online world and there are many online behaviors that are extremely popular. For example, Thai people use social media as the world's number 1 channel for updating news, use Facebook the 8th in the world, and use YouTube of Thai people in the 18th place in the world, including Instagram . Ranked 16 in the world and most importantly Thais are ranked 4th in online shopping behavior in the world and 8th in mobile purchases in the world . daily life of Thai people

In the year 2022 from the company Foreseeing the opportunity for business growth, the executives therefore provided additional communication channels. This is a continuous operation since 2021 to create awareness, recognition and access to both large and small entrepreneurs through Social Media , which if the company can create and recognize or be able to meet the needs of customers in the famous channels. can say It may be possible to increase distribution channels and expand the customer base to be more diverse.

*Source: <https://datareportal.com/reports/digital-2021-july-global-statshot> ua:everydaymarketing.co*

## **12. Risk from technological changes**

Nowadays, there are changes in technology. And is relevant both in terms of daily life and doing business, so the business is at risk that may Being disrupted in an era where digital technology is developing rapidly, whether it is caused by a leap forward in technology development Not developing in the organization or having a "Disruptive Challenge" from those who compete in the business. Moreover, from the emergence of the COVID- 19 epidemic , it is even more a catalyst for changes in the use of technology, causing companies to keep an eye on digital transformation trends. to happen in order to be prepared Cope with and adapt to change Including the development of personnel to be ready to support changes in technology in the future.

In 2022 , the company has a guideline for selecting a sales system that will be used as a tool to support the work of the marketing department that can reduce work processes. This results in flexibility and speed, which can increase work efficiency

## **13. Risk from the impact of economic conditions**

Risks from changes in economic conditions can arise and may affect consumption levels and consumer confidence. Due to the volatility and uncertainty of economic conditions in certain periods, it affects business operations in various areas such as raw material costs. Increased transportation costs and wages Causing manufacturers to bear the burden of increasing costs Including the increasing expenditure burden, the ratio of expenses to income of households across the country has increased. As a result, the purchasing power of consumers diminishes. These all affect the overall performance of the general business. which will make the company are affected either directly or indirectly, that is, the company or its customers, partners may have liquidity problems This may affect the repayment on schedule. However, even though the Company has risks from such factors But the management has closely monitored the economic situation. along with setting guidelines for conducting business appropriately and consistent with the situation

In 2022 , the impacts from the economic situation are classified into 2 main topics as follows:

1. Customer's liquidity from various conditions such as inflation, therefore, measures have been set as follows
  - 1.1. Credit consideration for new customers New customers will consider giving credit by cash payment. to reduce the occurrence of bad debts.
  - 1.2. Consideration of credit limit for existing customers and determine the appropriate purchase limit.
2. Factors in production increased due to market and economic fluctuations such as labor costs, electricity costs, fuel costs, etc., which the company measures have been set The details are as follows.
  - 2.1. Consideration of adjusting the selling price in line with the increasing costs
  - 2.2. Increasing sales resulting in increased production in order to make the machine utilization rate more efficient and reduce the loss of raw materials and energy from frequent start and set up of machines.
  - 2.3. Adapt to market and economic conditions Because this is a situation that affects every organization in the same industry.

#### **14. Global geopolitical risks persist.**

The Russian-Ukrainian conflict did not end as quickly as many had expected. Resulting in protracted supply bottlenecks. Tensions between China, the United States and Taiwan have yet to escalate. But it has significant implications for the global semiconductor supply chain now and in the years to come.

In addition, the company's machines It is a machine imported from abroad. Therefore, if a spare part is ordered, it will be an order from abroad. Therefore, it may be affected in terms of lead time in transportation, which the company has set the following measures.

1. Make a list of suppliers of spare parts
2. According to the service life cycle and the lead time in transportation, it is necessary to review the minimum inventory and check the use of spare parts.
3. Sourcing new suppliers to compare the Spec model.
4. Perform a maintenance plan and check the condition of the machine to be ready to use.

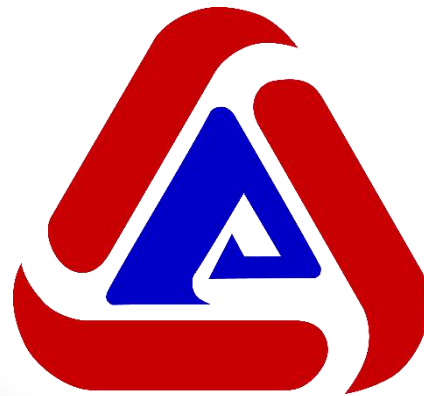


## Driving Business for Sustainability

*ESG : Environment, Social, and Governance*



**ENVIRONMENT**








**GOVERNANCE**



**SOCIAL**

## Managing the impact on stakeholders in the business value chain

PDG has developed a business value chain. by bringing innovation and technology to use in a variety of processes To create business value and benefit all groups of stakeholders.




	 Factor management production	 Operation	 Distribution and service	 Marketing And sale	 After service sale
<b>Commercial activities</b>	<ul style="list-style-type: none"> <li>• Procurement of raw materials/components of products</li> <li>• Procurement of machinery/spare parts suppliers</li> </ul>	<ul style="list-style-type: none"> <li>• Production planning</li> <li>• Product production</li> <li>• Product quality inspection</li> <li>• Warehouse management and delivery</li> <li>• List of suppliers for sale of machinery and spare parts</li> </ul>	<ul style="list-style-type: none"> <li>• Product sales</li> <li>• Freight transportation</li> <li>• Selecting external carriers for customers</li> </ul>	<ul style="list-style-type: none"> <li>• Building relationships with customers in all channels</li> <li>• Communicating with customers to understand about products</li> <li>• Increasing distribution channels to reach customer groups</li> <li>• Increasing diversity in customer groups and product groups</li> </ul>	<ul style="list-style-type: none"> <li>• Customer Service When customers have problems in production</li> <li>• Receiving complaints from customers</li> <li>• Evaluation of customer satisfaction.</li> </ul>
<b>Stakeholders</b>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Trade partners/creditors in Thailand and abroad</li> <li>• Government agencies</li> <li>• Financial institutions</li> </ul>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Government agencies</li> <li>• Domestic and international trade partners</li> <li>• Surrounding communities</li> </ul>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Customers</li> <li>• Government agencies</li> <li>• Partners (delivery of goods)</li> </ul>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Customers</li> <li>• Competitors</li> <li>• Consumers</li> <li>• Platform service providers</li> </ul>	<ul style="list-style-type: none"> <li>• Employees</li> <li>• Customers</li> <li>• accounts payable (including covers, labels and other accessories)</li> </ul>




### 1. Analysis of stakeholders in the business value chain

#### Developing engagement with stakeholder groups



The company complies with the company's business ethics. and respect the rights of all stakeholders throughout the business value chain. To ensure that the basic legal rights of stakeholders will be fairly protected. equality And it is beneficial to all groups

of stakeholders who have expectations of the Company's business operations. The Company has conducted a satisfaction survey of stakeholders. and listen to complaints through various channels To meet the needs of each group of stakeholders in accordance with the goals and in the same direction, such as employees, shareholders, customers, business partners, communities, government agencies, etc., by formulating sustainable development strategies for all groups of stakeholders. as follows

Stakeholders	Expectations of stakeholders	Sustainable Development Strategy	Communication	Responsible person
<b>Shareholders</b> 	<ol style="list-style-type: none"> <li>1. Good returns</li> <li>2. Equal treatment of shareholders</li> <li>3. Disclosure of accurate information</li> <li>4. Responsible for society and the environment</li> <li>5. Business stability and sustained growth</li> </ol>	<ol style="list-style-type: none"> <li>1. Building investor confidence</li> <li>2. Creating stable and sustainable returns</li> <li>3. Disclosure of accurate, clear, and reliable information</li> </ol>	<ol style="list-style-type: none"> <li>1. Shareholders' meeting</li> <li>2. Organize or participate in investor meetings</li> <li>3. Communicate through various channels and disclose company information to investors and stakeholders</li> </ol>	Executive ,Investor Relations ,Company secretary
<b>Employees</b> 	<ol style="list-style-type: none"> <li>1. Salary and benefits that are good and appropriate</li> <li>2. Stability and Progress</li> <li>3. Sustainable development of knowledge</li> <li>4. Welfare and safety in the workplace</li> </ol>	<ol style="list-style-type: none"> <li>1. Manage appropriate and fair compensation and benefits systems</li> <li>2. Motivation and efficiency</li> <li>3. Organize internal personnel training to equip them with knowledge and abilities in the field</li> <li>4. Pay attention to the work environment</li> </ol>	<ol style="list-style-type: none"> <li>1. Organize the election of employee representatives. to become an employee committee on behalf of employees To notify the wish to complain to the management.</li> <li>2. Organize various activities. To build a good relationship between the management level and employees.</li> </ol>	Administration and Warehouse Department Executive
<b>Customers</b> 	<ol style="list-style-type: none"> <li>1. Receiving good and quality products that can meet the needs</li> <li>2. Receiving care and being able</li> </ol>	<ol style="list-style-type: none"> <li>1. Produce and deliver high-quality products that meet customer requirements.</li> <li>2. Provide knowledge and advice to</li> </ol>	<ol style="list-style-type: none"> <li>1. Customer satisfaction survey</li> <li>2. Complaint Form via various channels of the company</li> </ol>	Marketing, Production, Development and Quality Control, Warehouse

Stakeholders	Expectations of stakeholders	Sustainable Development Strategy	Communication	Responsible person
	to create satisfaction in products and services 3. Co-developing and adding value to be able to compete	customers to help them choose packaging that is suitable for their products. 3. Research new innovations applied to customer production products.		,and Delivery Department
<b>Cooperative partner (Commercial creditors)</b> 	<ol style="list-style-type: none"> <li>1. Establish business satisfaction</li> <li>2. Good and fair returns</li> <li>3. Equality and non-discrimination</li> <li>4. Creating Sustainability for Enterprises</li> </ol>	<ol style="list-style-type: none"> <li>1. Compliance with good corporate governance principles of the Company</li> <li>2. Compliance with anti-corruption policy and requesting cooperation from business partners</li> <li>3. Building good relationships based on equality and fairness</li> </ol>	<ol style="list-style-type: none"> <li>1. Meeting with partners</li> <li>2. Visits to partners' factories</li> <li>3. Receiving suggestions and complaints from business partners according to the company's communication channels</li> </ol>	Administrative Personnel (Purchase) and Management
<b>Trading partners (financial institutions or banks)</b> 	<ol style="list-style-type: none"> <li>1. Financial transaction cooperation</li> <li>2. Gain the trust of the company to continuously provide financial services</li> </ol>	<ol style="list-style-type: none"> <li>1. Establish the reputation of the bank to simplify management</li> <li>2. Effectively managing financial transactions</li> </ol>	Contact via bank officers or branch managers who supervise the company or through the bank's call center.	Accounting & Finance Department and Management
<b>Community</b> 	<ol style="list-style-type: none"> <li>1. Establish good relationships</li> <li>2. Create employment opportunities and support people in the community to have careers and income</li> <li>3. Develop the prosperity of the community in all aspects</li> </ol>	<ol style="list-style-type: none"> <li>1. Hire local residents to obtain employment and income</li> <li>2. Support and promote the activities of local communities and organizations</li> <li>3. Listen to complaints and their impact on the community and environment</li> </ol>	<ol style="list-style-type: none"> <li>1. Participate in community activities</li> <li>2. Listen to complaints through company channels</li> </ol>	Administration & Warehouse Department, Management Department



Stakeholders	Expectations of stakeholders	Sustainable Development Strategy	Communication	Responsible person
<b>Government Agency</b> 	<ol style="list-style-type: none"> <li>1. Comply with relevant laws and current laws</li> <li>2. Activity cooperation</li> <li>3. Responsible for society, community, and the environment</li> </ol>	<ol style="list-style-type: none"> <li>1. Comply with relevant laws</li> <li>2. Compliance with anti-corruption policy</li> <li>3. Development and practice in addition to what is required by law. to achieve efficiency</li> </ol>	Contact through the channels specified by each government agency	Administration and warehouse department, production department, management department
<b>Mass media</b> 	Collaborate with the company to provide accurate and timely information	<ol style="list-style-type: none"> <li>1. Establish good relationships with all media</li> <li>2. Information provided is based on facts. and is correct information</li> </ol>	Opportunity Day activities, interviews with executives via telephone	Management and Investor Relations

## 2. Analysis of Sustainable Development Factors

The management held a meeting or reviewed the issue of sustainable development. Under the changing economic, social and environmental conditions caused by natural disasters and epidemics. Especially the issue of business sustainability. that focuses on reducing energy consumption Which has been continuously implemented since the end of 2020 from the installation of Solar Roof Top panels , with the efficiency of usage continuously being monitored every month.

In addition, the management also pays attention to the environment, which in 2021 The company has been certified for environmental management standards. ISO 14001 : 2015 from Intertek Certification Ltd.

The management has taken steps from the analysis of sustainable development issues. To be assessed in conjunction with the risk assessment of the company. which must be reviewed in accordance with the current that will be used in business development for sustainability in the future The quarterly risk assessment will be reported to the Board of Directors.

In 2022, Managing director has been given the policy to executives from each department to jointly consider the impact that will occur on the sustainable development of the organization in all dimensions. to set guidelines This will provide an opportunity for each department to present their ideas and participate in sustainable development of the organization. by realizing the importance of all departments within the organization that will be part of contributing to the success of the organization in the future

Sustainability issues throughout the supply chain	Assess the importance of issues based on their impact on stakeholders.	Assess the significance of the issue based on its impact on the company.	Prioritize the company based on its overall impact.
Collect sustainability issues across the entire value chain, including internal and external factors, from raw material procurement, production processes to transportation. By conducting a survey on the satisfaction of all stakeholder groups, consumers who distribute and use company products and services. Risk assessment of the company	Assess the importance of issues based on their impact on stakeholders. through a satisfaction survey Including holding group meetings with the Company's employee committee. Activities with the community to build good relations and to listen to opinions This will be a good opportunity for the company. will be able to clarify the understanding between the company and the community In the event that there are different issues	Assess the importance of issues based on their impact on the company. through the arrangement of the shareholders' meeting Telephone media interview Organizing meetings with analysts To listen to opinions that may affect the business opportunities of the Company both directly and indirectly.	Prioritize impact issues as a whole to prioritize and severity. which may be considered in conjunction with the risks To reduce the impact and to develop the sustainability of the business further.

### 3. Important issues affecting sustainable development (ESG)

Priority Issues Affecting Sustainable Development (ESG)	Reasons why sustainability is important	
	Company	Stakeholders
<b>Economic Dimension :</b> Corporate governance for competitiveness and long-term good performance		
1. Value Chain Management	Raw material procurement, production, product sales, systematic distribution Quality Management able to operate business sustainably	Create fairness to stakeholders throughout the value chain.
2. Responsibility for products and services	Produce quality products according to standards and meet the needs of customers. at a reasonable price and deliver on time	Customer satisfaction and able to compete in the market
3. Development of knowledge and ability of personnel in the organization and technology	Increase productivity, increase product value, manage production costs efficiently.	Customers receive good quality products. Create opportunities for competition
4. Risk Management	The production process is planned so that the machines can work interchangeably. To avoid losing market opportunities.	Reduce the likelihood of negative impacts on stakeholders throughout the value chain.

Priority Issues Affecting Sustainable Development (ESG)	Reasons why sustainability is important	
	Company	Stakeholders
<b>Social Dimension : Conduct business with accuracy, transparency and consideration of benefits and impacts. To all stakeholders, including human rights. Labor Rights</b>		
1. Occupational Health and Safety Development	Creating a safe and positive working environment by complying with laws and safety requirements. Occupational health and environment of the Company under various standard systems.	Employees are safe at work. Having a good workplace environment improves quality of life and work efficiency.
2. Fair hiring of workers	Employees are an important factor in driving the business towards sustainability, so the Company adheres to the principles of fair treatment in determining compensation, benefits, promotion, migration and potential development of employees, as well as not being biased against employees. By discrimination, by discrimination, race, gender, religion, age.	Employees are efficient at work. Job security Employees have equal rights without restrictions on gender, race, religion and age.
3. Social and Community Development	The company has been operating continuously for more than 30 years, so it has been accepted by partners, customers and surrounding communities.	Create jobs, create jobs for people in the community to earn income, and participate in various community activities. In order to improve the well-being of the community.
4. Compliance with the Code of Business Ethics	The Company attaches importance to compliance with the Code of Business Conduct. Throughout the value chain, from upstream to downstream, by selecting quality raw materials to produce quality products. Deliver to customers and consumers use quality, clean, safe and environmentally friendly products.	So that stakeholders at all stages of the value chain are positively affected.
5. Non-infringement of privacy rights	Non-infringement of privacy rights, especially sensitive information of employees and customers, which the Company is obliged to ensure that information is not disclosed without consent.	Employees and customers Have confidence in maintaining confidential databases to prevent data leakage that may have a negative impact.



Priority Issues Affecting Sustainable Development (ESG)	Reasons why sustainability is important	
	Company	Stakeholders
<b>Environmental Dimension :</b>	<b>Develop and improve production processes with environmental impact in mind. Under ISO 14001 : 2015</b>	
1. Renewable Energy	The Company installed Solar Roof Top on the roof of the production building, thus reducing the electricity consumption used in the production.	To reduce environmental impact Reduce greenhouse gas emissions, reduce global warming and climate change
2. Water Management	Water management provides that the water used in production or consumption within the company is at the standard level that will not be harmful. Water quality is monitored. If it slips into public water sources It will not cause harm to the environment and living organisms.	To reduce the potential negative impact on the surrounding communities.
3. Waste Management	The Company has trained employees to sort each type of waste by the color of the trash, raising awareness for employees to sort waste before disposal.	To screen for toxic waste. That could affect communities and destroy the environment. Recyclable waste can be used for further use.
4. Environmental Management	The Company operates in accordance with green industry standards by adhering to continuous improvement of production processes and environmental management. For environmentally friendly business operation	To demonstrate social responsibility both inside and outside the organization throughout the supply chain for sustainable development.
5. Compliance/Law	The Company complies with the requirements/laws by using it as a basis for its operation.	The Company operates in accordance with the law, does not cause environmental impacts/cooperates with the government.
6. Listening to complaints that may arise from various business processes	The Company sets standards for each step of the business operation, but there may be cases where there may be errors due to various factors, so the Company has opened channels for stakeholders to complain to the Company.	The Company is responsible for considering complaints and correcting them in accordance with the specified standards.



## Management of the company's business value chain

The Company attaches importance to the proper operation of all processes of the value chain. To prevent business disruption and affect the credibility of all stakeholders. With an emphasis from upstream to downstream. i.e. from the selection and procurement stage of raw materials. The production process, transportation and distribution of products to customers in all product basins, including consumers.

The company has a value chain strategy by providing valuable raw materials. Good production process efficiency (loss reduction) and reduction of warehouse management and delivery costs to reach customers according to their needs within a specified period of time.

Value Chain					
Production factor management	Operation	Marketing	After sales service	Transportation and Service	Support activities
<ul style="list-style-type: none"> <li>Procurement of Suppliers</li> <li>Provide high-quality raw materials at a reasonable price</li> <li>Raw material and spare parts risk management to reduce impact on production</li> </ul>	<ul style="list-style-type: none"> <li>Appropriate storage of raw materials in the warehouse</li> <li>Warehouse space management</li> <li>Quality inspection of raw materials and finished products</li> </ul>	<ul style="list-style-type: none"> <li>Manage, store, and maintain up-to-date customer databases</li> <li>Reasonable pricing and semester credit</li> <li>Provide information about the product for customers to use correctly</li> </ul>	<ul style="list-style-type: none"> <li>Deliver products that meet customer needs within the specified time frame.</li> <li>Maintain good customer relationships</li> <li>Collaborate with customers to solve problems and provide suggestions so that customers can take action</li> <li>Satisfaction to customers</li> </ul>	<ul style="list-style-type: none"> <li>Transportation management</li> <li>High quality and timely transportation of goods and services</li> <li>Keep the vehicle in good condition and always available to avoid any impact on transportation and the environment</li> </ul>	<ul style="list-style-type: none"> <li>Accounting and Finance</li> <li>Procurement</li> <li>Human resource management</li> <li>Good corporate governance</li> <li>Risk management</li> <li>Occupational Health and Environment</li> <li>Information system</li> </ul>



## Managing impact on stakeholders in the business chain

### 1. Inputs Management

#### Partner Policies and Guidelines

The Company places importance on the selection of suitable trading partners. It must ensure that the selection process and treatment of partners are equal and fair. The company recognizes the importance of Providing equality to partners, being ethical, complying with business standards by not requesting, accepting or paying any benefits that is dishonest in trading with trading partners Including promoting and supporting partners to fight against corruption.

The company has the criteria for selecting business partners as follows:

- 1) Produce or distribute quality products that meet the needs and can inspect the quality
- 2) Has the potential to grow with the company in the long term.
- 3) Able to comply with conditions and the Company's policy of adhering to property laws. Intellectual property will not produce or sell pirated products. and trademark.
- 4) Able to comply with good corporate governance principles In order to comply with the business operations of the company.

#### Procurement/Hiring Guidelines

The company has a practice that complies with the standard system. and quality criteria and select reliable production sources In addition, the company requests cooperation for partners to comply with various standards of the company. Including being responsible for society, community, environment, and most importantly, asking for cooperation in complying with the anti-corruption policy as the company has expressed its intention

Every year, the company will evaluate its business partners. according to international standards It also provides opportunities for new partners. have the opportunity to present products and services without being monopolized with any trade partner and to manage the risk of shortage of raw materials.The company complies with the principles of the company's standard system. ISO9001:2015, ISO14001:2015 GMPs and HACCP , etc., and there is a quality inspection of raw materials before receiving the product into the warehouse

#### Guidelines for raw material management

Materials are essential to business operations. Especially in the raw materials of production. The company's main raw materials are commodities. which fluctuates in price Therefore, the executives give importance to the first priority. The main raw materials must be inspected for quality to meet quality standards. And must find a backup supplier

to prevent the risk of raw material shortage. Currently, the main raw material supplier is a trade partner who has been in contact with each other for a long time. Therefore confident in the quality and reasonable price under the management of the company.

Since the company's main raw material is plastic resin, which fluctuates in price quite a lot as mentioned above. Therefore, the management sees the importance of managing the stock of such main raw materials. Since the price of the main raw material is an important variable that affects the cost of goods and Company performance Therefore, it is necessary to have management efficient stock of raw materials

## **2. Production process operations**

The company pays attention to the production process in every stage of production. Since the purchase of good quality machinery by looking at covering the issues Management of various parts of machines that can be used interchangeably machine layout corresponding to the division of the production building area to support operations If any production building machines have problems can use other machines instead so as not to lose production opportunities

In addition, the company See the importance of improving the production process. with the introduction of technology and new innovations into use in the production process and the development of personnel to be creative Knowledge of technology on the job in order to be able to extend the work to achieve efficiency

The executives attach importance to production and set performance indicators for the production department to be reported every month. Tracking and reporting the overall effectiveness of the machine (Overall Equipment Effectiveness : OEE) along with reporting problems in the work that occur. including solutions to problems were analyzed together. in order to find a conclusion to resolve the problem in a concrete way and focusing on communicating with relevant employees to acknowledge and acknowledge to put into practice Including giving opportunities to employees or employees across departments / departments Offer ideas for solving problems to create a direction for communication in the company. By seeing that it is a good coordination and relationship in working within the company.

Every employee is an important factor in driving the business. Therefore, creating a good atmosphere and working environment will lead to efficient work. Help reduce the amount of waste. Which brings good quality produce

## **3. Transportation**

The company gives importance to efficient delivery management. In order to deliver products that are accurate, fast, punctual and reach the customers as specified. Because the company's products have limitations in terms of delivery, such as the amount of load in each round of transportation. optimum temperature to reduce the chance of damage to the product to deliver the product in perfect condition to the customer. Therefore, the transportation system has been arranged to be appropriate both in part of the delivery

route quantity of goods delivered By raising awareness for the shippers, both in terms of delivery staff and service providers outside the company by establishing security measures for both the company's property and the safety of drivers, Including the importance of maintaining the condition of the transport vehicle to be ready to use comply with ISO 14001:2015 standards and maintain the vehicle condition according to the specified period. to reduce pollution that affects the environment

Also open for listening to complaints, suggestions, etc. from road users or third parties by specifying communication channels with the company such as telephone numbers, E-mail, Line, Facebook to acknowledge problems, complaints to bring Let's continue to improve the performance of employees.

#### **4. Sales of products and services**

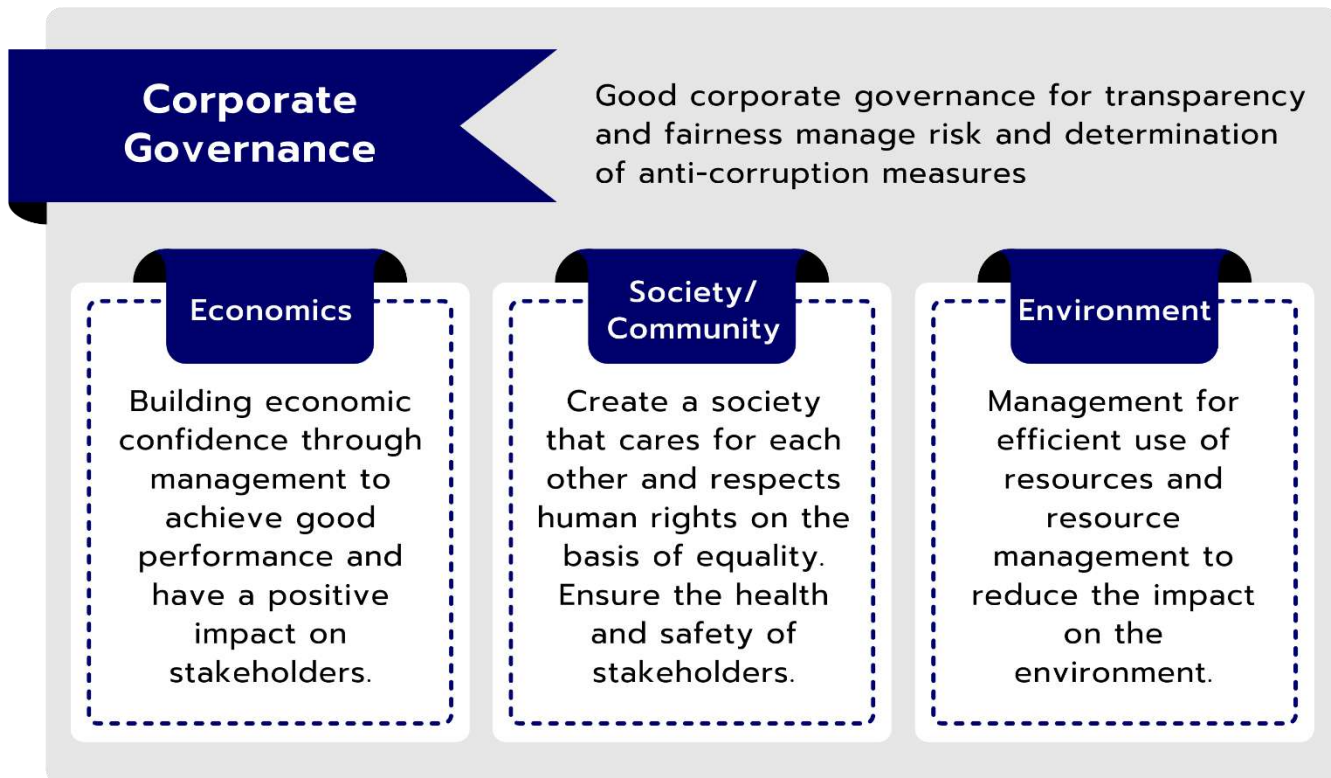
The company is committed to producing quality products that can meet the diverse needs of customers in all product groups and not just selling products, But wishing customers to choose products that are suitable for use, so in selling products to customers, the marketing team will provide information about the product both in terms of designing shapes, volumes, including bottle mouths, caps and labels to be consistent and suitable. By not only focusing on satisfying customers alone but taking into account the good things that customers will receive from selecting products that are suitable for their own products, the company specializes in the production of PET plastic bottles and adheres to the code of business ethics. Therefore aware of providing sufficient information to customers correct information. It will be a part that allows customers to analyze and make decisions in choosing the right products and able to manage product costs This is something that will create satisfaction for customers sustainably in the business.

In terms of product pricing, the company will set a reasonable and fair price in order for customers to be able to compete in the market, Because the Company's product is PET plastic bottles, which have plastic resin as the main raw material for production, the plastic pellets fluctuate in price and fluctuate according to the price of crude oil will affect the price of the product Incidentally, Notifying each customer of the product price adjustment The company will consider components in various aspects including the time to adjust which will be notified to customers in advance to give customers enough time to prepare and administer.

In addition, the company also pays attention to after-sales service, if any customer has problems in the production of products from using the company's bottles for production, the company will send a team of technicians to take care of the customer's site to jointly find a solution for solving problems with the customer's team. The company pays attention to every process related to the company's products and ready to work together to solve problems with customers in eliminating problems that will affect the joint business operations of customers and the company

### *Principles of sustainable development of the company*

The company has principles used in business operations. The company believes that for the organization to grow sustainably, it must have a vision, mission, strategy, and operating plan that can drive along with taking care of society, the environment, and operating with transparency, good governance, and giving priority . to the society and surrounding communities, and also focuses on balancing all 3 parts to be connected.



## Quality and Environment Policy

Prodigy Public Company Limited is a manufacturer and distributor of PET plastic bottle packaging and PET plastic preform for food packaging such as vegetable oil, drinking water, fruit juice and Seasoning sauce, etc., which have been accepted by customers for a long time. Therefore Product quality, product safety and environmental friendliness is what the company attach great importance by requiring personnel within the company to be informed and participate in maintaining the quality management system. and environmental management to meet the expectations of stakeholders to be satisfied and trust in the company in the future

The Company therefore has a policy and commitment to carry out its activities in accordance with the Quality Management System (ISO 9001), Good Manufacturing Practices (GHPs) and HACCP systems for product quality and safety. Including environmental management systems (ISO 14001) as well as compliance with relevant laws. The details are as follows.

1. Produce products according to specifications and standards to meet customer satisfaction and comply with domestic laws. And the destination country of the customer.
2. Conduct activities in accordance with the laws of the Kingdom of Thailand and comply with the company's policies on product quality and safety. And the environment.
3. Protect the environment and prevent pollution caused by raw materials, production processes, and company activities.
4. Save resources and energy, save costs and efficiency.
5. Continuously support and provide sufficient resources, including personnel, technology, budget, and necessary equipment, to improve And successfully solved the problems in the quality management system (ISO 9001), good production hygiene practice system (GHPs), HACCP system, and environmental management system. (ISO 14001) Objective
6. Enhance awareness of the Quality Management System (ISO 9001), Good Manufacturing Hygiene Practices (GHPs), HACCP, and Environmental Management System. (ISO 14001) applies to personnel at all levels of the company, including those who have business dealings with the company.
7. Encourage all employees to provide feedback on improving working conditions and related work methods. And continuously develop business.
8. Considering the influence of stakeholders, continuously review and improve to adapt to the current situation.

All personnel must have knowledge and understanding of regulations, practices, practices and compliance with the rules applicable to the quality management system. and environmental management of the Company Participate in solving problems that will affect the quality management system. and environmental management and prevent the problem from reoccurring



Therefore, all executives and employees must participate in expressing their opinions and jointly develop a quality management system and environmental management. Motivation to achieve company goals. Enhance the company's image and comply with the company's quality and environmental policies as follows:



“

**Promote and educate the environment to employees at all levels of the organization.**

”

The Company places importance on environmental performance. By raising awareness about the preservation of natural resources and the environment to all employees in the organization. Therefore, communications have been provided in all channels with the goal of prevention and care. To reduce the impact that may occur to the environment from the activities of the company. Along with promoting and providing environmental knowledge to employees at all levels throughout the organization. To be used as a guideline for the development of products and services that take into account the environment. including the company Committed to operating environment There is a set of guidelines for the system to work. and practice in a concrete and effective manner Therefore, an environmental system working group has been appointed. To become a working group to promote, control and supervise energy conservation operations and apply methods, technologies or new innovations to use, including energy management and various technologies. to be used properly efficient



## Efficient resource utilization policy

The company realizes that taking care of, maintaining and utilizing existing resources worthily is an important factor which has caused benefits to employees and a good environment in the organization, the company therefore focuses on cooperation in performing duties in preserving resources of all departments in the organization with unity under the policy of efficient use of resources. The operating principles are as follows:

1. All executives and employees We must help protect the environment and improve the workplace environment of the company, for example, the company organizes the 'Big Cleaning Day' activity for employees to clean the desk area and sort out materials and equipment that are not beneficial to the workplace environment.
2. All executives and employees must help reduce the amount of garbage and waste as well as bringing discarded products or materials that are still useful recycled.
3. All executives and employees Must conserve and use energy worthily. The company has set guidelines for saving electricity and water energy. using the most economical and effective way, such as a campaign to turn off the lights turn off the air conditioner and turn off electrical equipment according to the specified time, as well as selecting electrical equipment that has energy-saving properties, especially light bulbs air conditioner and electrical equipment within the building In addition, the company also organizes activities on Energy Day with the hope that all employees can use it in their daily lives.
4. The company has published policies and educated executives and employees. An effective resource utilization policy has been announced to all employees through all internal communication channels. To encourage and encourage employees to cooperate seriously.

The Resource Efficiency Policy is a guideline for conserving energy and nearby resources. Executives and employees can mobilize cooperation in giving importance and acting in order to show social responsibility together. Conserve and use the currently limited resources starting from within the organization, as well as raising a good consciousness of sustainable use of resources.



## Environmental Management

*In the middle of 2019*, the Board of Directors recognized the importance of the environment. Therefore approved the investment project to install solar cells ( Solar Roof Top) around the production building. with the objective of bringing solar energy to produce electricity to reduce production costs From such operations, the company was able to reduce the cost of electricity used in production. In addition, the company is the first establishment in the area Bang-Krabao Subdistrict installed solar panel which is regarded as a prototype establishment. Therefore, it is one of the pride of the company. That is a part that can help reduce environmental problems and to continuously monitor and evaluate the efficiency of electricity generation The Managing Director therefore requires that the efficiency of electricity generation of solar cells be reported every month by assigning the engineering department to follow it. for maximum efficiency and effectiveness.

*At the end of 2020*, Managing Director has set a goal that by the year 2021 , the company must be certified ISO 14001 , which is a goal that all departments of the company acknowledge and implement. In 2021, the company has trained employees to understand the management system. ISO 14001 as well as modifying the operational methods to be in line with the ISO 14001 system , requirements and standards, taking into account the benefits that will be received for the company as follows:

1. Helps to strengthen a good image for the organization.
2. Reduce production costs Reduce waste management costs
3. cause systematic environmental management
4. create opportunities and increase potential in commercial competition
5. Cost-effective use of resources or raw materials
6. The organization has gained confidence and trust in quality.
7. Obey the law Regulations, regulations, and other requirements related to the environment

*In 2022* The company therefore strives to operate in accordance with the ISO 14001 standard until it has received the ISO 14001: 2015 system certification from Intertek , and the company has also been certified as a green industry level 3 green system ( Green System) from the Ministry of Industry It is a result of the company's systematic environmental management. There is a follow up evaluation. and review for continuous improvement.

which in the past the company has given importance to the environment and has continued to develop

- Organization of energy and environmental conservation activities
- The campaign to save electricity helps employees to cooperate and save electricity, and understands the value of *"turn it on when in use and turn it off when not in use"*.

- Replacing fluorescent lamps with LEDs saves energy by 40-50% and has a longer lifespan. 50000 hours (8-10 hours) will last for at least 10 years and will be gradually adjusted starting from the office building. This project will help reduce company costs and reduce the amount of toxic waste annually.
- Use double-sided paper in the office to reduce waste.
- Maintenance of materials and equipment according to the period To reduce damage and wasteful energy use, such as cleaning the air conditioner According to the period.
- Modification of sanitary ware equipment in the bathroom to help save water use.
- Paper Less project by campaigning for the use of Email, Intranet and Line Official for communication within the organization.

In addition, the company also pays attention and monitors environmental impacts that may occur from production, such as the quality of effluent discharged outside the factory by complying with regulations and strict operational procedures Including submitting the results of water inspections to the Marine Department To certify the company and has taken action to control and manage the impact on the environment as follows.

## 1. Environmental resource management

### 1.1. Prevention and Surveillance

#### 1.1.1. Working environment

The Company monitors the quality of the environment in the work area, such as noise level in the work area, lighting, and heat in the work area, meeting the legal standards.

#### 1.1.2. Water quality

The company has measured the quality of effluent outside the factory as well as the quality of drinking water. It meets the legal standards.

### 1.2. Efficient resource management

**Industrial Waste Management** The Company has measures to sort unused materials by type and store them systematically before sending them to disposal recipients authorized by the Department of Industrial Works. This includes arranging bins by type of general waste and industrial waste. To ensure that employees understand and sort the types of waste before disposing of it, and it will be convenient for further management.

In addition, the engineering department (maintenance technician) has used waste materials to assemble the equipment. Upcycle appliances such as shelves, filing cabinets, chairs, etc., which reduces costs and effectively manages the amount of waste.

## 2. Encouraging employees to have knowledge

The company is aware of the importance of educating its employees regularly. Provide training for employees in various departments, such as safety in working with chemicals, training on current rules and standards related to the Company's business.

The Company adheres to legal practices as the basis, such as the Factory Act B.E. 2535 and the National Environmental Quality Promotion and Preservation Act B.E. 2535, etc.

The company is a manufacturer of PET plastic bottles. Knowledge and understanding of the product as well as the life cycle of the product, which PET plastic is a type of plastic that can be recycled 100% by being able to produce a variety of products. In 2021 and continuing into 2022, the Company has created employee form shirts (as a benefit for employees) made from yarn that comes from the 100% PET bottle recycle process to create a hands-on experience in using products that come from recycle PET plastic that can be worn comfortably, mobility, and also help reduce environmental impact sustainably.

## 3. Management to reduce greenhouse gas problems

In the past year, the company did not have clear statistical data, so there was no specific comparative data. However, the continuous implementation of related activities and projects can be seen as follows: Most activities contribute to directly or indirectly reducing greenhouse gas emissions.

However, in 2023, the Managing Director requested that data collection be specific and have clear indicators. The data will be used starting from this year. 65 years is the benchmark year for seriously reducing greenhouse gas emissions.

## *Social and Human Rights*

### Human Rights Policy

Prodigy Public Company Limited Conduct business in accordance with corporate governance principles with fairness and adherence to business ethics. Be responsible to society and all stakeholders By taking into account the good treatment of all parties with sincerity. Respect and kindness to one another without discrimination, equality and respect.

The Company believes that respecting the human rights of all stakeholders in the business value chain is the foundation for promoting business and social sustainability. Therefore, the Company values and respects the law and basic human rights principles without discrimination on discrimination based on discrimination, gender, race, religion, political rights, creeds or any other matter in accordance with the Universal Declaration of Human Rights (UDHR).



The Company is committed to encouraging stakeholders both inside and outside the organization to be informed by communicating, educating, and accepting, adhering to, and implementing effective business sustainability.

### **Operational aspects and operating environment**

1. Referee Executives and employees will perform their duties with "human equality" at the heart of human rights principles that are international standards under the legal framework without discrimination.
2. The company treats employees with employment matters. Work compensation, benefits Development and training Consideration of promotion Discipline and punishment Termination of employment or retirement based on the company's rules and policies that apply to the same standard throughout the organization.
3. The Company shall consider wages and benefits, including the professional advancement of its personnel, fairly, without discrimination and without favoring wrongful benefits, by establishing criteria for evaluating the work, which will not be based on innate gender, gender expression, age, race, language, religion and culture. Disability and economic conditions are criteria for assessment at all levels.
4. The company will avoid child labor. Determination of appropriate working hours in accordance with laws and business ethics
5. The Company provides opportunities for its personnel to have freedom of thought or participate in any activities that are carried out without violating business ethics and without affecting the Company's image because the Company has no policy to support or engage in politics at any level.
6. The Company will provide job security and support to its personnel. Develop knowledge and abilities according to the potential of each person. By organizing training both inside and outside the organization.
7. The company pays attention to safety standards. Occupational health and working environment with preventive care to reduce and avoid accidents Work-related injuries and illnesses Performing duties in accordance with the standards prescribed by relevant laws.
8. The Company will provide protection for vulnerable employees, such as providing appropriate employment to pregnant women, the disabled and the elderly, by organizing events that are appropriate for their physical and abilities, avoiding work that may cause harm and risk.
9. The company will support and facilitate Coordinating with social security agencies to ensure the well-being of the company's personnel.

## **Environment**

The Company will operate in a healthy environment and environment suitable for the work of its personnel, including business stakeholders and vulnerable groups. Taking into account pollution prevention, disposal of toxins, wastewater, various wastes, including air pollution. Greenhouse gas emissions, including reducing the use of resources such as water consumption, energy consumption, etc.

## **Ethical aspects**

1. The Company will communicate and disseminate information through various communication channels of the Company so that stakeholders can be informed and cooperate in complying with the Company's policies.
2. The Company provides fairness and protection measures for complainants or those who cooperate in reporting human rights violations. It protects the privacy and gives confidence to the complainant.

## **Measures for the conduct of personnel within the company**

1. The company's personnel must acknowledge their rights. Duties and scope of human rights of themselves and their business stakeholders by strictly adhering to and observing this policy. Without exception.
2. Company personnel must not be ignored. When the company's personnel are found. Other persons or business related parties conduct business by neglecting or violating human rights policies.
3. Personnel of the Company who commit human rights violations, including those who are aware of or involved, shall be subject to disciplinary action in accordance with the Company's rules and may be punished according to the law. The accused will not be considered guilty until he is proven guilty.

## **Whistleblowing or Complaints**

1. Whistleblowing or complaints
  - 1.1. Human rights violations as defined in this Policy directly or indirectly related to the organization.
  - 1.2. Acts that ignore or violate human rights in accordance with the Company's policies or affect the internal control system of the Company's business operations, leading to suspicion that it is a channel for human rights violations.
  - 1.3. Illegality, immorality, business ethics
2. Whistleblowing Channels  
All company personnel It is obligatory to report the story to the supervisor (hierarchy)/the agency assigned to take care of receiving whistleblowing or complaints. When human rights violations are witnessed, including external complainants related to the Company's business operations. Whistleblowing/Complaint Channel as follows

- 2.1. Line supervisors
- 2.2. Feedback box
- 2.3. By Email: [thitikan@prodigy.co.th](mailto:thitikan@prodigy.co.th)
- 2.4. Company Website: [www.prodigy.co.th](http://www.prodigy.co.th)

### **Conducting investigations and sanctions**

1. When a whistleblower is notified The Internal Audit Working Group will be the moderator. Investigating the facts by investigating the facts. The whistleblower or complainant will be informed of the progress from time to time, and the working group will discuss the results of the investigation with the relevant parties. To find appropriate solutions and to report to management and audit committee.
2. If the investigation reveals that the information or evidence is The Company will give the accused the right to be informed of the allegations and give the accused the right to prove himself by seeking additional information or evidence to show that he is not involved in the alleged wrongdoing.
3. If it is proved that the complainant has actually committed an offence. The Company will be deemed to be in breach of the Company's policy and shall be subject to disciplinary action in accordance with the Company's regulations. Defined and if it is an offence under the law. Offenders may be punished as required by law.

The Company will protect the rights of whistleblowers/complainants and informants by keeping the information of whistleblowers and informants confidential, as well as protecting them so that whistleblowers/complainants are not affected. And the decision has been made. The Company will inform the whistleblower/complainant of the results of the investigation.

### **Remedies**

In the event that it is proved that the Company or its personnel have committed human rights violations of any complainant by the Company by assigning or instructing personnel within the Company to take action, the Company will consider the drug practices on a case-by-case basis and the basic guidelines for preventing repeated violations, both intentionally and unintentionally, in order to ensure that the human rights policy guidelines are effective and sustainable.

### **Dissemination of human rights policy**

In order for all company personnel in the organization to be informed of the company's policy, the company will disseminate the policy through various channels of the company as follows:

1. The Company will post a human rights policy. To inform the company's personnel and related stakeholders.

2. The Company will disseminate human rights policies through the Company's communication channels such as Intranet, circulars, emails and websites for stakeholders both inside and outside the Company to be informed and observed.
3. The Company will conduct regular reviews of human rights policies. To be comprehensive and consistent with the current situation.

### **Monitoring and Review**

The Risk Management Committee shall assess the risks and review this Policy annually and propose to the Corporate Governance Committee for Nomination and Remuneration and the Board of Directors to consider and approve the changes, as well as supervise and monitor the implementation of this Policy and make recommendations on an ongoing basis.

### **Disclosure of Information**

The Company discloses information to employees, executives, shareholders, customers, business partners. All stakeholders and stakeholders through the Annual Report 56-1 One Report, the Company's website or other appropriate methods to ensure that the Company has transparent and auditable operations.

### **Saving and retaining data**

The Company operates in relation to information in accordance with the Company's policy, which is committed to maintaining standards regarding the work system. Information communication system, which is an important basis for creating an effective control system, will carry out various matters to ensure that the work system information and database system are protected, maintained, ready to be used or ready to be monitored at any time in the company's business. Work systems and database systems.



## Treatment of employees and workers

### Personnel

Number of personnel (GRI 102-8)

The Company's employees and employees (excluding executives) as of December 31, 2021 and December 31, 2022 totaled 294 and 272 persons, respectively, which can be divided into the following divisions:

Main line of work	Number of Employees (Person)	
	31 December 2021	31 December 2022
Production & Engineering Staff	217	194
Administrative and warehouse staff	46	49
Accounting Officer	4	4
Marketing Staff	7	7
Quality Control and Product Development Officer	19	17
Business Development Department	1	1
<b>Total</b>	<b>294</b>	<b>272</b>

*Note: The number of employees mentioned above does not include executives.*

### **Employment**

The Company has established a non-discriminatory employment policy and provides equal opportunities for gender, persons with disabilities, or other disadvantaged groups as appropriate in each position and without hiring child labor and illegal labor. The Company will not infringe on labor rights by hiring will prepare the employment contract correctly and in accordance with labor law standards.

The Company complies with labor laws and promotes and improves the quality of life for people with disabilities. It has provided opportunities for people with disabilities to become employees of the company at various rates that exceed the standards set by law.

In addition to this, the company sees the importance of respecting equal rights. Without discriminating against employees based on bias. Race, gender, religion, and allow all employees to express their opinions. Make a complaint through the Company's communication channels.

In 2022, the Company has a total of 4 employees with disabilities, most of whom are physically disabled (arms or legs) in the age range of 40 - 70 years. In addition, the management also pays attention to the quality of life to have a good quality of life and the entitlement that should be required by law. By assigning administrative and warehouse managers to thoroughly check the rights in such matters for people with disabilities.



Employee compensation

Remuneration for employees of the Company (excluding executives) It can be summarized as follows:

Type	Employee Return (Baht)	
	For the year ended 31 Dec 2021	For the year ended 31 Dec 2022
Employee Salaries	65,000,659	78,870,640
Employee Bonus	8,301,302	9,217,470
<b>Includes employee salaries and bonuses</b>	<b>73,301,961</b>	<b>88,088,110</b>
Employee Benefits	3,429,768	3,326,080
<b>Total employee compensation</b>	<b>76,731,729</b>	<b>91,414,190</b>

Provident Fund

The Company encourages employees to know how to save money for the future after retirement, so the company has established a provident fund for employees. On August 21, 2013

Provident Fund Accumulation (Baht)	2020	2021	2022
	2,377,822	2,535,324	2,487,310



Employee Benefits (GRI 102-41)

Employees of the Company It did not form an employee union, but held elections for employee representatives to be the welfare committee in the establishment. In accordance with the Labor Protection Act B.E. 2541 (1998), which gives the opportunity for the entire company to choose a representative of the employees who are elected, the employee representative will serve a term of 2 years. In determining what is appropriate. Make the company have a good relationship with employees.

*In 2022*, The Board of Directors considers the policy to determine the criteria for consideration of remuneration. Salaries, wages and special annual awards of managing directors, employees and employees of the Company The remuneration rate will be comparable to those listed on the Stock Exchange of Thailand in similar industries and businesses. Such remuneration is sufficient to incentivize and retain qualified personnel. Good performance results in achieving the goals and direction of the company's business.

#### Treatment of employees (GRI 401-2)

The company recognizes human resources as a valuable resource of the organization. Therefore, human resource care is a top priority of the company. Taking care of physical health and good mental health for employees is something that the company is ready to deliver to all employees, and if any employee has problems at work, can submit various complaints.

In addition, the management has focused on encouraging employees in the company to have good physical health. By organizing health promotion activities such as weight loss programs and providing various equipment for exercise for employees, it is envisaged that if employees are in good physical health, they can reduce illnesses as well as reduce personal expenses in medical care of employees.

#### **Returns and Benefits**

The Company provides equality and fairness in the care of all employees at all levels equally. Under the rules Regulations set by the Company The filling of employees in each position will be considered appropriate according to the knowledge, ability and responsibilities of each position. By remuneration and bonus payments to the employee; The Company considers the Company's performance and employee performance assessment results that are consistent with the returns of personnel in similar industries.

#### Providing appropriate benefits to employees

Employees of the Company will receive basic benefits that the Company provides equally to employees because the employee's physical and mental health will affect their work efficiency. For the rights that employees will receive, the Company will notify all employees in the orientation and in the employee manual. as follows

- Obtaining employee uniforms When passing the probationary period with work equipment (especially production line employees and related departments that need to have specialized work equipment for use in the operation).
- Providing safety equipment to employees who need to lift heavy objects to prevent work-related injuries.สวัสดิการด้านสุขภาพและประกันชีวิต บริษัทจัดให้มีการตรวจสุขภาพประจำปีให้กับพนักงาน รวมถึงการประกันชีวิตในลักษณะเป็นการประกันอุบัติเหตุกลุ่ม
- Medical treatment In the event that an employee becomes ill on the job, medical expenses can be reimbursed. The administrative and warehouse department will take care of and coordinate with social security in filing and advising employees.

- Establishing a provident fund to encourage employees to save money in the long term so that they can have money to save for retirement.

*In 2022*, the average employee turnover rate was 13.92% of the total number of employees (as of December 31, 2022, there were 280 employees).

### **Quality of Life**

The Company encourages all employees to have good physical, mental and social health, including annual health check-ups for all full-time employees. Monitor the working environment in each area so that employees work in a safe environment. Good quality of working life No illness. Able to work efficiently and live a happy life in addition to providing basic benefits to employees as specified.

The Company also assists the families of employees who have suffered losses due to the death of family members in accordance with the rights of employees specified by the Company, which is what the Company gives to affected employees every year.

In addition, if employees have problems or have doubts about basic medical rights, the company has assigned the administrative and warehouse department to be the agency that provides information and publicity on such matters to employees to be informed and answer questions on various issues so that all employees are aware of the rights under the law that they should have and understand the use of rights that are available to the maximum benefit.

*In recent years* The covid-19 outbreak situation that is still spreading The Company has established measures to be consistent with the current situation in order to guide all employees to implement. The Company has purchased ATK (Antigen Test Kits) and other equipment with continuous testing for all employees throughout the year. This is to isolate and reduce the chances of spreading infection to colleagues.

Including publicizing information and knowledge in various media of the company. In addition, the company has assigned the Administration and Warehouse Department take care and coordinate with the Public health in local for implementing current measures within the company to reduce the spread of the disease in the company.

In addition, the company places importance on group immunity. The administration and warehouse department has conducted public relations to inform employees of the vaccination service locations both within and outside the area, and reported the number of employees who have been vaccinated each week in both the head office and Surin branch to the management.

At the end of 2022, the company experienced flooding in the area where the company is located. Therefore, the company is able to manage and prevent water from entering the company, so it does not affect the company's operations, but since most of the company's employees are residents of Nakhon Chaisri and nearby areas. In Nakhon Pathom province, which is the province affected by this flood, the company provides transportation for employees to travel to and from the work period in order to facilitate employees to be able to travel to work.

## Safety at work

The Company has established policies, including providing various benefits to employees in order to comply with the law and human rights principles. Whether it is a policy regarding the administration and management of security. In addition, the Company also organizes morning talks to raise awareness and remind employees, especially production staff, to give importance to safe operation. Train employees to have knowledge about safety at work continuously, which has implemented safety measures. Occupational health and environment strictly and in accordance with standards.

### Occupational Safety and Health (GRI 403-1)

The Company focuses on making the organization accident-free from work as one of the risk management aspects of the employee's operation. The company places importance on safety at work and has designated it as the main KPI topic of the company that must be reported every month. The management will monitor and review the safety performance on a monthly basis.

The company is aware of safety and the reduction of accidents that may occur in all aspects, whether it is the use of tools and machinery, which has informed the operator of the details and procedures to ensure that the work is carried out with carelessness.

In addition, the company provides firefighting and first aid training to employees annually so that employees know and understand when they experience an incident. They can also help colleagues in case of any emergencies.



In 2022, there was only one work-related accident with a total duration of 65 days. (GRI 403-5)



### Determination of quality, occupational health, safety, environment policy (GRI 403-3)

The Company is concerned about the health and safety of its employees, including: Operations related to stakeholders by adhering to the principle of transparency, ethics and accountability. Therefore, the management has set the policy as follows:

1. Produce standard products according to requirements to ensure customer satisfaction.
2. Protect environmental quality and prevent pollution caused by raw materials, production processes, and activities.
3. Strictly comply with laws and regulations related to the company's business operations.
4. Effective utilization of energy and resources is the responsibility of all employees.
5. Support resource allocation of personnel, budget, tools, and equipment to improve and solve quality issues. Adequate and appropriate occupational safety, health, environment, and society.
6. Committed to preventing work-related injuries and diseases, continuously developing an occupational health and safety management system.
7. Publish quality, safety, occupational health, environmental, and social policies to employees and stakeholders.
8. Encourage all employees to participate in the company's occupational health, safety, and work environment activities or plans. And have the right to provide opinions on improving working conditions and how to work safely.
9. Continuously review and improve policies to adapt to the current situation, while considering the impact of employees and stakeholders.

### Human Resource Development Policy



The Company places great importance on human resource development as quality human resources are an important factor in the company's success in its operations to this day. The company focuses on developing skills in management, service, engineering and teamwork. Seminars by knowledgeable speakers from both inside and outside the company



*In 2022*, despite the covid-19 pandemic. The company foresees the development of knowledge in organizing training. The Company provides training within the organization and outside the organization, both online and offline, in order to enhance knowledge, develop potential, including learning in standardized systems and innovations. Create work and increase work efficiency to occur concretely.

In the field of knowledge development Ability of executive personnel to attend training To develop and enhance knowledge and experience that is useful for the performance of assigned duties and to the organization.

As a result of the company's opening of its branch in Surin Province, the company has arranged online orientation to reduce employee travel and also to use communication systems to increase work efficiency.

In addition to developing knowledge for personnel, the management also sees the sharing of knowledge to everyone in the organization to be able to learn thoroughly and as a channel for each person to share their knowledge with colleagues to be able to come and learn more. Through the *"Knowledge Sharing"* channel in the Company's information system.

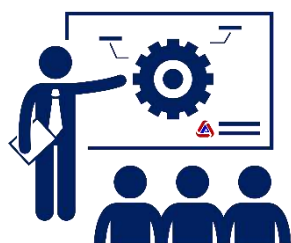
It also gives employees the opportunity to present their knowledge and ideas. Create that dares to think and act to create new innovations in work through One Point Lesson (OPL) and designated as one of the important topics of KPIs.

*In 2022*, management focuses on communication. Educating all employees at all levels who can be aware and informed of news. Internal announcements, educational and activities through the Line Official system under the group name "Broaddiji people", which is a medium that reaches all employees well in accordance with daily life and is a communication channel that is well received by employees.

In the past year, personnel at all levels have been admitted. Training and knowledge development in various courses both inside and outside the organization.

#### Human Resource Development Performance Indicators (GRI 404-1)

Number of employees attending 6 hours of training



2020	=	19.54 %
2021	=	55.62 %
2022	=	65.00%

The number of employees attending 6 hours of training in 2022 is 65% of the total number of employees.

*Employee training in 2022*, training both inside and outside the organization under the covid-19 pandemic In accordance with the social distancing principle, the company provides both online and offline training, which the company complies with the requirements of the Department of Skill Development that in 2022, the company must provide 6 hours of training not less than 20% of the total number of employees.

In 2022, the company has no disputes regarding employees and workers.

## *Customer Responsibility (GRI 412)*

### **Customer Policies and Guidelines**

The company is committed to providing quality and standardized products and services. Meet the needs of customers so that customers can be confident and trust in the quality of the company's products. Accurate and timely delivery of goods and services. Comply with contracts, agreements or conditions with customers transparently and equitably, while paying attention to the various needs of customers in each industry. The marketing team is in contact with customers and provides advice and listens to customer feedback or opinions, including confidentiality practices. as follows

1. Adhere to the business principle of integrity.
2. Adhere to various standards related to the company's business operations in accordance with business ethics.
3. Conduct business in accordance with laws and regulations, and shall not assist, promote or support any activities or transactions. Illegal.
4. Track development and changes, actively innovate, and improve customer satisfaction. Ministry of Foreign Affairs
5. Professional application of knowledge, abilities, expertise, prudence, and care to provide customers with high-quality products.
6. Strictly and appropriately store, maintain, and maintain customer confidential information, and shall not disclose such confidential information to anyone. Unless obtaining the client's consent or taking legal action to convey information about the company's products or services to the client. A correct mind.

#### **Duties of the Company to customers**

1. The Company is responsible for establishing good relationships and long-term cooperation with customers based on the principle of operating with integrity. Produce good quality products that meet the needs of customers at a fair price, provide knowledge and understanding about products so that customers have information to choose the right products to meet their needs.
2. The company focuses on providing the highest customer satisfaction and confidence. It is safe for consumers. Every year, the Company will send a customer satisfaction survey assessment for customers to evaluate and respond to the Company so that the Company can take such assessment results into consideration and improve the work to be efficient and effective to be able to satisfy customers.

### Customer Satisfaction (GRI 102-43)

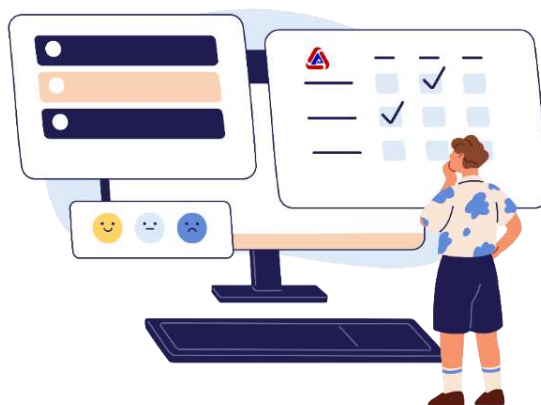
The results of the comparative customer satisfaction assessment in 2020, 2021 and 2022 are as follows: (GRI 102-43, 102-44)

Assessment header	Year 2020 (Assessment Score)	Year 2021 (Assessment Score)	Year 2022 (Assessment Score)
1. Product Quality	3.50	3.54	3.63
2. Delivery of goods	3.59	3.62	3.66
3. Service	3.58	3.66	3.64
4. Environment	-	-	3.58
<b>Average score achieved</b>	<b>3.56</b>	<b>3.61</b>	<b>3.64</b>

*Note:* The 2022 environmental assessment is the first year of the assessment.

The company has divided the customer satisfaction results into 4 parts.

1. Product quality is divided into 2 topics: quality products that meet the standards required by customers, packing.
2. Delivery is divided into 4 topics: delivery on time of appointment, accuracy and completeness of the goods, integrity of the condition of the goods and packaging. Health of delivery staff
3. The service is divided into 5 topics: health of the order taker and salesperson, empathy, enthusiasm and willingness to serve customers, speed in solving problems, coordination of various matters, after-sales service.
4. The environmental environment is divided into 2 topics, namely compliance with customer regulations in the environment and the integrity of the company's delivery vehicles that are in contact with customers, such as oil spills, black smoke, etc. Noise, etc.



The Company conducts customer satisfaction surveys as a tool for collecting data by sending assessments to both large and small customers. In addition to the assessment, the Company has also considered the recommendations that customers have indicated in the assessment form in order to improve, improve operational efficiency and respond to customer satisfaction to a better level.

In terms of communicating the impact of goods or services on the customer; The company provides communication channels for customers and third parties. The marketing department arranges for marketing staff to respond to inquiries and provide product information to customers, including receiving complaints. The company has opened contact channels via social media such as website, email, line, Facebook.

In 2022, only complaints from customers regarding products that the company and customers can carry out to improve and solve problems together and are considered normal in business operations. There have been no serious or significant complaints in recent years.

#### **Maintaining customer personal information (GRI 418)**

The Company recognizes the importance of the security and privacy of its customers, so the Company places importance on the management of personal information, which is important in business operations. In order for personal information to be safe from dissemination or various forms of cyber threats.



In 2022, the Company has implemented security measures as well as preventing the use of customer data without the prior consent of the customer. It also requires each relevant agency to use customer data for specific use. For the purpose of trading goods and providing services to customers without being able to publish information externally without permission. *(For more information, please visit <https://prodigy.co.th/pdpa-th>)*

#### **CSR 2022**

The Company has been continuously conducting CSR along with its business operations. The Company has a business approach that allows it to coexist with the community, society and stakeholders by minimizing negative impacts in order to ensure

smooth business operations. By engaging with the community through activities in each agenda or festival, it is possible to develop relationships with the community.

**CSR in process** The company is aware of the social responsibility that is in the process of working, so it has taken action.

1. Develop efficient production processes
  - Reduce production waste Defined as primary KPI and Action Plan and followed up on a monthly basis.
  - Innovations such as the development of lightweight PET bottles to reduce plastic resin consumption and reduce weight will help reduce production costs and reduce carbon footprint.
  - Focus on producing good quality products that meet the standards and needs of customers.
  - Implementation of production waste in accordance with specified standards to reduce the impact on stakeholders and communities, such as checking effluent bills to meet standards before discharge into public water sources.
2. Operating with environmental care
  - Electricity consumption generated from solar panels (Solar Cell)
  - Management of wastewater from production and consumption before discharge into public water sources
  - Management in accordance with ISO 14001:2015

**Management from the inside out** From the company foresees raising awareness in various aspects for employees in the organization at all levels in order to improve operational efficiency will affect good effectiveness. It positively impacts the stakeholders of the organization but remains focused on doing so.

**CSR after process** In the past year, it has been carried out through the following activities:



1. Due to the flooding situation at the end of the year in Nakhon Chaisri district. As a result, many areas were affected. From the flood water level Therefore, the company has organized a team to help alleviate the suffering of the surrounding communities by making temporary improvements to the road surface. In order to reduce accidents, the municipal road 1 Tambon Bang Krabao is a road that the surrounding communities use as the main route to travel, but

due to the flood situation, the road surface is damaged and large grooves are formed, which results in many accidents of road users. Bring stone and sandbags to the area to temporarily repair damaged road surfaces so that people in the community and employees of the company can use the road safely and reduce the chance of accidents.



2. The Company has joined the Care the Wild project "Plant & Protect", which combines the power to plant trees for the forest and protect the forest with maiA through good governance mechanisms. To reduce environmental problems and create a good ecosystem for Thai people sustainably at Ban Aoi Community Forest, Ban Boonreung Community Forest., Rong-Kwang, Phrae Province.



3. The Company has a collaborative approach to developing research on recycle PET bottles for production into technology products through a collaboration between the Company and the National Nanotechnology Center (NANOTEC). National Science and Technology Development Agency (NSTDA) The company has delivered scrap waste to the research team to study the structure and feasibility of producing innovative products.



4. The company handed over production waste to the Asia Pacific Renewable Energy Development Foundation. T. Makham To support the project to process plastic with pylorization process into fuel and donate it to temples that use fuel for funerals with the poor. To manage plastic waste reduction and bring benefits to society.

5. The company supports social activities by providing financial support for children's day activities to educational institutions. In the vicinity of the company's location annually.

## Management Discussion and Analysis (MD&A)

### Description and Analysis Financial position and performance (GRI 201-3)

The Company's operating results for the years ended 31 December 2022 and 2021 are as follows:

Unit : Million Baht	Year 2022	Year 2021	Increase (decrease)	
			amount	percent
Revenue from sales	757.085	684.097	72.988	10.67
Other income	1.987	1.152	0.835	72.48
Total earnings	759.072	685.249	73.823	10.77
Cost of sales	640.836	555.131	85.705	15.44
Gross margin	118.236	130.118	(11.882)	(9.13)
Selling expenses	23.449	23.269	0.18	0.77
Administrative expenses	41.017	37.237	3.78	10.15
Financial expenses	0.354	0.313	0.041	13.10
Net Profit	40.627	55.242	(14.615)	(26.46)

*In 2022*, the company had a net profit of 40.627 million baht. Decreased by 14.615 million baht or 26.46% compared to 2021 net profit of 55.242 million baht This is due to the increased cost of sales due to higher raw material prices. Revenue from sales increased in 2022 to 757.085 million baht. Cost of sales increased by 72.988 million baht or 10.67% compared to 2021 for cost of sales in 2022 of 640.836 million baht. This is an increase from 2021 of 85.705 million baht. 15.44% of the increase in cost of sales was 15.44%. The price of raw materials increased in line with the increase in crude oil prices. As a result, the Company's gross profit in 2022 was 118.236 million baht. Decreased by 11.882 million baht or 9.13% for selling expenses in 2022, up from 0.18 million baht in 2021. Administrative expenses increased by 3.78 million baht or 10.15% compared to 2021, driven by wage adjustments and provision for doubtful debt. Financial expenses in 2022 increased from 0.041 million baht in 2021. 13.10% due to payment of bank fees.

### Performance Analysis

#### 1. Revenue from sales

For administrative purposes, the Company has grouped 5 types of products as follows:

- 1.1. Vegetable oil group
- 1.2. Drinking Water Group

- 1.3. Juice Group
- 1.4. Seasoning groups and others
- 1.5. Preform group

Unit : Million Baht	Year 2022	Year 2021	Increase (decrease)	
			amount	percent
<b>Revenue from the sale of products</b>				
1.1. Vegetable oil group	233.057	244.392	(11.34)	(4.64)
1.2. Drinking Water Group	104.823	69.650	35.175	50.50
1.3. Juice Group	35.538	35.623	(0.085)	(0.24)
1.4. Seasoning groups and others	120.662	101.637	19.025	18.72
1.5. Preform group	263.005	232.794	30.211	12.98
<b>Total sales revenue</b>	<b>757.085</b>	<b>684.096</b>	<b>72.989</b>	<b>10.67</b>

In 2022 The company has revenue from product sales. vegetable oils decreased 11.34 million baht, representing 4.64 %. The decrease was due to the decline in sales of large customers. increased drinking water group 35.175 million baht , representing 50.50% because the existing customers began to gradually orders and increasing of new customers that some new customers of the Surin branch. The fruit juice group decreased by 0.085 million baht , or 0.24 % , while the seasoning sauce and others increased by 19.025 million baht, or 18.72 % , because there were more customers from the existing customers and expanding the customer base in the fermented fish sauce group and other Seasoning sauce. As for preform products, sales increased by 30.211 million baht , or 12.98 % , with some of the increasing preform customers being new customers of the Surin branch

Overall, sales revenue increased. The company has increased the number of new customers, as well as the increase in revenue at surin branches. The increase in cost of sales was partly due to the impact of the war between Russia and Ukraine. As a result, commodities have fallen in volume and prices have risen. Especially crude oil. As a result, the price of raw materials is high. Therefore, the company needs to gradually adjust the price of the product with the customer by notifying the customer in advance so that the customer can manage within his own company to be ready before adjusting the price of the product.

Other income of the company increased. 72.48% was income generated from interest earned, profit from the sale of property and scrap materials.

## 2. Cost of sales

In 2022, the cost of sales was 640.836 million baht. Compared to 2021, it was 555.131 million baht. The company's cost of sales increased by 85.705 million baht. This represented 15.44% due to the increase in raw material prices.

## 3. Selling expenses

In 2022, there are sales expenses. 23.449 Million Baht 0.18 million baht increase Compared to 2021, the cost was 23.269 million baht. This represented an increase in shipping costs, which was driven by rising oil prices.

## 4. Administrative expenses

In 2022, administrative expenses amounted to 41.017 million baht. 37.237 million baht The increase was 3.78 million baht. 10.15% was an increase in wages and debt provisioning.

## 5. Financial expenses

In 2022, financial expenses amounted to 0.354 million baht. Compared to 2021, the amount was 0.313 million baht. The increase was 0.041 million baht. 13.10% due to increased bank fees

## Financial Analysis

Unit : Million Baht	31 December 2022	31 December 2021	Increase(Decrease)	
			Million Baht	Percent
<b>Assets</b>				
Current assets	483.829	490.036	(6.207)	(1.27)
Non-current assets	235.942	274.444	(38.502)	(14.03)
<b>Total assets</b>	<b>719.771</b>	<b>764.480</b>	<b>(44.709)</b>	<b>(5.85)</b>
<b>Debt</b>				
Current liabilities	113.230	156.370	(43.140)	(27.59)
Non-current liabilities	22.793	19.629	3.164	16.12
<b>Total Liabilities</b>	<b>136.023</b>	<b>175.999</b>	<b>(39.976)</b>	<b>(22.71)</b>
<b>Equity</b>				
Company's Equity	583.748	588.481	(4.733)	(0.80)
<b>Debt and equity included</b>	<b>719.771</b>	<b>764.480</b>	<b>(44.709)</b>	<b>(5.85)</b>

### Assets

As of December 31, 2022, the Company had total assets of Baht 719.771 million. Decreased by 44.709 million baht or 5.85% from the previous year Details are as follows:

- Current assets decreased by Baht 6.207 million or 1.27%, primarily due to a decrease in cash and cash equivalents and accounts receivable.
- Non-current assets decreased by Baht 38.502 million or 14.03%, mainly due to depreciation of buildings and equipment and other non-current assets.



### Debt

As of December 31, 2022, the Company had total liabilities of Baht 136.023 million. Decreased by 39.976 million baht or 22.71% from the previous year Details are as follows:

- Current liabilities decreased by 43.140 million baht or 27.59 percent, mainly due to a decrease of 41.647 million baht from the base in 2021. In 2022, it is ordered in regular quantities.
- Non-current liabilities increased 3.164 million baht or 16.12% was mainly due to an increase in employee long-term benefit provisions.

### Equity

As of December 31, 2022, the Company's shareholders' equity totaled Baht 583.748 million. Decreased by 4.733 million baht or 0.80% from the previous year This was mainly due to a decrease in retained earnings from the 2022 operating results and dividend payment.

### Liquidity

Unit : Million Baht	31 December 2022	31 December 2021	Increase(Decrease)	
			Million Baht	%
Cash flow from operating activities	22.342	145.941	(123.599)	(84.69)
Cash flow is spent on investment activities.	5.937	17.605	(11.668)	(66.28)
Cash flow is spent on financing activities.	45.294	85.493	(40.199)	(47.02)
Net increase (decrease) in cash and cash equivalents	(28.888)	42.843	(71.731)	(167.43)
Cash and cash equivalents at the beginning of the year	294.359	251.515	42.844	17.03
Year-end cash and cash equivalents	265.471	294.359	(28.888)	(9.81)

In 2022, the Company's cash and cash equivalents at the end of the year were 265.471 million baht. Decreased by 28.888 million baht or 9.81% as follows:

- Cash flow used in operating activities decreased by 123.599 million baht.
- Cash flow spent on investment activities in 2022 decreased by 11.668 million baht.
- Cash flow spent on financing activities decreased by 40.199 million baht. from all dividend payments.

In conclusion The Company's cash and cash equivalents decreased year-on-year by 28.888 million baht. When combined with cash at the beginning of the year, the amount was 294.359 million baht. As a result, cash and cash equivalents remained at the end of the year amounting to Baht 265.471 million.



Key financial ratios

	nit	Financial Statements for the fiscal year ended		
		31 Dec. 2022	31 Dec. 2021	31 Dec. 2020
<b>Liquidity Ratio</b>				
Liquidity Ratio	equal	4.27	3.13	4.85
Liquidity ratio rotates quickly.	equal	3.19	2.55	4.13
Cash flow liquidity ratio	equal	0.17	1.21	1.98
Receivable turnover ratio	equal	6.25	5.72	5.66
Average debt collection period	day	58.37	63.80	64.52
Inventories turnover	equal	6.76	8.38	8.86
Average selling time	day	53.96	43.34	41.19
Payable turnover rate	equal	4.99	5.04	6.72
Repayment period	day	73.10	72.47	54.30
Cash cycle	day	39.23	34.86	51.42
<b>Profitability Ratio</b>				
Gross margin	%	15.35	18.83	27.83
Net profit margin	%	5.35	8.06	15.61
Return on equity	%	6.93	9.17	16.46
<b>The ratio shows operational efficiency.</b>				
Return on assets	%	6.90	9.34	17.41
Return on fixed assets	%	16.53	19.20	33.38
Asset rotation rate	equal	1.02	0.92	0.90
<b>Monetary Policy Analysis Ratio</b>				
Debt to equity ratio	equal	0.23	0.30	0.17
Interest pay ability ratio	equal	144.75	221.53	433.89
Ability ratio pays obligations.	equal	0.44	1.42	1.27
Dividend Payment Rate	%	102.35	87.98	87.93

### Liquidity Ratio

The liquidity ratio at the end of 2022 was 4.27 times, up from 1.14 times in 2021, with the cash cycle at 3.19 and 0.17 times, respectively, with the cash cycle of 39.23 days in 2022, up from 34.86 days in 2021, and the average customer debt collection time in 2022 was 58.37 days, down from 5.43 days in 2021.

### The ratio shows profitability.

In 2022, the ratio of profitability was 15.35%, 5.35% and 6.93% respectively, with gross margin decreasing by 18.48%, net profit margin decreasing by 33.62% and return on equity decreasing by 24.43%.

### The ratio shows operational efficiency.

In 2022, the return on assets was 6.90% due to lower profit and asset turnover rate of 1.02 times, an increase of 0.10 times compared to 2021, while the return on fixed assets in 2022 was 16.53, down from 13.91% in 2021 due to lower net profit.

### Monetary Policy

At the end of 2022, the Company had debt of Baht 136.023 million and shareholders' equity of Baht 583.748 million. The debt-to-equity ratio was 0.23 times, down from 0.07 times at the end of 2021, with a dividend payment rate of 102.35 percent in 2022.



## General Information

- Company's name (GRI 102-1)** : Prodigy Public Company Limited
- Abbreviation** : PDG
- Nature of business** : Manufacturer and distributor of Polyethylene Terephthalate (PET) packaging and Preform
- Location of Head Office (GRI 102-3, 102-4)** : 7/3 Moo 3 Bangkrabao sub-district, Nakornchaisri district, Nakornpathom province 73120
- Location of Branch** : 55 Moo 1, Tambon Buruesi, Amphoe Mueang Surin, Surin 34000
- Telephone** : (034) 332611-2 , (034) 228298-301
- Fax** : (034) 332613
- Home Page** : <http://www.prodigy.co.th>
- Email** : [info@prodigy.co.th](mailto:info@prodigy.co.th)
- Register number** : 0107556000388
- Registered capital (GRI 102-7)** : 296,999,929 ordinary shares at par value Baht 0.50 per share Total 148,500,000 Baht
- Paid-up registered capital** : 296,999,929 ordinary shares at par value Baht 0.50 per share Total Baht 148,499,964.50
- Securities Registrar** : Thailand Securities Depository Co., Ltd.  
The Stock Exchange of Thailand Building,  
93 Ratchadaphisek Road Din Daeng Bangkok, 10400  
Tel. 02-009-9000 Fax. 02-009-9992
- Auditors** : 1 Mrs. Chonlaros Suntiasvaraporn Certified Public Accountant No 4523 /or  
2 Mr. Chatchai Kasemsrithanawat Certified Public Accountant No 5813 /or  
3 Ms.Siraporn Ouaanunkun Certified Public Accountant No 3844
- : EY Office Company Limited  
33 rd Floor, Lake Rajada Office Complex, 193/136-137 Rajadapisek Road,  
Klongtoey, Bangkok 10110  
Tel. 02-264-9090 Fax. 02-264-0789-90

## Other important information

*Juristic person holding more than 10% of the company's shares*

### **Thai Vegetable Oil Public Company Limited**

**Head Office** : 149 Rathchadapisek Road (Thapa-Taksin), Bukkhalow,  
Thonburi, Bangkok 10600  
Tel.02-477-9020  
Fax.02-477-8022

**Type of Business** : Producer and Distributor of soybean meal and soybean oil  
**Number of shares and type of shares issued** : Common shares 889,471,248 shares  
**Number of shares held by the Company** : 94,600,000  
**Shareholding** : 31.85%

### **Thai Edible Oil Company Limited**

**Head Office** : 3366/6-8 Soi Manorum, Rama 4 Road, Klongton, klongtoey,  
Bangkok 10100  
Tel.02-249-9331-2  
Fax.02-249-4914

**Type of Business** : Manufacture and Distribution of Vegetable Oil  
**Number of shares and type of shares issued** : Common shares 13,980,000 shares  
**Number of shares held by the Company** : 33,000,000  
**Shareholding** : 11.11%

## Legal disputes

The Company has only legal disputes from normal business operations, without which the Company is a party or a party to a lawsuit filed as a defendant with a capital of more than 5% of the shareholders' equity as of December 31, 2022.



## Assets used in business operations

### Main fixed assets

As of December 31, 2022, the transactions and book value after deduction of accumulated depreciation of the main fixed assets used in the Company's business operations as shown in the Company's financial statements. Details are as follows:

Item	Net book value (million baht)	Types of ownership	Liabilities
Land and Land Improvement	45,306,536.66	Owner	None
Buildings and renovations, Office Appliances & Furnishings	63,737,152.17	Owner	None
Machinery, equipment and equipment in the factory	111,924,567.92	Owner	None
Vehicles	4,774,569.62	Owner	None
Intangible assets	31,996.75	Owner	None
<b>Total</b>	<b>225,774,823.12</b>		

The company's fixed assets as shown above can be classified as follows:

### Land and buildings and building improvements

Location	Characteristics and size	Types of ownership	Objectives of	Location
<i>Land</i> NakornChaisri, NakornPathom.	Title deeds: no. 2338, 2339, 2360, 49998 and 50149, with an area of 17 rai and 93 square wa.	Owner	Title deeds: no. 2338, 2339, 2360, 49998 and 50149, with an area of 17 rai and 93 square wa.	None
<i>Buildings and building improvements</i> NakornChaisri, NakornPathom.	Five manufacturing facilities within a total area of 27,000 sq.m. and a 2-floor office with total utility space of 11,801 sq.m.	Owner	Five manufacturing facilities within a total area of 27,000 sq.m. and a 2-floor office with total utility space of 11,801 sq.m.	None
<i>Land</i> Buruesi sub- district, Maung District Surin Province	Title deeds: no193806, 193807 with an area of 15 rai and 302 square wa. total utility space of 2,408 sq.m.	Owner	Title deeds: no193806, 193807 with an area of 15 rai and 302 square wa. total utility space of 2,408 sq.m.	None



Machinery & Equipment

Machinery	Location	Objectives of the tenure	Liabilities
<ul style="list-style-type: none"> <li>▪ 33 PET bottle packaging machines with production capacity of approximately 59.5 million plastic bottles per month</li> <li>▪ 5 sets of automatic PET bottle capping machines with production capacity of approximately 6 million plastic bottles per month</li> <li>▪ Filling machines 5 sets of automatic PET bottle wrapping machines with a total production capacity of approximately 9 million plastic bottles per month</li> <li>▪ 2 sets of automatic PET bottle wrapping machines with a production capacity of 24 million plastic bottles per month</li> <li>▪ 1 set of bottle screening machines Approximate production of 1 million bottles per month</li> <li>▪ 1 PET preform production line with production capacity of about 20 million pieces per month</li> </ul>	<p>NakornChaisri district, NakornPathom province</p>	<ul style="list-style-type: none"> <li>▪ Packaging process for PET bottles and preforms.</li> <li>▪ Labeling process for PET bottles</li> <li>▪ Used to package bottles into bags.</li> <li>▪ Used for PET bottle labeling</li> <li>▪ Used for bottle screen printing</li> <li>▪ Used for producing pre formed packaging.</li> </ul>	<p>None</p>
<ul style="list-style-type: none"> <li>▪ 2 PET bottle packaging machines with a production capacity of approximately 2 million plastic bottles per month</li> <li>▪ 1 PET bottle blowing machine with a production capacity of approximately 3.6 million plastic bottles per month</li> <li>▪ Filling machine 1 set of automatic PET bottle wrapping machines with a total production capacity of 1.8 million plastic bottles per month</li> <li>▪ 1 set of PET bottle wrapping machines with a production capacity of 12 million plastic bottles per month</li> </ul>	<p>Buruesi Sub-district, Maung District, Surin Province</p>	<p>Used in the production of PET bottle packaging</p>	<p>None</p>



Other fixed assets

Types of assets	Types of ownership	Net value after depreciation deduction (baht)	Liabilities
Office supplies and furniture and fixtures	Owner	1,290,708.38	None
Tools used in the factories	Owner	22,745,618.92	None

Intangible assets used in the Group's business operations

Types of assets	Types of ownership	Net value after depreciation deduction (baht)	Liabilities
Computer programs	Owner	31,996.75	None

Property Insurance Contract

As of December 31, 2022, the Company has fire and disaster insurance, which will cover damages. Due to fire, lightning Gas explosions, explosions Water hazards, windstorms Disasters to electrical appliances, disasters and geo-disasters by the Company's insurance can be summarized as follows:

Types	Fire and catastrophe insurance
Place insured (1)	7/3, Moo 3, Bang Krabao sub-district, NakornChaisri district, NakornPathom province
Maturity	January 19, 2024, at 4.00 pm.
Sum insured	787 million baht
Place insured (2)	Branch, No.55, Buruesi sub-district, Maung district, Surin jprovince
Maturity	November 25, 2023, at 4.00 pm.
Sum insured	100 million baht
The insured	Prodigy Public Company Limited



Head Office, Nakhon Pathom



Surin Branch Office

## Auditor and Audit Fee

The Audit Committee reviewed and selected the external auditor and determined their Remuneration for the year 2022 by considering the compliance of the selection procedure with the guidelines approved by the Committee, taking into account the qualifications of the audit firm and the auditors. In order to increase assurance that the auditor was independent, The Committee formulated a policy in conformity with the Securities and Exchange Commission ("SEC")'s notification.

In the past year, the company paid audit fee and other service to The EY office Co.,Ltd. followed as:

Detail of expenditure	In 2022, Amount (Baht)
3 quarters reviewed financial statement	480,000.00
Full year audited financial statement	650,000.00
Others	-
<b>Total</b>	<b>1,130,000.00</b>

The Audit Committee considered the auditor's performance in the past year and the auditor's remuneration and presented the Board of Directors for approval at the 2022 Annual General Meeting of Shareholders.

Mrs. Chonlaros Suntasvaraporn Certified Public Accountant No 4523 /or  
 Mr. Chatchai Kasemsrithanawat Certified Public Accountant No 5813 /or  
 Ms.Siraporn Ouaanunkun Certified Public Accountant No 3844  
 from EY Office Company Limited as the auditor of Company for year 2022

The shareholders' meeting unanimously approved the appointment of the auditor and the auditor's remuneration for the year 2022 (as detailed above).



## Part 2

# Good Corporate Governance



## Corporate Governance Policy

### Section 1 Rights of Shareholders

The Company attaches importance to the rights of shareholders. The Company will encourage shareholders to exercise their rights. The basic rights of shareholders include trading or transferring shares. The company's share of profits Obtaining adequate information Attendance of the meeting to exercise the right to vote at the shareholders' meeting to appoint or remove directors Appointment of auditors and matters affecting the Company, such as dividend allocation Determination or amendment of articles of association and memorandum of association, capital reduction or capital increase, and approval of special items, etc.

The Company has a policy to take action on various matters to promote and facilitate shareholders to exercise their rights. as follows

- The Notice of the Meeting will indicate the date, time, place, articles of association of the Company relating to the shareholders' meeting and the agenda, with clarifications and reasons for each agenda, together with the opinion of the Board of Directors, the proxy as specified by the Ministry of Commerce, and the list of independent directors. Cannot attend the meeting in person. In addition, the Company will publish important information about the shareholders' meeting via the SET's website and the Company's website in advance of the meeting.
- Prior to the meeting, the Company will inform the meeting of the voting rules and how the votes will be counted at the meeting. The chairman of the meeting will allocate appropriate time for shareholders to have the opportunity to express their opinions and ask questions about the company, with relevant directors and executives attending the shareholders' meeting to answer questions and listen to opinions and suggestions from shareholders. The Company will allow shareholders to submit questions in advance of the meeting date.
- In case there are several items on the agenda, such as the agenda for the appointment of directors. The Company will arrange for individual resolutions.
- After the Shareholders' Meeting The Company will prepare a complete and accurate minutes of the meeting which will indicate the voting process. Questions, answers, and voting results for each agenda, both agreed votes. In addition, the company will record the names of the directors who attended the meeting and the directors who left the meeting. The minutes of the shareholders' meeting will be submitted to the SET within 14 days and the minutes of the meeting will be published on the Company's website.



## Section 2 Equitable Treatment of Shareholders

The Company will treat all shareholders equally, both executive and non-executive shareholders, as well as foreign shareholders.

- The Company will prepare the meeting invitation in English and publish it together with the Thai invitation letter.
- The Company will conduct the shareholders' meeting in the order of the agenda specified in the invitation letter and will not add unnecessary agenda items, especially important agendas that shareholders need time to study before making a decision.
- The Company will allow minority shareholders to nominate a person to serve as a director by submitting the nomination person's information together with a letter of consent to the Chairman of the Board of Directors under the criteria set by the Company.
- The Company will encourage shareholders to use ballots for all agenda items by storing ballots at shareholders' meetings to calculate shareholders' votes, and the Company will store ballots for transparency and accountability.
- The Company attaches importance to the correct disclosure of information about the Company. To all shareholders equally through the SET's website and the Company's website.
- The Company has a policy to prevent cases where directors and executives use inside information to seek benefits for themselves or shareholders.
- The Company has a policy that directors who have an interest in any agenda shall refrain from participating in the meeting to consider the agenda.

## Section 3 Roles of Stakeholders

The Company attaches importance to the rights of all relevant stakeholders such as customers, employees, partners, shareholders or investors, creditors and communities in which the Company is located, as well as other stakeholders such as competitors and independent auditors, etc.

### Shareholders

1. The Company is obliged to encourage shareholders to exercise their rights. The basic rights of shareholders include trading or transferring shares. The company's share of profits Obtaining adequate information Attendance of the meeting to exercise the right to vote at the shareholders' meeting to appoint or remove directors Appointment of auditors and matters affecting the Company, such as dividend allocation Determination or amendment of articles of association and memorandum of association, capital reduction or capital increase, and approval of special items, etc.
2. The Company is obliged to encourage shareholders to exercise their rights in various matters. At the Annual General Meeting of Shareholders, such as the

right to nominate a person to be a director and the right to express opinions and ask questions related to the agenda, etc.

3. The Company is obliged to refrain from acts that violate or deprive shareholders of their rights, such as not submitting important information or documents prior to the shareholders' meeting, and adding important agendas or changing important information without prior notice to shareholders, etc.

#### Employees

1. The Company provides fair compensation to employees based on employee performance, which the Company will measure the performance of employees fairly in accordance with the criteria set by the Company.
2. The Company has a policy to develop the Company's personnel, the Company has organized training to educate employees and executives, and the Company has sent employees and executives to train with external agencies on work-related matters.
3. The company is responsible for maintaining a hygienic working environment. It is conducive to efficient work and is safe for the life and property of employees.
4. The Company is responsible for maintaining the privacy of its employees, and the Company shall not disclose personal information of employees such as salary, medical history, to third parties unless the Company is obliged to disclose such information in accordance with regulations and laws.

#### Customers

1. The Company is responsible for establishing good relationships and long-term cooperation with customers based on the principle of operating with integrity.
2. The company focuses on providing the highest customer satisfaction and confidence. It is safe for consumers. In accordance with the terms and conditions provided to the customer, as well as strictly comply with the terms and conditions with the customer.

#### Partners and creditors

1. The Company takes into account equality, fairness and integrity in its business operations.
2. The Company will maintain its business ethics by not demanding, accepting or paying any dishonest benefits in trading with its partners.

#### Commercial competitors

1. The Company has a policy to support and promote free and fair trade competition.
2. The Company will treat its competitors in accordance with the law and adhere to good practices, which the Company will not damage the reputation of its competitors by making accusations. Unfounded slander or any other act that is unfair to the competition.

#### Government agency

1. The Company is obliged to comply with regulations and laws relating to the Company's operations.
2. The Company attaches importance to transparency and honesty in dealing with officials and government agencies, and the Company has a policy to resist bribery with government officials in various ways to facilitate or benefit the Company and comply with the anti-corruption policy that the Company has expressed.

#### Environment, Society and Community

1. The Company has a policy to conduct business with responsibility to the environment and conserve natural resources as well as promote energy efficiency.
2. The Company has a policy to conduct business taking into account the quality of life of society and community.

In addition, stakeholders can inquire about the Company's information or make complaints through the Audit Committee of the Company by mail to the Company Secretary's Office at the Company's address or by email [thitikan@prodigy.co.th](mailto:thitikan@prodigy.co.th) Complaint information will be kept confidential. The Audit Committee will order the audit of the information and propose solutions and report to the Board of Directors.

### **Section 4 Disclosure and Transparency**

The Company attaches importance to the disclosure of accurate, complete, timely and transparent information in order to provide shareholders and stakeholders with equal and reliable information.

The Company has a policy to disclose important information to the public, such as its vision and mission. Nature of Business, List of Directors and Executives, Financial Statements, Financial Status Report Risk factors and risk management policies, including risk management methods Direct and indirect shareholding of directors Major Shareholders and Senior Executives Audit fees and other services of the auditor and remuneration of the board of directors and executives, etc.

At present, shareholders, investors, securities analysts, and the general public can contact Ms. Thitikarn for information about the Company. Diamond Elegance Call (034) 332611-2 or email [ir@prodigy.co.th](mailto:ir@prodigy.co.th)

### **Section 5 Responsibilities of the Board of Directors**

As of December 31, 2022, the Company's management structure consists of the Board of Directors and five sub-committees. Corporate Governance, Nomination and Remuneration Committee Strategy, Risk and Sustainability Committee The Board of Directors and the Risk Management Committee to supervise the business for the long-term benefit of the Company and its shareholders as a whole.

## Corporate governance structure and important information about the board sub-committees, executives, employees and others

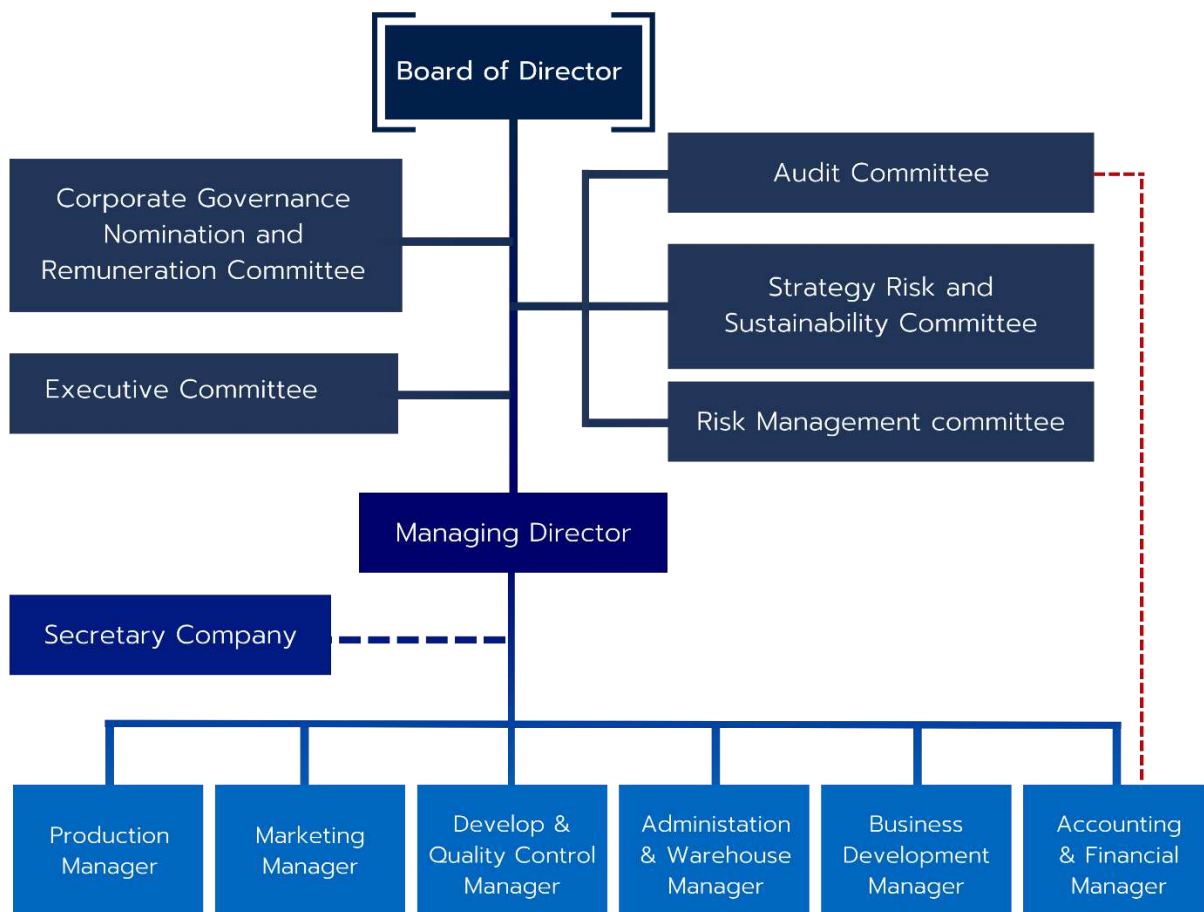
### Policy and Guidelines regarding the Board of Directors

#### Independence of the Board of Directors from management

The Board of Directors has determined the charter of the Board of Directors and each sub-committee in order to ensure clarity and independence in performing duties under the charter of each committee.

#### Management structure

As of December 31, 2022, the Company's management structure consists of the Board of Directors and 4 sub-committees. Corporate Governance, Nomination and Remuneration Committee The Strategy, Risk and Sustainability Committee and the Executive Committee are as follows:



## Board of Directors

As of December 31, 2022, the Board of Directors consists of 9 directors as follows:

First Name – Last Name		Position
1.	Assoc. Prof. Prayoon Boonprasurd	Chairman of the Board/Independent Director/ Audit Committee
2.	Ms. Thipawan Uthaisang	Independent Director/Chairman of the Audit Committee
3.	Ms. Pikul Taksinwaracharn	Independent Director/ Chairman of the Corporate Governance Nomination and Remuneration Committee
4.	Dr. Thanet Norapoomphiphat	Independent Director / Strategy Risk and Sustainability Committee
5.	Mr. Thongchai Tansutat	Director / Managing Director /Chairman of Executive Committee
6.	Mr. Purnrux Nacob	Director / Chairman of the Strategy Risk and Sustainability Committee
7.	Mr. Pramote Santiwattana	Director / Strategy Risk and Sustainability Committee
8.	Mr. Vorravuth Tangpiroonthum	director
9.	Mr. Vachara Vitayatanagorn	Director / Strategy Risk and Sustainability Committee

### Directors authorized to bind the Company

Mr. Thongchai Tansutat or Mr. Vachara Vitayatanagorn signed together with Mr. Purnrux Nacob. Or Mr. Vorravuth Tangpiroonthum and affixed with the Company's seal

### Term of Office of the Board of Directors

At every annual general meeting of shareholders, the directors shall vacate one-third of the total number of directors at that time. If the number of directors cannot be divided into three parts. The nearest number to one-third of the directors who must retire in the first year and the second year after the registration of the company shall be drawn. In the following years, the director who has been in office for the longest time shall retire. Directors who retire from office by that term may be re-elected.

### Scope of Authority, Duties and Responsibilities of the Chairman of the Board of Directors

At the Board of Directors' Meeting No. 3/2021 held on July 20, 2021, the meeting resolved to determine the scope of authority, duties and responsibilities of the Chairman of the Board of Directors, which are as follows:

1. The Chairman of the Board of Directors and the Chief Executive Officer (CEO) are different persons.



2. To call the Board of Directors' meeting and shareholders' meeting by presiding over the Board of Directors' meeting and shareholders' meeting, which complies with the Company's articles of association.
3. Be the decisive voter in the event that the Board of Directors' meeting is voted on and both sides are equal.
4. Play a role in controlling the meeting effectively in accordance with the Company's regulations, supporting and allowing directors to express their opinions independently.
5. Support and encourage the Board of Directors to perform their duties to the fullest extent of their authority. Duties, Responsibilities and Good Corporate Governance Principles
6. Responsible as a leader of the Board of Directors in supervising, following up and supervising the management. of the board and other sub-committees to achieve the objectives and plans set out.
7. Supervise the implementation of management's strategic policies and practices, as well as advise and support management's business operations.
8. To be a leader and act as a role model in accordance with the Company's code of ethics and business ethics, as well as to promote and monitor management based on sustainability principles. Corporate Social Responsibility and Compliance with Anti-Corruption Measures and Guidelines
9. Strengthening good relationships between executive directors and non-executive directors Between the Board of Directors and Management

### **Scope of Authority, Duties and Responsibilities of the Board of Directors**

The Board of Directors' Meeting No. 2/2013 on August 7, 2013 resolved to define the scope of powers and duties of the Board of Directors as follows:

1. Perform duties in accordance with the law. The Company's objectives and articles of association, as well as the resolutions of the shareholders' meeting with honesty, integrity and care to protect the company's interests.
2. To consider and approve the vision, business strategy, policies, goals, guidelines and operational plan of the Company as prepared by the management and presented to the Board of Directors.
3. Supervise the management and performance of the management or any person assigned to perform such duties in order to comply with the policy set by the Board of Directors.
4. Continuously monitor the Company's performance in accordance with the Company's operating plan and budget.
5. Ensure that the management provides an accounting system. Ensure reliable financial reporting and auditing, as well as ensure adequate and appropriate internal control systems.
6. Review risk management processes and risk management policies and monitor risk management performance.

7. To consider and approve the acquisition or disposition of assets, investments and any proceedings in accordance with relevant laws, announcements, regulations and regulations.
8. To consider and approve the connected transactions of the Company in accordance with relevant laws, announcements, requirements and regulations.
9. Ensure that there are no conflicts of interest between the Company's stakeholders.
10. Consider matters taking into account the interests of shareholders and all stakeholders of the Company fairly. If there is an interest in the contract with the Company. For transactions made with directors or persons who may have conflicts of interest. Directors who have an interest do not have the right to vote to approve the transaction.
11. Establish a good corporate governance policy in accordance with good corporate governance principles in writing and review the company's corporate governance policy to ensure that the company is fairly responsible to all stakeholders.
12. Request professional opinions from external organizations If necessary, make the right decision.
13. To consider the appointment of the Managing Director and sub-committees such as the Audit Committee and the Executive Committee, etc., and to determine the authority and duties of the Managing Director and such sub-committees to help oversee the management system and internal control system in accordance with the policy.
14. Consider appointing a Company Secretary to oversee the Board of Directors and the Company. Comply with laws, notices, requirements and regulations.
15. Consider and amend the scope of authority and responsibilities of the Audit Committee. The Executive Committee and the Managing Director as deemed appropriate and necessary.
16. The Board of Directors will evaluate its own performance annually and consider ways to increase the efficiency of the Board of Directors' performance.

The delegation of authority and responsibilities of the Board of Directors shall not be characterized as a delegation of authority or a subordinate power that allows the Board of Directors and/or the Authorized Person of the Board of Directors to approve transactions in which they or persons who may have conflicts (as defined in the Notification of the Securities and Exchange Commission or the Notification of the Capital Market Supervisory Board) may have an interest or may benefit in any way or may have any other conflict of interest with the Company, except for the approval of transactions in accordance with the policies and rules approved by the Shareholders' Meeting or the Board of Directors.

### **Qualifications of Independent Directors**

The Board of Directors determines the qualifications of independent directors in accordance with the requirements of the Stock Exchange of Thailand. The qualifications of independent directors are as follows:

1. Hold no more than one percent of the total number of voting shares of the Company. Major Company, Subsidiary Associated companies, major shareholders or controlling persons of the Company shall include the shareholdings of related persons of such independent directors.
2. Not be or have been a director who has been involved in the management. Employees, employees, consultants who receive regular salaries, or controlling persons of the Company, parent company, subsidiary Associated companies, subsidiaries of the same order Major shareholders or controlling persons of the Company, unless they have been out of such characteristics for at least two years. Prior to the date of filing the application with the SEC. Such prohibited characteristics do not include cases where an independent director has been a government official or advisor of a government agency which is a major shareholder or a controlling person of the Company.
3. Not be a person with a blood relationship or by legal registration as a parent, spouse. Including spouses of children of other directors, executives, major shareholders, controlling persons or persons to be nominated as directors. Executives or controlling persons of the Company or its subsidiaries
4. Not have or have ever had a business relationship with a company, parent company, subsidiary Associated companies, major shareholders or controlling persons of the Company In a manner that may impede the exercise of their independent judgment, including not being or having been a significant shareholder or controlling person who has business relationships with the Company, the parent company, its subsidiaries. An associated company, major shareholder or controlling person of the Company, unless it has been discharged from such characteristics for at least two years prior to the date of filing an application for permission to the Office or granting or receiving financial assistance. By accepting or lending, guarantees. Providing assets as collateral for liabilities As a result, the Company or its counterparties shall have a debt obligation payable to the other party of three percent of the Company's net tangible assets or twenty million baht or more, whichever is lower. The calculation of such debt obligations shall be in accordance with the method of calculating the value of the connected transaction in accordance with the Notification of the Capital Market Supervisory Board on the criteria for the connected transaction. However, in determining such indebtedness, the debt obligations incurred during the one year prior to the date of the business relationship with the same person shall be counted.
5. Not be or have been an auditor of the Company, parent company, subsidiary Associated companies, major shareholders or controlling persons of the Company and are not implied shareholders. Controlling person or partner of the audit office, which has the auditor of the company, the parent company, the subsidiary. An associated company, a major shareholder, or a controlling

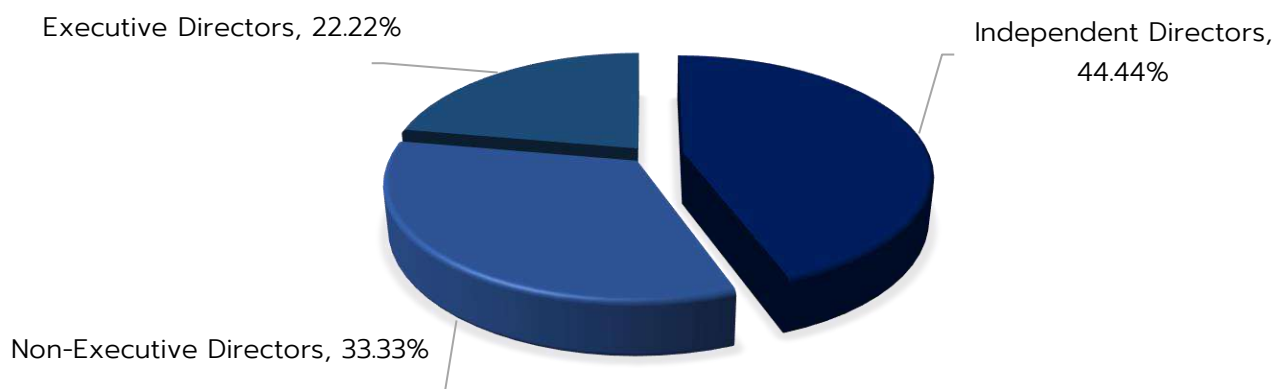
person of the affiliated company, unless it has been removed from such characteristics for at least two years prior to the date of filing the application for permission with the Office.

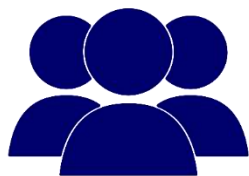
6. Not be or have been a professional service provider of any kind, including providing services as legal advisors or legal advisors; Finance, which receives more than two million baht per year from the company, the parent company, the subsidiary. Associated companies, major shareholders or controlling persons of the Company and are not implied shareholders. The controlling person or partner of the professional service provider shall also be a partner of such service provider, unless he has been discharged from such characteristics not less than two years prior to the date of filing the application for permission with the Office.
7. Not be a director appointed to represent the Directors of the Company. Major shareholders or shareholders who are related to major shareholders
8. Not operate a business with the same condition and competition that is implied with the business of the Company or its subsidiaries, or not be an implied partner in a partnership or be a director who participates in the management. Employees, employees, consultants who receive a regular salary or hold more than one percent of the total number of voting shares of another company which operates in the same condition and is in competition with the business of the Company or its subsidiaries.
9. There are no other characteristics that prevent independent opinions on the Company's operations.

### Disclosure of the composition of the Board of Directors

Director Type	Number (person)	in %
Independent Director	4	44.44
Non-Executive Directors	3	33.33
Executive Director	2	22.22
<b>Total Number of Directors</b>	<b>9</b>	<b>100.00</b>

#### CLASSIFICATION OF COMPANY DIRECTORS





Total 9 Directors



2 female directors  
Accounted for 22.22 %

### Board Skill Matrix

No.	Board Of Directors	Independent Director	Non-Executive Director	Executive Director	Gender		Professional				Industry		Management			Account	
					Male	Female	Civil Engineering	Operation Research	Administration Business Management	Economics	Packaging	Related Business	Accounting	Finance	Marketing	Accounting/Audit	Internal/Audit
1	Assoc. Prof. Prayoon	●			●			●							●		
2	Ms. Thipawan	●				●			●							●	●
3.	Ms. Pikul	●				●				●							●
4	Dr. Thanet	●			●		●										
5	Mr. Thongchai		●		●				●		●				●		
6	Mr. Purnrux			●	●				●		●				●		
7	Mr. Pramote		●		●				●	●		●			●	●	
8	Mr. Vorravuth			●	●				●				●	●	●		
9	Mr. Vachara		●		●				●	●	●			●			
<b>Total</b>		<b>4</b>	<b>3</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>2</b>	<b>2</b>

The diversity of the board structure in terms of gender, age, knowledge and ability and experience in various fields is what will help the organization achieve its goals in sustainable business operations.



In addition, the Company also provides an opportunity for shareholders to present the names of directors in advance so that the Corporate Governance, Nomination and Remuneration Committee can consider the qualifications of the nominees in accordance with the criteria set by the Company, as well as in accordance with the knowledge and ability of the Board of Directors required at that time before presenting to the Board of Directors for approval and presenting them to the Shareholders' Meeting for appointment according to the next steps.

## Board of Directors' Meeting

Details of the Board of Directors' meeting for the fiscal year ended 31 December 2022 are as follows:

First Name - Last Name	Total number of meetings/number of meetings	
	Position	Year 2022
1. Assoc. Prof. Prayoon Boonprasurd	Independent Director/ Chairman of the Board of Directors	7/7
2. Ms. Thipawan Uthaisang	Independent Director	7/7
3. Ms. Pikul Taksinwaracharn	Independent Director	7/7
4. Dr. Thanet Norapoomphiphat	Independent Director	7/7
5. Mr. Thongchai Tansutat	Director	7/7
6. Mr. Purnrux Nacob	Director	7/7
7. Mr. Pramote Santiwattana	Director	6/7
8. Mr. Vorravuth Tangpiroonthum	Director	7/7
9. Mr. Vachara Vitayatanagorn	Director	7/7

*In 2022*, The Board of Directors has been monitoring the progress of the Company's CEO Succession Plan, as senior management is an important part of the organization that will lead the organization to achieve the goals set. In addition to the corporate governance of the Board of Directors, the Board of Directors must work with the Chief Executive (currently in office) in recruiting, evaluating potential and selecting suitable persons to succeed the top executives of the Company, as well as performing the mentoring duties of the executives (currently in office) to pass on operational learning. Work system and corporate culture The company's business continues to be provided to the right people.

In addition, the Board of Directors has reviewed the good corporate governance policy as proposed by the Corporate Governance, Nomination and Remuneration Committee and published the policies on the Company's website [www.prodigy.co.th](http://www.prodigy.co.th)

In addition, in 2022, the Board of Directors has scheduled a meeting of the Board of Directors without the participation of management. On September 20, 2022, a panel discussion was held to present the opinions of each director. In order to serve as a

guideline for business operations towards sustainability, it is a presentation of opinions that, in addition to studying the information of the Strategy, Risk and Sustainability Committee, which has studied the new business study guidelines along with the company's existing business.

## Meeting Policy

1. The Board of Directors considers scheduling annual meetings in advance throughout the year and notifies all committees in advance at the beginning of the year so that they can plan their attendance.
2. All directors should attend at least 75% of the board's meetings throughout the year.

*In 2022.* In the past, attendance of the Board of Directors' meetings (as detailed in the table above) accounted for an average of 98.41% of the total annual meetings.

At the Board of Directors' Meeting No. 7/2022 held on December 6, 2022, the Board of Directors unanimously determined the schedule of the 2023 Annual Meeting by unanimously determining the date of the 2023 Annual Meeting 7 times.

In addition to scheduling meetings in 2023, the Board of Directors will schedule a joint meeting of directors without management attending the meeting and the Audit Committee meeting with the auditor without management attending. The meeting is scheduled to be held at least once a year in order to allow stakeholders to discuss and offer opinions that will be useful for further operations.

## Audit Committee

As of December 31, 2022, the Audit Committee consists of 3 members as follows:

First Name - Last Name	Total number of meetings / number of meetings		
	Position	Year	2022
1. Ms. Thipawan Uthaisang	Chairman of the Audit Committee	4/4	4/4
2. Assoc. Prof. Prayoon Boonprasurd	Audit Committee	4/4	4/4
3. Ms. Pikul Taksinwaracharn	Audit Committee	4/4	4/4

*Ms. Tipawan Uthaisang is the Chairman of the Audit Committee who has sufficient knowledge and experience to review the reliability of the financial statements and Mrs. Lakkhana Romruen is the Secretary of the Audit Committee and schedules meetings 4 times a year.*

*In 2022.* The Audit Committee held a joint meeting between the Audit Committee and the auditor, without the attendance of the management, so that the Audit Committee would be informed of the problems that had arisen in the past year. It is also an exchange of information and suggestions. Solutions of the auditor and the Audit Committee, as well as acknowledgement of the auditor's operational guidelines for the following year.

## Term of Office of the Audit Committee

The Audit Committee members shall serve a term of 3 years each, unless the term is issued in accordance with the Company's Articles of Association. Members of the Audit Committee who retire from office by that term may be re-elected. In the event that the position of audit committee becomes vacant for any reason other than the expiration of the term, the Board of Directors shall appoint a fully qualified person as a member of the Audit Committee in order to ensure that the audit committee has reached the number as specified by the Board of Directors.

### **Scope of Authority, Duties and Responsibilities of the Audit Committee**

The Board of Directors' Meeting No. 2/2013 held on August 7, 2013 resolved to determine the scope of powers and duties of the Audit Committee. as follows

1. Review the Company's financial reporting accurately and adequately.
2. Review the Company's internal control system and internal audit system to be appropriate and effective, and consider the independence of the internal audit department as well as approve the appointment. Migrate, terminate the head of the internal audit department and/or hire an internal audit company or any other agency responsible for internal audit.
3. Review for the Company Comply with securities and exchange laws, SET regulations, and laws relating to the Company's business.
4. To consider, nominate, appoint and terminate an independent person to act as the Company's auditor and propose the remuneration of such person, as well as attend meetings with the auditor without the attendance of management at least once a year.
5. Consider connected transactions or transactions that may have conflicts of interest in accordance with the laws and regulations of the SET in order to ensure that such transactions are reasonable and in the best interest of the Company.
6. Prepare the audit committee's report, which must be signed by the Chairman of the Audit Committee and must contain at least one piece of information. as follows
  - 6.1. An opinion on the accuracy and reliability of the Company's financial reports.
  - 6.2. Opinion on the adequacy of the Company's internal control system
  - 6.3. Opinion on compliance with securities and exchange laws Regulations of the SET or laws relating to the Company's business
  - 6.4. Opinion on the suitability of the auditor
  - 6.5. Opinions on transactions that may have conflicts of interest
  - 6.6. Number of audit committee meetings and attendance of each director
  - 6.7. Overall opinions or observations received by the Audit Committee in the performance of their duties in accordance with the Charter

- 6.8. Other items that shareholders and general investors should be aware of within the scope of duties and responsibilities assigned by the Board of Directors.
7. In performing the duties of the Audit Committee, if the Audit Committee finds or suspects that there are the following items or actions: The Audit Committee shall report to the Board of Directors for revision within the time deemed appropriate by the Audit Committee.
- 7.1. Conflicts of interest
  - 7.2. Fraud or irregularities or significant defects in the internal control system
  - 7.3. Violation of securities and stock exchange laws, market requirements
  - 7.4. Securities or laws relating to the Company's business
8. Perform any other duties as prescribed by the Board of Directors. Assigned with the approval of the Audit Committee. In performing the duties, scope, duties and responsibilities to the Board of Directors. The audit has the authority to invite the management, executives or employees of the relevant company to report, give opinions, attend meetings or submit documents that it deems relevant and necessary.

It's not. The Board of Directors has the power to amend the scope of authority and responsibilities of the Audit Committee as it deems appropriate and necessary.

## Corporate Governance, Nomination and Remuneration Committee

As of December 31, 2022, the Corporate Governance, Nomination and Remuneration Committee consists of directors, directors, and directors. 4 persons as follows:

First Name - Last Name		Total number of meetings / number of meetings	
		Position	Year 2022
1.	Ms. Pikul Taksinwaracharn	Chairman of the Corporate Governance Nomination and Remuneration Committee	4/4
2.	Assoc. Prof. Prayoon Boonprasurd	Corporate Governance Committee	4/4
3.	Ms. Thipawan Uthaisang	Corporate Governance Committee	4/4
4.	Mr. Purnrux Nacob	Corporate Governance Committee	4/4

*Ms. Thitikarn Sa-nganetpetch as the secretary of the Corporate Governance Nomination and Remuneration Committee. The meeting schedule is not less than 2 times per year.*

## **Term of office of the Corporate Governance Committee, nomination and remuneration**

Corporate Governance Committee Nomination and remuneration for a term of 3 years Each member of the Corporate Governance, Nomination and Remuneration Committee who retires from office according to that term may be re-elected to the position. In the event that the position of Corporate Governance Director, nomination and remuneration is vacant for any reason other than the expiration of the term, the Board of Directors shall appoint a qualified person to be a member of the Corporate Governance Committee, nomination and remuneration for the Corporate Governance Committee to nominate and determine the full amount of remuneration as determined by the Board of Directors. Nomination and remuneration shall be held for the remainder of the term of the Corporate Governance Committee. Nominating and determining the remuneration they replace.

## **Scope of Authority, Duties and Responsibilities of the Corporate Governance Committee, Nomination and Remuneration**

The Board of Directors' Meeting No. 2/2013 on August 7, 2013 resolved to determine the scope of powers and duties of the Corporate Governance Committee, nomination and remuneration. as follows

1. Consider the governance of the organization to operate and comply with good corporate governance principles to be appropriate for the business with the objective of maintaining standards and developing good corporate governance as a corporate culture and communicating to the directors. Executives and employees of the Company are concerned about good corporate governance on a regular basis.
2. Review the principles Corporate Governance The Company's regulations, business ethics and employee ethics shall be up-to-date, consistent with the Company's business and in accordance with the guidelines of the Stock Exchange of Thailand. and the Securities and Exchange Commission.
3. Consider and approve the company's corporate governance and the company's information disclosure policy to the public at large.
4. To consider and select suitable persons to be nominated as new directors or to nominate the Group Chief Executive Officer by establishing appropriate and transparent nomination criteria or procedures to present to the Board of Directors' meeting and/or shareholders' meeting for approval.
5. Report the performance of the Nomination Committee to the Board of Directors and prepare the report of the Nomination Committee for disclosure in the Company's annual report, which is signed by the Chairman of the Nomination Committee.
6. To consider the guidelines for determining remuneration and other benefits, both monetary and non-monetary, to the Directors and the Managing Director



with the purpose of providing a fair and reasonable method of remuneration to be proposed to the Board of Directors' Meeting and/or the Shareholders' Meeting for approval.

*In 2022*, the Corporate Governance, Nomination and Remuneration Committee reviewed and added the Good Corporate Governance Policy and the Self-Assessment Form of the Board of Directors, both individually and individually, as well as the Chief Executive Self-Assessment Form to make the assessment topics comprehensive and relevant to the organizational context, to be used for the assessment in 2021 onwards. In this Annual Report 56 - 1 One Report (on pages 131-132)

### Strategy, Risk and Sustainability Committee

As of December 31, 2022, the Strategy, Risk and Sustainability Committee consists of 5 directors as follows:

First Name - Last Name		Total number of meetings / number of meetings	
		Position	Year 2022
1.	Mr. Purnrux Nacob	Chairman of Strategy Risk and Sustainability Committee	10/10
2.	Assoc. Prof. Prayoon Boonprasurd	Strategy Risk and Sustainability Committee	9/10
3.	Dr. Thanet Norapoomphiphat	Strategy Risk and Sustainability Committee	10/10
4.	Mr. Pramote Santiwattana	Strategy Risk and Sustainability Committee	8/10
5.	Mr. Vachara Vitayatanagorn	Strategy Risk and Sustainability Committee	9/10

*Ms. Achariya Khophung is the Secretary of the Strategic Planning Committee. Meetings are scheduled once a month.*

## Risk Management Committee

As of December 31, 2022, the Risk Management Committee consists of 4 directors as follows:

First Name - Last Name		Total number of meetings / number of meetings	
		Position	Year 2022
1.	Mr. Wimon Wongchan	Chairman of the Risk Management Committee	4/4
2.	Mr. Thongchai Tansutat	Risk Management Committee	4/4
3.	Mr. Vachara Vitayatanagorn	Risk Management Committee	4/4
4.	Mrs. Lakkhana Romruen	Risk Management Committee	4/4

*Ms. Thitikarn Sa-nganetpetch as the secretary of the Corporate Governance Nomination and Remuneration Committee. The meeting schedule is not less than 1 times per year*

### Term of Office of the Risk Management Committee

The Risk Management Committee shall serve a term of 3 years each, and the Risk Management Committee, which retires from office by that term, may be re-elected. In the event that the position of Risk Management Committee becomes vacant for any reason other than the expiration of the term, the Board of Directors shall appoint a qualified person to be the Member of the Risk Management Committee in order to complete the number of risk management committees as specified by the Board of Directors. He will only remain in office for the remainder of the term of the Risk Management Committee, which he replaces.

### Scope of Authority, Duties and Responsibilities of the Risk Management Committee

The Board of Directors' Meeting No. 2/2013 held on August 7, 2013 resolved to determine the scope of powers and duties of the Risk Management Committee. as follows

1. Formulate risk management policy and risk management framework to present to the Board of Directors for approval.
2. Plan operations in accordance with the risk management policy in order to be able to monitor, evaluate and control the company's risk volume to an appropriate level.
3. To consider and approve the use of risk assessment tools to be appropriate to the risk management policy.
4. Regularly monitor the effective implementation of risk management policies.
5. Ensure the adequacy of resources used in risk management.
6. Communicate with the Audit Committee and the Board of Directors about the company's risk status and guidelines for managing those risks.

## Executive Committee

As of December 31, 2022, the Executive Committee consists of 4 directors as follows:

First Name - Last Name		Total number of meetings / number of meetings	
		Position	Year 2022
1.	Mr. Thongchai Tansutat	Executive Chairman	12/12
2.	Mr. Wimon Wongchan	executive director	12/12
3.	Mr. Vachara Vitayatanagorn	executive director	6/12
4.	Mrs. Lakkhana Romruen	executive director	12/12

*Ms. Thitikarn Sanganetpet as the secretary of the Executive Committee. Meetings are scheduled every month.*

### Term of office of the Executive Committee

The Executive Committee shall serve a term of 3 years, and the Executive Director, who retires from office by that term, may be re-elected. In the event that the position of Executive Director becomes vacant for any reason other than the expiration of the term, the Board of Directors shall appoint a qualified person to be the Executive Director in order for the Executive Director to have the total number of executive directors as specified by the Board of Directors.

### Scope of Authority, Duties and Responsibilities of the Executive Committee

ñ The Board of Directors' Meeting No. 2/2013 held on August 7, 2013 resolved to determine the scope of powers and duties of the Executive Committee as follows:

1. Manage and operate the Company in accordance with the Company's business objectives. Guidelines or operational plan specified by the Board of Directors.
2. Define vision, business strategy, policy, goals, guidelines. The Company's operation plan shall be consistent and appropriate to economic conditions and competition to be proposed to the Board of Directors for approval.
3. check Monitor the implementation of the Company's policies and management guidelines in accordance with the approved board of directors' recommendations effectively.
4. Have the authority to approve and process the credit limit not exceeding 10 million baht.
5. Take any other action as assigned by the Board of Directors.

It's not. The delegation of authority and responsibilities of the Executive Committee shall not be characterized as delegation of authority. Or delegate the period of authority that allows the Executive Committee and/or its delegates to approve transactions in which he or she or persons who may have conflicts (as defined in the Securities and Exchange Commission announcement or the Capital Market Supervisory Board announcement) may have an interest or may benefit in any way or may have conflicts. Any other benefits to the Company except for the approval of transactions in accordance with normal business and normal trading conditions.

## Company Secretary

The Board of Directors Meeting No. 2/2013 On August 7 , 2013 has resolved to define the scope of powers, duties and responsibilities of the company secretary and in the Board of Directors Meeting No. 2/2017 held on May 9 2017 a resolution was made to appoint Ms. Thitikarn Sa-nganetpetch as Company Secretary in place of the resigned Company Secretary.

### Scope of Authority, Duties and Responsibilities of the Company Secretary

1. Supervise and advise the Board of Directors and executives on rules and laws that the Board of Directors must be aware of.
2. Perform duties to supervise the activities of the Board of Directors. Responsible for the Board of Directors' meeting and shareholders' meeting. Record the minutes of the Board of Directors' meeting and shareholders' meetings, and supervise the coordination of compliance with the resolutions of such meetings.
3. Prepare and store the following documents:
  - 3.1. Register of Directors
  - 3.2. Letter of appointment of the Board of Directors' Meeting Minutes of The Board of Directors' Meeting and the Company's Annual Report.
  - 3.3. Notice of shareholders' meeting and minutes of shareholders' meeting
4. Maintain interest reports reported by directors or executives.
5. Take other actions as announced by the Capital Market Supervisory Board.

## Executive

As of December 31, 2022, the Company's management consists of 7 executives as follows:

First Name – Last Name		Position
1.	Mr. Thongchai Tansutat	Managing Director
2.	Mr. Vachara Vitayatanagorn	Business Development Manager
3.	Mr. Wimon Wongchan	Production Manager
4.	Mrs. Lakkhana Romruen	Accounting and Finance Manager
5.	Mr. Chatri Chinsaijai	Quality Control and Product Development Manager
6.	Mr. Somchai Limppongsawat	Marketing Manager
7.	Miss Warunee Buayai	Manager of Administration and Warehouse

## Scope of Authority, Duties and Responsibilities of the Managing Director

The Board of Directors' Meeting No. 2/2013 on August 7, 2013 resolved to determine the scope of powers and duties of the Managing Director. as follows

1. Administration To operate and perform routine tasks in accordance with the Company's normal business for the benefit of the Company and in accordance with the Company's policies, strategies and operational plans assigned by the Board of Directors and/or resolutions of the Shareholders' Meeting.
2. Prepare vision, business strategy, policy, goals, guidelines. The Company's action plan is to be submitted to the Board of Directors for approval and is responsible for reporting the progress of the operation to the Board of Directors.
3. Define and modify management structures The Company's management is in line with the Company's operating policies and the competitive conditions of the industry.
4. The Company has the authority to approve and process a limit not exceeding 1 million baht and has the power to approve and exceed the specified limit only for administrative expenses such as salary, benefits, overtime and bonuses, etc., fees and taxes of all kinds, utility expenses, expenses related to the procurement of raw materials, and contractual expenses approved by the Executive Committee and/or the Board of Directors.
5. Have the power to hire, appoint, transfer, dismiss. Terminate employment and set remuneration for employees at a lower level than the Managing Director. A delegate can be appointed to act on his behalf.
6. Have the authority to issue, amend, amend, update rules, regulations and orders regarding the Company's operations in order to comply with the Company's policies.
7. To consider and approve connected transactions that are normal trading conditions, such as trading goods at market prices and providing the same terms of trade as ordinary customers. Under the policy approved by the Board of Directors.
8. Perform any other actions as assigned by the Board of Directors.

It's not. The delegation of powers and responsibilities of the Managing Director shall not be characterized as delegation of authority. or subordinate authorization to the Managing Director and/or a delegate from the Managing Director. Be able to approve transactions in which he or she may have conflicts of interest (as defined in the Securities and Exchange Commission announcement or the Capital Market Supervisory Board announcement), may have an interest or may benefit in any way, or may have any other conflict of interest with the Company, except for the approval of transactions that are in accordance with normal business and normal trading conditions.

*At present, the Managing Director of the Company does not To serve as a director at any other company. Focus on managing the organization to be able to conduct business in accordance with the vision and mission of the organization in accordance with the established strategy.*



## Nomination of Directors and Executives

In selecting persons to be directors or executives of the Company. The board of directors at the time will jointly select suitable persons by considering the qualifications of such persons appropriately and in accordance with the strategy. The company's plan and board skill matrix. Ability, experience, dedication of time, as well as persons to be appointed as directors and executives of the Company must be fully qualified in accordance with Section 68 of the Public Limited Companies Act B.E. 2535 (including as amended). Notification of the Stock Exchange of Thailand and notification of the Capital Market Supervisory Board By appointing directors and executives of the Company. Approval must be obtained from the Board of Directors' meeting and/or shareholders' meeting (as the case may be).

The Board of Directors has considered and resolved to formulate the nomination policy for the successor of the executive and the chief executive, and the Board of Directors has monitored the progress of the nomination of the successor to the chief executive position, including key executive positions of the Company, in order to plan for the succession and smooth operation. The Managing Director reported to the Board of Directors' meeting the progress due to the COVID-19 pandemic. As a result, some operations are delayed. Due to social distancing restrictions, the Board of Directors continues to monitor progress periodically.



In 2022, as the Managing Director has received the policy from the Board of Directors, it is open to qualified persons to have the opportunity to apply and be selected in various channels. To participate, consider the selected individuals. Select the right successors who will enter the succession plan as specified by the company, which will screen those who are suitable for the organization's business, including vision, mission, and will be able to contribute to the sustainability of the business.

## Development of Directors and Executives

To ensure the efficient operation of the Board of Directors. The Company has a policy to encourage directors and executives to receive training both inside and outside the organization. To develop potential to be ready to perform duties and in accordance with the organization's strategy.

In 2022, the covid-19 pandemic situation continued to be severe since the beginning of the year, so the training will continue to focus on online format. as follows

- Mr. Worawut Tangpiroontham to receive training on major risks in business operations amid the current situation and issues that need to be closely monitored for 2022 by Ascent Advisor Co., Ltd.
- Mr. Vatchara Vitayatanakorn attended a training course on key risks in business operations amid the current situation and issues to be closely monitored for 2022 by Ascent Advisor Co., Ltd.

In addition, the company offers orientation courses for new directors by organizing factory visits and production processes. Prepare a director's handbook. To provide advice on the Company, such as vision, mission, and company regulations. Relevant laws, including frameworks Scope of Authority of the Committees

The Company has prepared a manual for directors. In addition, it also encourages training in courses related to the performance of duties as a director.

## Evaluation of the performance of the Board of Directors

The Board of Directors conducts a self-assessment of the company's performance annually to evaluate the performance and consider ways to increase the efficiency of the board's performance.

For the evaluation of the performance of the Board of Directors in 2022, the Board of Directors has reviewed the assessment topics as considered and proposed by the Corporate Governance, Nomination and Remuneration Committee for approval and determination as the 2022 annual assessment, both individual self-assessment and individual self-assessment form, as well as the managing director's self-assessment form.



For individual self-assessments, the assessment topics are reviewed in accordance with the context of the organization and are based on the guidelines of the Stock Exchange of Thailand. The assessment can be divided into 8 main topics. as follows

- (1.) Structure of the Board of Directors
- (2.) Availability of the Board of Directors
- (3.) Roles and Responsibilities of the Board of Directors
- (4.) Risk Management and Internal Control
- (5.) Ensuring that there are no conflicts of interest and delegation of authority
- (6.) Board meetings
- (7.) Duties of the Chairman of the Board of Directors
- (8.) Self-development of the Board of Directors and executive development

The evaluation process is as follows:

1. Conduct an assessment of the performance of the Board of Directors on a whole-board and individual basis at least once a year.
2. The Company Secretary compiles the assessment form and summarizes it in order to present the results of the evaluation of the performance of the Board of Directors to the Corporate Governance Committee. Nomination and remuneration The evaluation results will be a guideline for improving the efficiency of the Board of Directors.
3. Corporate Governance Committee, Nomination and Remuneration Propose the results of the assessment and guidelines for improving operational efficiency to the Board of Directors.

In 2022, The self-assessment results of the Board of Directors on a per-board basis are based on scores in each category. as follows

Assessment Topics		Percentage
Category 1	Structure of the Board of Directors	98.06
Category 2	Board Readiness	84.76
Category 3	Roles and Duties of the Board	98.61
Category 4	Risk Management and Internal Control	98.52
Category 5	Supervision to prevent conflicts of interest and assignments operating power	97.78
Category 6	Board Meetings	98.10
Category 7	Duties of the Chairman	97.04
Category 8	Self-development of directors and development of executives	96.44
Average score as a percentage		96.16

Self-assessment of the Board of Directors on an individual basis, with a total of 3 main assessment categories with scores in each category. as follows

Assessment Topics	Percentage
Category 1 Knowledge and competence of directors	98.89
Category 2 Attention to duties and responsibilities of directors	98.87
Category 3 Commitment to business development of the company	98.89
<b>Average score as a percentage</b>	<b>98.88</b>

*In 2022*, the Board of Directors reviewed the topic of self-assessment of the Managing Director. The assessment can be divided into 8 main topics. as follows

- (1.) Leadership
- (2.) Strategy Compliance
- (3.) Financial Planning and Performance
- (4.) Relationship with the Board of Directors
- (5.) External relationships
- (6.) Management and relationship with personnel
- (7.) Product Knowledge
- (8.) Personal features

The evaluation process is as follows:

1. The Managing Director conducts a self-assessment of the Managing Director's operations at least once a year.
2. The Company Secretary summarizes and proposes the results of the evaluation of the operational efficiency of the Managing Director. To the Corporate Governance Committee, nomination and remuneration To consider the evaluation results and guidelines for the improvement of operational efficiency.
3. Corporate Governance Committee Nomination and remuneration to propose assessment results and guidelines for improving operational efficiency to the Board of Directors.

**In 2022, the results of the self-assessment of the Managing Director There are scores in each category. as follows**

Assessment Topics	Percentage
Category 1 Leadership	93.33
Category 2 Strategy Compliance	100.00
Category 3 Financial Planning and Performance	100.00
Category 4 Relationship with the Board of Directors	93.33
Category 5 External relationships	100.00
Category 6 Management and relationship with personnel	100.00
Category 7 Product Knowledge	100.00
Category 8 Personal features	95.00
<b>Average score as a percentage</b>	<b>97.93</b>

In the overview of the self-assessment of the Board of Directors, both individually and collectively. Compared to the previous year's assessment results. It was found that the results of the assessment had a better average score than the previous year. Demonstrate satisfaction with the board's performance of duties. However, the Board of Directors continues to perform its duties to the fullest. To focus on positive outcomes for the organization.

## **Determination of remuneration of the Board of Directors Sub-Committees and Executives**

### **Board Structure**

The Board of Directors consists of directors with a wide range of knowledge, abilities and experiences, including gender diversity and age, who consider important matters related to the Company's management. All directors are free to express their opinions at the meeting and are free to vote on agendas to ensure the correct operation of the Company. Efficient and transparent

As of December 31, 2022, the Board of Directors consists of 9 directors and 4 independent directors, of which the Board of Directors consists of at least one-third of all independent directors and not less than 3 directors, of which 2/4 of the independent directors are women and 2 sub-committees. All Directors of the Company There are no prohibited characteristics according to the notification of the Capital Market Supervisory Board No. 8/2553. Re: Determination of the lack of trustworthiness of directors and executives of the Company and other related laws

### **Roles, Duties and Responsibilities of the Board of Directors**

The Board of Directors is responsible for considering and approving important operational matters such as vision and mission, strategy, financial goals, risks, plans and budgets. Supervise and ensure that the department manages the implementation of policies and plans set out efficiently and effectively. The Board of Directors will use judgment and prudence in making decisions and perform duties with responsibility and integrity for the long-term benefit of the Company.

### **Board meetings**

The Board of Directors' meeting emphasized the importance of monitoring and certifying quarterly performance. and the audit committee's report for the executive committee to consider and act in the best interest of the company. As well as reporting risks in the operations of important companies, the Board of Directors has set a risk assessment report agenda on a quarterly basis.

Every Meeting of the Board of Directors shall be prepared by the Secretary of the Board of Directors and delivered to the Board of Directors at least 5 working days prior to the meeting, including the recording of the meeting. The Company records the minutes



of the meeting and sends such reports to the Directors individually as appropriate, and the minutes of the Directors' Meeting certified by the Board of Directors are systematically stored and ready for review by the Board of Directors and related parties.

*In the past year, the Board of Directors has reviewed and added various policies in line with business operations for sustainability, transparency and good corporate governance.*

### **Remuneration of Directors and Executives**

The Company has clearly defined the remuneration of directors of the Board of Directors. Such remuneration must be approved by the Annual General Meeting (AGM) every year. In the event that the Company's directors are assigned to have more duties and responsibilities, such as being a member of the Audit Committee, etc., they will receive more remuneration appropriate to the duties and responsibilities assigned. This must be considered according to the company's capabilities. The determination of executive remuneration is determined to be linked to the Company's performance and the performance of each executive on an annual basis. The remuneration paid to directors and executives shall be disclosed in the Annual Report 56-1 One Report.

The Board of Directors determines the remuneration criteria of the Board of Directors. Taking into account appropriateness, obligations. Responsibilities assigned and comparable to publicly listed companies In similar industries and businesses. The remuneration of such directors is sufficient to incentivize directors to perform their duties competently and to perform their duties in accordance with the company's business direction. Build confidence in shareholders

There are criteria for determining remuneration. as follows

1. Roles, scope, authority and responsibilities of the Board of Directors
2. Performance of the Board of Directors (Based on the results of the board's assessment)
3. The Company's performance by considering both the type and size of the Company's business.
4. Survey of remuneration rate of directors compared to other companies in the same industry of the Thai Institute of Directors Association

### **Remuneration elements classified as**

#### **1. Monetary.**

- 1.1. Monthly remuneration To reflect the experience and responsibilities of the directors.
- 1.2. Meeting Allowance To reflect the work of the directors. And incentivize directors to perform their duties by attending meetings regularly.
- 1.3. Annual remuneration To reflect the duties and responsibilities of directors.

#### **2. Non - monetary.**

- 2.1. Directors and Officers Liability Insurance to ensure that directors have confidence in performing their duties fully and efficiently.

## Remuneration of Directors

Details of remuneration received by directors for the year 2020 ended December 31, 2020 and for the year 2021 ended December 31, 2021 and for the year 2022 ended December 31, 2022 are as follows:

Board type	For the year ended 31 Dec. 2020			For the year ended 31 Dec. 2021			For the year ended 31 Dec. 2022		
	Compensation	Meeting allowance	Total	Compensation	Meeting allowance	Total	Compensation	Meeting allowance	Total
1 Assoc.Prof. Prayoon Boonprasurd	700,000	250,000	950,000	700,000	240,000	940,000	700,000	290,000	990,000
2 Ms. Thippawan Uthaisang	460,000	175,000	635,000	460,000	160,000	620,000	460,000	180,000	640,000
3 Ms. Pikul Taksinwaracharn	460,000	170,000	630,000	460,000	160,000	620,000	460,000	180,000	640,000
4 Dr. Thanet Norabhoompipat	460,000	130,000	590,000	460,000	130,000	590,000	460,000	180,000	640,000
5 Mr. Thongchai Tansutat	100,000	-	100,000	100,000	-	100,000	100,000	-	100,000
6 Mr. Purnrux Nacob	196,000	205,000	401,000	196,000	165,000	361,000	196,000	270,000	466,000
7 Mr. Pramote Santiwattana	196,000	120,000	316,000	196,000	130,000	326,000	196,000	150,000	346,000
8 Mr. Vorravuth Tangpiroonthum	196,000	100,000	296,000	196,000	90,000	286,000	196,000	80,000	276,000
9 Mr. Vachara Vitayanagorn	100,000	-	100,000	100,000	-	100,000	100,000	-	100,000
<b>D&amp;O Liability Insurance</b>	-	-	185,740	-	-	185,740	-	-	200,800
<b>Total</b>	<b>2,868,000</b>	<b>900,000</b>	<b>3,953,740</b>	<b>2,868,000</b>	<b>1,075,000</b>	<b>4,128,740</b>	<b>2,868,000</b>	<b>1,330,000</b>	<b>4,398,800</b>

The remuneration details for 2022 are as follows:

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Board type	For the year ended 31 Dec. 2020			For the year ended 31 Dec. 2021			For the year ended 31 Dec. 2022		
	Compensation	Meeting allowance	Total	Compensation	Meeting allowance	Total	Compensation	Meeting allowance	Total
Board of Directors	2,868,000	440,000	3,308,000	2,868,000	450,000	3,318,000	2,868,000	590,000	3,458,000
Subcommittee									
Audit Committee	-	175,000	175,000	-	140,000	140,000	-	140,000	140,000
Corporate Governance Nomination & Remuneration Committee	-	180,000	180,000	-	180,000	180,000	-	180,000	180,000
Strategy Risk & Sustainability Committee	-	355,000	355,000	-	345,000	345,000	-	420,000	420,000
<b>Total</b>	<b>2,868,000</b>	<b>1,150,000</b>	<b>4,018,000</b>	<b>2,868,000</b>	<b>1,115,000</b>	<b>3,983,000</b>	<b>2,868,000</b>	<b>1,330,000</b>	<b>4,198,000</b>

**\*Remark:** Resolved to approve the payment of meeting allowances to the Board of Directors and sub-committees at the Board of Directors' meeting. No. 4/2019 on July 24, 2019

Criteria for remuneration of directors Classified by Type of Director as follows

Director type	Compensation type (baht)	
	Compensation	Meeting allowance
Independent Director	2,080,000	830,000
Non-Executive Directors	588,000	500,000
Executive Directors	200,000	-

The remuneration details for 2022 are as follows:

Position	BOD (baht)	Sub-committee		
		AC (Baht)	NC (Baht)	SC (Baht)
Chairman /person	15,000	15,000	15,000	15,000
Director / person	10,000	10,000	10,000	10,000

For directors who serve on the joint sub-committees, the meeting allowance will be paid by being a sub-committee according to the position and the number of times they attend the meeting.

In addition to the remuneration of the above directors. Directors are entitled to benefits in terms of entry expenses. Training and seminars in relation to the performance of the duties of directors of the Company.

### Executive remuneration

Remuneration of the Company's executives who are directors (excluding remuneration received as a director) and executives of the company who are not directors. In the form of salary and bonus, it can be summarized as follows.

	<i>For the year ended on 31 Dec. 2022</i>		
	31 Dec. 2020	31 Dec. 2021	31 Dec. 2022
Number (person)	7	8	10
Remuneration (Baht)	10,268,962	10,682,473	12,702,753

### Supervision of subsidiaries and associated companies

The Company has no subsidiaries and associated companies and operates its business in accordance with good corporate governance, business ethics and good corporate governance principles for business sustainability.

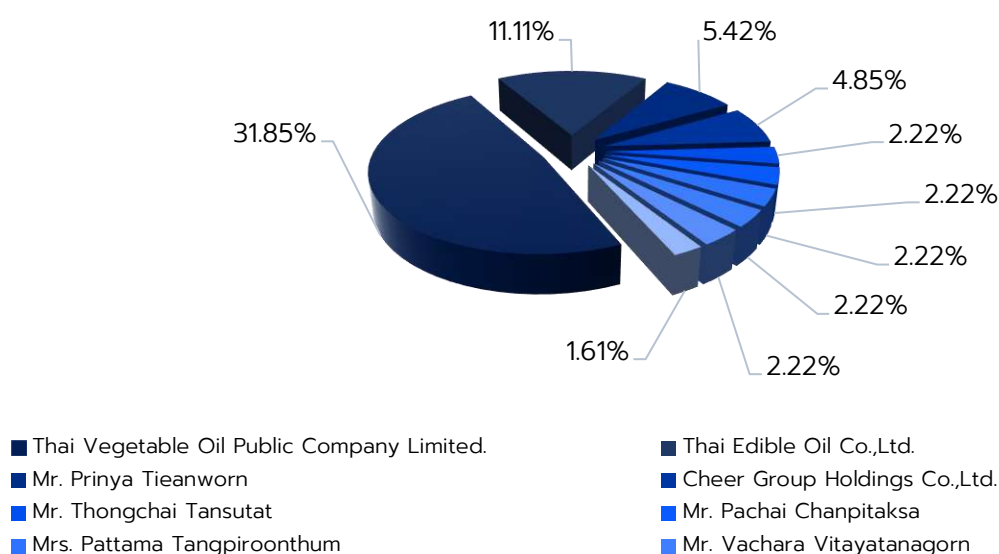
## Policies and Guidelines on Shareholders and Stakeholders

### Shareholding structure and management

#### Company Securities

The Company has registered capital of Baht 148,500,000 divided into 296,999,929 ordinary shares with a par value of Baht 0.50 per share and paid-up capital of Baht 148,499,964.50, divided into 296,999,929 ordinary shares with a par value of Baht 0.50.

#### Shareholding Percentage



#### Shareholder Structure (GRI 102-40)

Top 10 Shareholders (Summary from book closing date as of August 29, 2022)

No.	Shareholder	Number of Shares (Shares)	% share
1	Thai Vegetable Oil Public Company Limited.	94,600,000	31.85
2	Thai Edible Oil Co.,Ltd.	33,000,000	11.11
3	Mr. Prinya Tieworn	16,100,000	5.42
4	Cheer Group Holdings Co.,Ltd.	14,407,470	4.85
5	Mr. Thongchai Tansutat	6,600,000	2.22
6	Mr. Pachai Chanpitaksa	6,600,000	2.22
7	Mrs. Pattama Tangpiroonthum	6,600,000	2.22
8	Mr. Vachara Vitayatanagorn	6,600,000	2.22
9	Ms. Sudarat Vitayatanagorn	6,600,000	2.22
10	Mr. Veerachai Dejamornthan	4,796,000	1.61

## Dividend Payment Policy of the Company

The Company has a policy to pay dividends at the rate of not less than 50% of net profit after deducting corporate income tax and deducting legal reserves. However, the dividend payment rate is subject to change depending on liquidity. The Company's investment plans and operating plans, as well as the terms and conditions of contracts to which the Company is bound. The resolution of the Board of Directors approving the dividend payment must be presented for approval by the shareholders' meeting, unless it is an interim dividend payment.

The company's shares are classified as dividend stocks. The company's shares are listed from the stock exchange's dividend arrangement. In the past, the Company has continuously paid dividends to shareholders every year by dividing the dividend payment twice a year, i.e. interim dividend payment (from the performance in January - June) and dividend payment from the performance of that year (July - December).

In addition, the Company's shares are rated as dividend stocks and are attractive to invest in by various media outlets such as Online Manager (published on February 14, 2022). as follows

1. Shares with dividend yield in 2021 (based on 2021 operating results) with YTD exceeding 5% or more
2. Dividends for the past 3-4 years have been 5% or more (7.84%, 6.16%, 5.85% and 8.04% in 2018).
3. The historical return on YTD in 2022 remains positive.

Source: <https://mgronline.com/stockmarket/detail/9650000014616>



**2.PDG (บมจ.พรอดดิจ)** ทำธุรกิจผลิตและจำหน่ายบรรจุภัณฑ์ประเภทขวด Polyethylene Terephthalate ("ขวด PET") สำหรับน้ำผลไม้บรรจุขวด น้ำมันพืช น้ำดื่มบรรจุขวดน้ำปลาและเครื่องปรุงรส อัตราเงินปันผลตอบแทน 7.96% (ย้อนหลัง 4 ปีตั้งแต่ปี 61-64 คือ 7.80%, 6.16%, 5.85%, 8.04%) Market Cap 1,085.40 ล้านบาท ค่าP/E 17.00 เท่า ค่า P/BV 1.89 เท่า อัตราผลตอบแทนจากราคาย้อนหลัง YTD +1.01%, ช่วง 5 วัน ไม่เปลี่ยนแปลง, 20 วัน 0.50%, 60 วัน -0.99%, 120 วัน -3.83%



## Corporate Governance Key Performance Report

*The Company adheres to good corporate governance principles to guide business operations to ensure sustainability. The Company's good corporate governance policy is divided into 5 categories as follows:*

### Section 1 Rights of Shareholders

The Company attaches importance to the rights of shareholders. The Company will encourage shareholders to exercise their rights. The basic rights of shareholders include trading or transferring shares. The company's share of profits Obtaining adequate information Attendance of the meeting to exercise the right to vote at the shareholders' meeting to appoint or remove directors Appointment of auditors and matters affecting the Company, such as dividend allocation Determination or amendment of articles of association and memorandum of association, capital reduction or capital increase and approval of special items, etc.

*The Company has a policy to take action on various matters to promote and facilitate shareholders to exercise their rights. as follows*

- The Notice of the Meeting of Shareholders will be sent to all shareholders at least 7 days in advance or according to the period specified by law and announcements, which will indicate the date, time, place, articles of association of the Company in relation to the shareholders' meeting and the agenda of the meeting, with clarifications and reasons for each agenda, together with the opinion of the Board of Directors, the proxy as specified by the Ministry of Commerce, and the list of independent directors. Cannot attend the meeting in person. In addition, the Company will publish important information about the shareholders' meeting via the SET's website and the Company's website in advance of the meeting.
- Prior to the meeting, the Company will inform the meeting of the voting criteria at the meeting. The chairman of the meeting will allocate appropriate time for shareholders to have the opportunity to express their opinions and ask questions about the company, with relevant directors and executives attending the shareholders' meeting to answer questions and receive opinions and suggestions from shareholders.
- In case there are several items on the agenda, such as the agenda for the appointment of directors, a resolution will be held on each item.
- After the Shareholders' Meeting The Company will provide accurate and complete minutes of the meeting, which will indicate the voting process. Questions, answers and voting results for each agenda, both disapproved and abstaining votes, as well as a record of the names of the directors who attended the meeting and the directors who left the meeting.

The Company will notify the summary of the results of the resolutions on the SET's website within the same day as the meeting date or at least by 9.00 a.m. on the next business day, and will send the minutes of the shareholders' meeting to the SET within 14 days and publish the minutes on the Company's website.

At every shareholders' meeting, the Company has taken notes and prepared the minutes of the meeting in both Thai and English to disclose the resolutions of the meeting together with the voting results through the news system of the Stock Exchange of Thailand and on the Company's website within the specified time frame.

In addition, there are channels for shareholders to contact for information about the Company through various channels such as Email: [ir@prodigy.co.th](mailto:ir@prodigy.co.th) Line or by telephone 034-332611-2.

*In 2022*, the Company held the Annual General Meeting of Shareholders. However, the company has continued to comply with covid-19 prevention measures by adjusting some procedures to comply with the situation but still adhering to equal rights of shareholders. The previous Annual General Meeting of Shareholders received cooperation from shareholders in complying with the measures prescribed by the Company.



## Section 2 Equitable Treatment of Shareholders

- The Company will treat all shareholders equally, both executive and non-executive shareholders, as well as foreign shareholders. as follows
- The Company will prepare the meeting invitation in English and publish it together with the Thai invitation letter.
- The Company will conduct the shareholders' meeting in accordance with the agenda specified in the invitation letter and will not add unnecessary agenda items, especially important agendas that shareholders need time to study before making a decision.
- The Company will allow minority shareholders to nominate a person to be a director by submitting the nomination person's information together with a letter of consent to the Chairman of the Board of Directors under the criteria specified by the Company.
- The Company will encourage shareholders to use ballots for all agenda items by storing ballots at shareholders' meetings to calculate shareholders' votes, and the Company will store ballots for transparency and accountability.
- The Company attaches importance to disclosing information about the Company accurately, completely and in a timely manner to all shareholders equally through the SET's website and the Company's website.
- The Company has a policy to prevent cases where directors and executives use inside information to seek benefits for themselves or shareholders.
- The Company has a policy that directors who have an interest in any agenda shall refrain from participating in the meeting to consider the agenda.

### Section 3 Roles of Stakeholders

The Company attaches importance to the rights of all relevant stakeholders such as customers, employees, partners, shareholders or investors, creditors and communities in which the Company is located, as well as other stakeholders such as competitors and independent auditors, etc.

The Company has established a policy and guidelines for non-infringement of intellectual property or copyright, which has been published on the Company's website and compiled in the Director's Manual.

#### Shareholder

1. The Company is obliged to encourage shareholders to exercise their rights. The basic rights of shareholders include trading or transferring shares. The company's share of profits Obtaining adequate information Attendance of the meeting to exercise the right to vote at the shareholders' meeting to appoint or remove directors Appointment of auditors and matters affecting the Company, such as dividend allocation Determination or amendment of articles of association and memorandum of association, capital reduction or capital increase, and approval of special items, etc.
2. The Company is obliged to encourage shareholders to exercise their rights in various matters. At the Annual General Meeting of Shareholders, such as the right to nominate a person to be a director and the right to express opinions and ask questions related to the agenda, etc.
3. The Company is obliged to refrain from acts that violate or deprive shareholders of their rights, such as not submitting important information or documents prior to the shareholders' meeting, and adding important agendas or changing important information without prior notice to shareholders, etc.



#### Employee

1. PDG provides fair compensation to employees based on employee performance, which the Company will measure the performance of employees fairly in accordance with the criteria set by the Company.
2. PDG has a policy to develop the Company's personnel, the Company has organized training to educate employees and executives, and the Company has sent employees and executives to train with external agencies on work-related matters.
3. PDG is responsible for maintaining a hygienic working environment. It is conducive to efficient work and is safe for the life and property of employees.
4. PDG is obliged to maintain the privacy of its employees, and the Company will not disclose personal information such as salary, medical history, to third parties unless the Company is obliged to disclose such information in accordance with regulations, laws and the Personal Data Protection Act.

Customer

1. The Company is responsible for establishing good relationships and long-term cooperation with customers based on the principle of operating with integrity.
2. The company focuses on providing the highest customer satisfaction and confidence. It is safe for consumers. In accordance with the requirements given to the customer, as well as strictly comply with the conditions and agreements with the customer, every year the company will send a customer satisfaction survey for the customer to evaluate and respond to the company so that the company can take the results of such assessment into consideration and improve the work to be efficient and effective to be able to satisfy customers.

In 2022, The Company receives the results from customers as follows: (GRI 102-43, 102-44)

Assessment Topics		Average rating (full score 4 points)	
1.	Product quality	3.63	points
2.	Delivery of goods	3.65	points
3.	Service	3.56	points
4.	Environment	3.62	points
Average score		3.62	points

*\*Note: 2022 is the first year that an environmental assessment has been conducted*

Partners and creditors

1. The Company takes into account equality, fairness and integrity in its business operations, and the Company strictly complies with the laws and agreements set forth together.
2. The Company will maintain its business ethics by not demanding, accepting or paying any dishonest benefits in trading with its partners.
3. The Company conducts annual partner assessments to select good and quality partners in terms of price and service. In addition, it is possible to plan support the replacement of products or services so as not to affect the operation business.



More information can be found.  
Policy regarding partners and creditors at

[www.prodigy.co.th](http://www.prodigy.co.th) 



### Commercial competitors

1. The Company has a policy to support and promote free and fair trade competition by adhering to business ethics.
2. The Company will treat its trading competitors in accordance with the law and adhere to good practices, which the Company will not damage the reputation of its competitors by making accusations. Unfounded slander or any other act that is unfair to the competition

### Government agency

1. The Company is obliged to comply with the regulations and laws and adhere to good practices.
2. The Company places great importance on transparency and honesty in dealing with officials and government agencies, and the Company has a policy to combat corruption with government officials in various ways in order to facilitate or benefit the Company.

### Environment, Society and Community

1. The Company has a policy to conduct business with environmental responsibility and conservation. This includes promoting energy efficiency. The company is aware of the use of natural energy efficiently. Therefore, solar panels have been installed to use solar energy to generate electricity used in production, which is the use of renewable energy to be efficient and reduce electricity consumption, which is the main cost of production.
2. The Company has a policy to conduct business taking into account the quality of life of society and community.
3. The Company manages the water generated from the production to the specified standard before discharging it into public water sources. The company conducts monthly water audits.





## Section 4 Disclosure and Transparency

The Company attaches importance to the disclosure of accurate, complete, timely and transparent information in order to provide shareholders and stakeholders with equal and reliable information.

The Company has a policy to disclose important information to the public, such as vision and mission. Nature of Business, List of Directors and Executives, Financial Statements, Financial Status Report Risk factors and risk management policies, including risk management methods Direct and indirect shareholding of directors Major Shareholders and Senior Executives Audit fees and other services of the auditor and remuneration of the board of directors and executives, etc.

At present, shareholders, investors, securities analysts, and the general public can contact the Company for more information at Investor Relations at 034 332 611-2 or by email.[ir@prodigy.co.th](mailto:ir@prodigy.co.th)

*In 2022*, the Company has conducted interviews with analysts (public) as well as interviews through the media to inform investors and related parties about the progress of the Company's operations, as well as prepared a newsletter to be published through the Company's website for those who are interested in being able to know the company's information at [www.prodigy.co.th](http://www.prodigy.co.th) and a snap shot published via Setlink.

## Section 5 Responsibilities of the Board of Directors

As of December 31, 2022, the Company's management structure consists of the Board of Directors and 5 sub-committees. Corporate Governance, Nomination and Remuneration Committee The Corporate Strategy and Risk Management Committee, the Risk Management Committee, and the Executive Committee to oversee the business for the long-term benefit of the Company and its shareholders as a whole.

## Board Structure

The Board of Directors consists of directors with knowledge, ability and experience in terms of gender and age, responsible for considering important matters related to the Company's management. All directors are free to express their opinions at the meeting and are free to vote on agendas to ensure the correct operation of the Company. Efficient and transparent

As of December 31, 2022, the Board of Directors consists of 9 directors and 4 independent directors. All Directors of the Company There are no prohibited characteristics according to the Notification of the Capital Market Supervisory Board No. 8/2553. Re: Determination of the lack of trustworthiness of directors and executives of the Company and other related laws

## Roles, Duties and Responsibilities of the Board of Directors

The Board of Directors is responsible for considering and approving important operational matters such as vision and mission, strategy, financial goals, risks, plans and budgets. Supervise and supervise the management to effectively and efficiently manage the implementation of the policies and plans set. The Board of Directors will use discretion and prudence in making decisions and performing duties with responsibility and integrity. For the long-term benefit of the company

## Remuneration of Directors and Executives

The Company has clearly defined the remuneration of directors of the Board of Directors. Such remuneration must be approved by the Annual General Meeting of Shareholders every year. In the event that the Company's directors are assigned to more duties and responsibilities, such as being a member of the Audit Committee, etc., they will receive more remuneration appropriate to the duties and responsibilities assigned. This consists in determining the remuneration of executives in connection with the company's performance and the performance of each executive annually (details of remuneration of directors and executives. on pages 141 – 142).



## Board meetings

In 2022, the Board of Directors' meeting emphasized the importance of monitoring and certifying quarterly performance and reports from the Audit Committee and risk reports from the Risk Management Committee, as well as reviewing. Add policies that are appropriate to the context of the organization, including in accordance with the current situation as proposed by the Corporate Governance Committee, for management to consider and act in the best interest of the company. This is part of the organization's sustainability.

Every Meeting of the Board of Directors shall be attended by the Secretary of the Board of Directors, who shall prepare the agenda of the meeting and deliver the meeting documents to the Board of Directors at least 5 working days prior to the meeting, including recording the meeting. As for the big picture, The Company has recorded the minutes of the meeting, submitted such reports to the Directors individually as appropriate, and the minutes of the Directors' Meeting certified by the Board of Directors are systematically stored and ready for review by the Board of Directors and related parties.

### **Overseeing the use of internal information and conflicts of interest**

The Company has a policy to prevent cases where directors and executives use inside information to exploit themselves or shareholders. as follows

1. The Company requires that the company's data be protected by requiring agencies that know the information not to disclose it to unrelated entities or individuals.
2. Executives of the Company who have been informed of material information and financial information of the Company that affect the change in the price of securities. Such information must not be exploited before it is made public.
3. Executives are prohibited from trading the Company's securities for a period of one month before financial statements or material information are made public.
4. When the Company's securities are listed on the Stock Exchange of Thailand The Company has designated directors and executives to report securities holdings on behalf of the Company pursuant to Section 59 in accordance with the Securities and Exchange Commission's notification on the preparation and disclosure of securities holding reports of directors. and executives, the number of securities that executives must report. Executive holdings must be counted. Spouses and minor children are the owners of the securities, such as holding by another person in the form of nominee or holding through a private fund, etc.
5. The Company has imposed disciplinary penalties for those who seek to profit from the use or disclosure of information within the Company that may cause damage to the Company. Appropriate punishments include verbal admonition, written admonition, parole, as well as dismissal of an employee by reason of dismissal. The punishment will be determined by the intent of the act and the seriousness of the offense.

## Anti-Corruption Policy (GRI 205-2)

Broaddigi Public Company Limited recognizes the importance of conducting business with transparency and integrity as corruption is a problem and an obstacle to the country's development. The Company announced its intention to be a united front of Thai private sector action against corruption and approved to participate in the project on December 16, 2015, and therefore the Company has established an anti-corruption policy to guide the practice and develop towards a sustainable organization in the company's business operations and in accordance with good corporate governance principles. At the Board of Directors' Meeting No. 7/2020 on Tuesday, December 8, 2020, the 2nd Amendment to the Policy was resolved as follows:

### Anti-Corruption Policy

With determination. In conducting business in a transparent and fair manner, pay attention to the principles. Good Corporate Governance Be responsible and cautious under the law. Related Regulations and Standards Proddigi Public Company Limited "The Company" has established an Anti-Corruption Policy as a guideline and develop into a sustainable organization.



#### 1. Policy Objectives

- 1.1. It represents the company's direction and framework regarding anti-corruption and anti-corruption in accordance with principles and best practices that are accepted as appropriate for implementation in accordance with the country's socio-economic environment.
- 1.2. Enhance knowledge, understanding and cooperation of directors. Executives, employees and persons involved in the anti-corruption policy as a guideline to promote the Company as a well-managed and effective organization. Have ethics and ethics in doing business.
- 1.3. The Company has a definition not to engage in all forms of corruption and cooperate with other organizations in combating corruption.

#### 2. Definition of "Corruption and Bribery"

**"Corruption"** means the abuse of power or duty for the benefit of oneself or another person, including bribery, extortion, fraud. Deception, conspiracy Consensus Embezzlement, money laundering and other similar acts

**"Bribery"** Means any form of action that is an offer, a promise, a grant. acceptance Claims that generate various forms of benefits in a way that incentivizes any action that is contrary to the law or contrary to its responsibilities.

*Benefits in various forms* include gifts, services, cash or other forms that may be given directly or through another person or for another person.

*Incentives for any action* shall include actions taken against government officials or private sector officials.

Forms of corruption and bribery and other related policies

2.1. Political aid

Political assistance in accordance with the law is permitted. It must be conducted transparently and appropriately disclosed and approved in principle by the Board of Directors or the Executive Committee.

2.2. Charitable Donations

Charitable donations are part of the company's corporate culture to help the less fortunate in society, to alleviate the suffering of natural disasters, or to promote a comprehensive quality of life, both now and in the future. Such charitable donations must be *approved* in accordance with the company's established procedures and acted transparently, with a clear purpose of donation, and no donations made to cover the face to avoid corruption and bribery.

2.3. Funding

Grants are generally made to promote the image or reputation of an organization. This is usually done through various activities, and grants must meet transparent decision-making criteria. Have a contract or have proof of giving money properly. This must be *approved* in accordance with the procedures set by the Company and shall not be funded in order to avoid corruption and bribery.

2.4. Gifts, hospitality and other expenses

Gifts, hospitality and other expenses may lead to corruption risk. All directors and employees *shall not accept or give gifts or hospitality services* that are generally perceived to have resulted in corruption. However, if receiving or giving gifts or hospitality, there is no obligation or burden to create a sense of remuneration for corruption, and in accordance with the traditions that are normally practiced, it is possible. If it complies with the criteria and code of conduct set by the company. If in a situation where such gifts or benefits cannot be refused at that time. The recipient must notify the supervisor immediately.





### **3. Anti-Corruption Measures and Anti-Corruption and Bribery Guidelines**

The Company is committed to implementing effective measures against corruption and bribery, which must be approved by the Board of Directors and communicated regularly to all directors and employees, as well as third parties. To cultivate a culture of absolutely no corruption and bribery.

referee Executives & Employees The Company does not accept corruption in any form, directly or indirectly, covering all businesses and related departments, and regularly reviews the implementation of the Anti-Corruption Policy as well as reviews the guidelines and implementation requirements to comply with business changes. Regulations and Legal Requirements

### **4. Scope of Enforcement**

This Policy applies to directors. Executives and employees of the Company are defined as follows:

- 4.1. Directors are directors of the Company who are appointed by the Annual General Meeting of Shareholders or the Board of Directors' Meeting.
- 4.2. All sub-committees appointed by the Board of Directors
- 4.3. The Company's employees include employees of all positions and levels, including managers, senior executives, consultants, both full-time and part-time employees.

### **5. Duties and Responsibilities**

- 5.1. The Board of Directors is responsible for formulating policies and supervising the Company to have an effective anti-corruption support system so that the management can realize and give importance to anti-corruption and cultivate it as a corporate culture.
- 5.2. The Audit Committee, as assigned by the Board of Directors, has the duty and responsibility to review the internal control system of various systems in the Company to ensure that it is effectively implemented and without corruption, including reporting the results of the corruption investigation to the Board of Directors.
- 5.3. Executive Committee and Management It is responsible for establishing the system and promoting and supporting anti-corruption policies, as well as communicating to employees and all related parties. Review the appropriateness of the system and measures to reflect changes in the business. Rules, Regulations and Legal Requirements
- 5.4. The internal auditor is responsible for auditing and reviewing the operation as correct. Meet the policy Guidelines Authority to operate Regulations To ensure that there is an appropriate and adequate control system for potential corruption risks and report to the Audit Committee.
- 5.5. All employees must perform their duties in accordance with this policy. Any suspicion or violation of this policy must be reported to the supervisor or through the designated reporting channels.

## 6. Policies and Guidelines

### 6.1. General Chapter

- 6.1.1. Directors, executives and employees at all levels Must comply with the Company's anti-corruption policy and business ethics and do not make claims or participate in any form of corruption, whether directly or indirectly, covering all departments and external agencies. Government agencies, state enterprises, and private entities in which the Company is involved.
- 6.1.2. Employees should not neglect or ignore when they see any acts that are considered corruption related to the Company, must notify their superiors or responsible persons and cooperate in investigating various facts. If you have any questions or questions, consult with your supervisor or the person designated to be responsible for Monitoring compliance with the Company's Code of Business Conduct through designated channels
- 6.1.3. Those who commit corruption are unethical acts of the Company, which must be subject to disciplinary action as prescribed by the Company, which may include termination of employment. Compensation for damages and civil or criminal penalties
- 6.1.4. The Company shall provide fairness and protection to personnel who refuse or report corruption related to the Company by taking measures to protect the complainant or those who cooperate in the investigation.
- 6.1.5. The company is committed to creating and maintaining a corporate culture that holds that corruption is unacceptable. Both public and private sector transactions.
- 6.1.6. Senior executives must be good role models and direct employees to follow the prescribed measures.

### 6.2. Raising awareness

The Company will provide dissemination and education to relevant business persons and stakeholders, including other persons who are required to perform duties related to the Company or may affect the Company in matters that must comply with the Anti-Corruption Policy.

### 6.3. Risk Assessment

- 6.3.1. The company's management must understand the potential risks of corruption.
- 6.3.2. Management shall regularly assess the risk of potential corruption at least once a year and review risk management measures to ensure that they are appropriate to prevent risks to an acceptable level.

#### 6.4. Control

The Company will maintain an effective internal control system against corruption, which covers both financial and operational processes of accounting and data keeping processes, as well as other processes related to anti-corruption measures.

#### 6.5. Monitoring and Review

6.5.1. The Risk Management Committee shall assess the risks and review this Policy annually and propose it. The Audit Committee and the Board of Directors consider and approve changes, supervise and monitor the implementation of this policy and make recommendations on an ongoing basis.

6.5.2. Internal auditors must regularly review internal control systems and processes to ensure that the internal control system is effective against corruption.

The results of the audit will be discussed with relevant parties to find appropriate solutions and will be reported to the management and the Audit Committee.

### **7. Punishment for violating anti-corruption policy**

7.1. If the director Executives or employees of the Company in violation of the Anti-Corruption Policy shall be subject to disciplinary action.

7.2. Employees should understand the contents of this Policy and act accordingly. The Company will consider punishing employees who violate the policy and cause damage to the Company.

### **8. Training & Communication**

8.1. The Company will regularly provide anti-corruption education and training. In various channels, such as orientation courses, seminars, closing announcements, etc., to be aware of all forms of anti-corruption policies and risks from participating in corruption, as well as how to report or report clues in case of seeing or suspecting corruption.

8.2. The Company will communicate its anti-corruption policy to directors, executives, employees, shareholders, customers, business partners. All stakeholders, business stakeholders and business representatives are informed through appropriate communication channels.

### **9. Disclosure of Information**

PDG discloses information to employees, executives, shareholders, customers, business partners. All stakeholders and stakeholders through the Annual Report, the Company's website or other appropriate methods to ensure that the Company operates transparently and verifiably.

### **10. Saving and retaining data**

PDG operates in relation to information in accordance with the Company's policy, which is committed to maintaining This is an important basis for establishing an effective

control system by carrying out various matters to ensure that the work system and database system information are protected, maintained, ready to be used or ready to be inspected at any time in the Company's business. Work system and database system

#### **11. Measures and channels for whistleblowing or complaints**

The Company provides measures for whistleblowing or complaints about illegal acts, business ethics, or behaviors that may imply corruption by providing various communication channels to allow employees and stakeholders to report clues or complaints to the Company.

- *By mail*  
*Submit to Chairman of the Board of Directors or Chairman of the Audit Committee Prodigy Public Company Limited*  
*7/3 moo 3 7/3 Bangkrabao Nakhon Chai Si, Nakhon Pathom 73120*
- *Via email : Company Secretary : [thitikan@prodigy.co.th](mailto:thitikan@prodigy.co.th)*
- *On the Company's website: [www.prodigy.co.th](http://www.prodigy.co.th)*
- *Suggestion / comments / complaints box*

It's not. The Company will protect the rights of complainants and informants by keeping the information of complainants and informants confidential and protecting them. To prevent the complainant and the informant from being affected and upon investigation and judgment. The Company will inform the informant and complainant of the results of the investigation.

This is effective from December 8, 2020.



Associate Professor Prayoon Boonprasert  
Chairman

*In 2022*, after the Board of Directors reviewed the anti-corruption policy to ensure comprehensiveness, the Company also disseminated to employees in the organization to be informed and observed through various channels within the organization, including orientation of new employees to be aware of the policy and for all employees to adhere to anti-corruption practices.

Apart from this The Board of Directors has considered establishing a whistleblowing policy for employees and related parties to use as a code of conduct, which the Company has published through the Company's website.

Externally, the Company has asked for cooperation from business partners and customers in complying with the anti-corruption policy by sending a letter requesting cooperation and attaching documents related to the anti-corruption policy to the business partners, customers, to be informed and cooperate in the implementation of good corporate governance principles.

*Throughout 2022*, the Company through the responsible units, has *never* received complaints and clues about offence on corruption both inside and outside the organization However, if a complaint is found about employees within the organization and if it is clearly proven to be the culprit. The matter will be notified to the administration and warehouse department. to consider penalties according to the regulations of the company as clearly defined further.





## Business Ethics

### Prodigy Public Company Limited

The Company is committed to conducting business and managing it ethically. That recognizes the responsibility to society as a whole. All executives and employees of the Company perform their duties under [6 principles of business ethics](#).

**1. Compliance with the law**

The Company recognizes the legality of its practices as a basic principle and adheres to its business operations in accordance with the accepted ethical norms of society as a whole.

**2. Corporate Social Responsibility and Community Participation**

As an entrepreneur, the Company will conduct its business fairly along with its overall social responsibility and will act as a good community member, supporting activities that benefit society and local communities.

**3. Respect for Human Rights**

The Company conducts its business on the basis of respect for human rights. Without discrimination of nationality. Race, religion and other discrimination (in accordance with the human rights policy published by the Company through the Company's website)

**4. Environmental Responsibility**

The Company operates its business with regard to the conservation of natural resources and the environment. Non-polluting society, reducing the use of natural resources, and creating a good environment.

**5. Relationships with stakeholders**

The Company conducts its business transparently and with integrity, caution and prudence for the benefit of shareholders and all stakeholders.

**6. Managing conflicts of interest**

The Company provides a strict management control system that prevents the use of authority to seek benefits for its group or allies. By using a transparent, fair and auditable business approach.

*In 2022*, the Company conducts its business in accordance with the principles of business ethics, which has been continuously implemented since 2009. It will instill in all employees in the organization to adhere to the principle by molding a good corporate culture that will be the basis for leading the organization towards sustainability.

## The Company's Business Ethics

### Section 1 Business Policy

The Company aims to create sustainable growth and prosperity for its shareholders. In the long term, using more than thirty years of experience in PET production and distribution, the Company has developed a more efficient production process to reduce production costs and develop packaging related to Polyethylene Terephthalate (PET) to meet the needs of customers. In addition, the company aims to conduct business with responsibility to the community. Consumer & Environment

### Section 2 Policy on Treatment of Stakeholders

#### 2.1. Policy, Practice and Responsibility to Shareholders

- 2.1.1. The company is obliged to encourage shareholders to exercise their rights. The basic rights of shareholders include trading or transferring shares. The company's share of profits Obtaining adequate information Attendance of the meeting to exercise the right to vote at the shareholders' meeting, to appoint or remove directors, to appoint auditors, and matters affecting the Company, such as the allocation of dividends. Determination or amendment of articles of association and memorandum of association, capital reduction or capital increase, and approval of special items, etc.
- 2.1.2. The Company is obliged to encourage shareholders to exercise their rights in various matters. At the Annual General Meeting of Shareholders, such as the right to nominate a person to be a director and the right to express opinions and ask questions related to the agenda, etc.
- 2.1.3. The Company is obliged to refrain from acts that violate or deprive shareholders of rights, such as not submitting important information or documents prior to the shareholders' meeting, and adding important agendas or changing important information without prior notice to shareholders, etc.
- 2.1.4. Provide various channels for dissemination of information, including the company's website, allowing shareholders to access information conveniently and prepare information in easy-to-understand language.
- 2.1.5. Provide channels for whistleblowing of dishonest acts or complaints, namely:
- |              |  |
|--------------|--|
| Mail through | Chairman of the Audit Committee<br>Prodigy Public Company Limited<br>7/3 moo 3 7/3 Bangkrabao Nakhon Chai Si,<br>Nakhon Pathom 73120 |
| Telephone    | 034-332611-2   |
| Email        | <a href="mailto:ir@prodigy.co.th">ir@prodigy.co.th</a>   |
- Complaint information will be kept confidential. The Audit Committee will order the review of the information and propose solutions and report to the Board of Directors.

## 2.2. Customer Treatment Policy

2.2.1. The company is responsible for establishing good relationships and long-term cooperation with customers, adhering to the principle of operating with integrity.

2.2.2. The Company focuses on providing the highest satisfaction and confidence to customers by providing quality services and products that are safe for consumers in accordance with the requirements provided to customers, as well as strictly complying with the terms and conditions with customers.

## 2.3. Treatment policy for partners and creditors

2.3.1. The Company takes into account equality, fairness and integrity in its business operations.

2.3.2. The Company will maintain its business ethics by not demanding, accepting or paying any dishonest benefits in trading with its partners.

## 2.4. Employee Treatment Policy

2.4.1. The Company provides fair compensation to employees based on employee performance, which the Company will measure the performance of employees fairly in accordance with the criteria set by the Company.

2.4.2. The Company has a policy to develop the Company's personnel, the Company has organized training to educate employees and executives, and the Company has sent employees and executives to train with external agencies on work-related matters.

2.4.3. The company is responsible for maintaining a hygienic working environment. It is conducive to efficient work and is safe for the life and property of employees.

2.4.4. The Company is responsible for maintaining the privacy of its employees, and the Company will not disclose employees' personal information such as salary, medical history, to third parties unless the Company is obliged to disclose such information in accordance with regulations and laws.

## 2.5. Policies for the treatment of commercial competitors

2.5.1. The Company takes into account equality, fairness and integrity in its business operations.

2.5.2. The Company will treat its competitors in accordance with the law and adhere to good practices, which the Company will not damage the reputation of its competitors by making accusations. Unfounded or any other act that is unfair to the competition.

## 2.6. Policy on Treatment of Government Agencies

2.6.1. The Company is obliged to comply with regulations and laws relating to the Company's operations.

2.6.2. The Company attaches importance to transparency and honesty in dealing with officials and government agencies, and the Company has a policy to resist bribery with government officials in various ways to facilitate or benefit the Company.

## 2.7. Environmental, Social and Community Treatment Policy

- 2.7.1. The Company has a policy to conduct business with responsibility to the environment and conserve natural resources as well as promote energy efficiency.
- 2.7.2. The Company has a policy to conduct business taking into account the quality of life of society and community.

## **Section 3 Policy on The Use of Internal Data and Conflicts of Interest**

### 3.1. Policy on Overseeing the Use of Insider Information and Conflicts of Interest

- 3.1.1. The Company requires that the Company's data be protected by requiring agencies that know the information not to disclose it to unrelated entities or individuals.
- 3.1.2. Executives of the Company who are informed of material information and financial information of the Company that affect the change. Securities prices must not be exploited before they are made public. The company prohibits executives from trading the Company's securities for a period of one month before financial statements or material information are made public.
- 3.1.3. When the Company's securities are listed on the Stock Exchange of Thailand The Company has designated directors and executives to report the holding of securities in the Company in accordance with Section 59 in order to comply with the Notification of the Securities and Exchange Commission on the Preparation and Disclosure of Reports of Securities Holdings of Directors and Executives. The number of securities that executives must report. Executive holdings must be counted. Spouses and minor children, whether directly or indirectly. Spouses and minor children are the owners of the securities, such as holding by another person in a camouflage manner (Nominee) or holding through a private fund, etc.
- 3.1.4. The Company has imposed disciplinary penalties for exploiters for using or disclosing information within the Company that may cause damage to the Company. The appropriate punishment shall be considered as appropriate, including verbal warning, written warning. Parole, as well as termination of employment due to dismissal. The punishment will be determined by the intent of the act and the seriousness of the offense.

## **Section 4 Human Resource Development Policy**

The Company places great importance on human resource development because quality human resources are an important factor that makes the Company successful in its operations to this day. Seminars by knowledgeable speakers from both inside and outside the company

## Section 5 Corporate Social Responsibility (CSR) Policy

The Company defines corporate social responsibility as one of its sustainability strategies. The Company is committed to conducting its business with accuracy, transparency and taking into account the interests and impacts on all stakeholders. Labor Rights Fair Business Practices Developing quality and safe products for consumers Community and Social Development Environmental Management Creating a good and safe working environment for the company's personnel. Compliance with laws and security requirements The Company's occupational health and environment, as well as social responsibility reporting. The Company has the following policies:

### 5.1. Conducting business with fairness

The Company adheres to the principles of fair business operation, with the Directors responsible for ensuring that there is no conflict of interest in business operations, and encourages employees at all levels to work with integrity and adhere to business ethics.

The Company has a policy to conduct business to stakeholders, including shareholders. The company has a practice based on honesty and fairness with transparency and does not seek personal interests that conflict with the interests of the Company and its stakeholders. This includes confidentiality in relation to business operations to stakeholders.

The Company determines the guidelines for the performance of executive and employee duties in accordance with the values that the Company aims for. This includes ethics and responsibilities for stakeholders for the purpose of establishing standards of behavior of executives and employees based on honesty. The regulations shall be disseminated to executives and employees to be informed and observed thoroughly throughout the organization, and to monitor the results of compliance regularly.

### 5.2. Respect for Human Rights

The Company assigns directors The Company has comprehensive guidelines on basic human rights in accordance with the law and business ethics with the aim of encouraging all employees to be equal and not discriminate against differences in human rights. The Company promotes the right to freedom and protection of workers by systematically managing human resources along with safety and quality of life. Human resource management covers various aspects. as follows

- Labor and Human Rights
- fair employment
- performance appraisal
- Compensation and Welfare
- Employee Knowledge Development
- Safety according to occupational health principles at work
- Organizational Engagement



- Receiving complaints and suggestions
- fair dismissal

Since the company opened a branch office in Surin province, where most of its employees are local residents, the company pays attention and respects to follow provincial traditions such as the Sandoanta tradition, which is one of the important traditions that have been practiced for thousands of years. It is a tradition that expresses gratitude to patrons. Therefore, the Company has designated the festival as a holiday for branch employees to join the tradition in order to carry on the good traditions, demonstrating respect for the differences in lifestyle in each area.

### **Section 6 Fair Employment Policy**

The Company recognizes that employees are an important factor of sustainability and therefore it is the Company's policy to provide fair treatment in terms of opportunity. return Appointing, migrating and developing the potential of employees for sustainability in business operations.

### **Section 7 Consumer Responsibility Policy**

The Company attaches great importance to the quality of products that must be standardized, clean, hygienic, safe to use. To check the quality standards of raw materials and products that are inspected at various production lines at all stages, including traceability to the source of raw materials used in production. The company's international production standards are one of the guarantees of product quality and management, such as ISO9001:2015, GHPs, which are international standards for production operations and management systems.

### **Section 8 Environmental Care Policy**

The company is committed to conducting business on the basis of safety. The Company's operations focus on producing products and products that have no impact on the environment because the Company's production system is a closed system. Does not cause air pollution Therefore, the Company is committed to environmental protection and the Company has also been certified for the Green Industry Project by the Ministry of Industry and iso 14001: 2015 system.

### **Section 9 Community and Social Development Policy**

The Company cooperates with government agencies in community development in order to give back to society and the community continuously. By supporting budgets and items for organizing activities of government agencies and communities at festivals, such as donating items for children's day activities to agencies or educational institutions, and participating in community relations activities, which creates good relationships with the community.



## ESG Report 2022 of PDG

Due to the covid-19 pandemic The Omicron strain, which continued to spread at the beginning of the year, challenged the organization's management capabilities. In order to bring all stakeholders to survive safely and be able to live normally, it is necessary for the Company to take measures to deal with the situation that arises at that point in time. as follows

1. Issuance of measures Epidemic control within the company to ensure that stakeholders comply with the company's measures.
2. The company cooperates with the government in complying with the measures. in order to demonstrate social responsibility together
3. The company has purchased ATK to continuously check for employees since the epidemic. In order to prevent and reduce risks that may affect operations in a wide area. Including following the measures of the company and its partners to create trust in the company's products.
4. consecutive doses of vaccination to build immunity and reduce risks and severity that may occur. both towards themselves and those around them

The Company's business strategy covers ESG operations related to business processes on the Company's strategy as follows:

1. Value delivery strategy with stakeholder in addition to product production The company also co-designs packaging with customers to create satisfaction and provide advice. The use of packaging in terms of volume and shape suitable for customer use, as well as innovations in bottle weight loss. Reduce the consumption of plastic resins, but still retain the properties of PET bottles, which will help manage costs for customers and contribute to reducing greenhouse gas emissions.
2. The strategy of extending customer value proposition to social value proposition, in addition to packaging features, price, quality and service that are accepted by customers. The company also takes into account health, security, confidentiality and privacy. Human rights and environmental friendliness, etc.

### Health & Safety

- The company has submitted packaging for inspection according to the criteria. Public Health Notification No. 295 B.E. 2548 on the quality requirements or standards of plastic packaging, including the Ministry of Public Health Notification No. 435 B.E. 2565 announced on June 1, 2022, which defines the types of plastics that can be used to pack food and can use recyclable materials as announced.

### Consideration of confidentiality and privacy, human rights (GRI 103-1)

- Each customer's product label format, which is used as a component of the product, will be produced for that specific customer, and bottle-

shaped moles (which are unique to each customer) will not be produced as products for other customers.

Environmental Friendliness (GRI 416-1)

- PET packaging is 100% recyclable plastic and is a type of plastic that can be re-recycled. It can be reused to produce a variety of products and is highly accepted by consumers. In particular, it is reintroduced into fibers in the production of clothing.

3. Strategies that create value in internal processes and external processes. Operations, production, delivery of goods and services to customers, including building relationships with customers, innovating in products, services and processes.

To build relationships with customers (GRI 418-1)

- The company participates in solving problems with customers. In case of a problem with the customer's machine, the product cannot be produced. The company will send a team of technicians to survey and jointly solve the problem with the customer. The company will return the product in question and take action as agreed with the customer to reduce the impact.
- Every year, the Company will conduct a customer satisfaction assessment, in which the Company will send the assessment form to both large and small customers to evaluate in order to use the scores and suggestions from the assessment to improve the performance in order to create better customer satisfaction. In 2022, the results are as follows:

Assessment Topics		Average rating (full score 4 points)	
1.	Product quality	3.63	points
2.	Delivery of goods	3.65	points
3.	Service	3.56	points
4.	Environment	3.62	points
Average score		3.62	points

- Build strong communities by declaring our intention to be a white factory (anti-drug) as well as fighting corruption in all forms. Creating stakeholders to participate in monitoring and whistleblowing to the Company and carrying out the specified actions and requesting the cooperation of stakeholders in complying with the Company's policy by communicating and disseminating through the Company's communication channels in order to create mutual awareness and practice.



#### In the field of innovation

- The management arranges for OPL (One Point Lesson) to be presented as KPIs that will be presented every month. In the past, employees have come up with ways to work efficiently. To implement the work process in a concrete way.

*In 2022, 74 OPL presentations were presented, each of which was scrutinized to be practical and effective. In addition to implementation, various information has been collected to create knowledge sharing for a broader range of knowledge through the Company's information system so that interested persons can come to study the information or expand it.*

*Accessible communication at all levels in the organization and reduces **paperless** consumption.*

- The Company uses communication channels with employees in the organization through Line Official to notify employees of any announcements or activities of the Company so that employees can access and participate. It is also another channel that can be used as a channel for receiving complaints from employees.
- Using Center Drive for updating information or any other documents that each party can share information through PDG Share, such as updating spec. packaging enables to reduce paper consumption and reduce waste in a tangible way, etc.

#### 4. Strategies that promote learning and growth

In the past year, although the COVID-19 pandemic has still restricted seminars and training, the company has not blocked opportunities, but still encourages training through online and offline channels.

*In 2022, the number of employees attending 6 hours of training accounted for 65% of the total number of employees, which exceeded the criteria set by the Labor Protection and Welfare Authority.*







## CSR In Process

In 2022, due to the covid-19 pandemic. Therefore, the company focuses on CSR in Process, focusing on activities within the organization to build strength and understanding within the organization, in addition to various standards, but also to focus on the environment by focusing on iso 14001:2015 with readiness and understanding in accordance with the goals to drive the business for sustainability and environmental friendliness.

### Focus on energy savings

#### 1. Solar panel installation (SOLAR ROOFTOP) (GRI 302-1)

The Company has continuously focused on energy saving and has installed its solar panels by piloting operators in the area of Bang Krabao subdistrict, which is considered the first operator to install solar panels and is another pride of the company to exemplify the use of renewable energy that is natural energy for the communities in the area where the company is located.

There is a campaign to organize activities that will raise awareness for personnel within the organization to cooperate. In order to reduce electricity consumption, reduce electricity costs, and use energy from natural sources, as well as give importance to the use of natural renewable energy that is available unlimitedly, reduce CO2 emissions, do not cause pollution and are environmentally friendly. The project is expected to reduce electricity costs for the company by approximately 300,000 baht per month. as follows

	Year 2022					
	Jan	Feb	Mar	Apr	May	Jun
<i>PV Energy (kWh)</i>	7,647.01	11,448.00	78,936.99	77,832.00	74,950.05	80,799.01
	Jul	Aug	Sep	Oct	Nov	Dec
<i>PV Energy (kWh)</i>	73,312.99	69,469.95	52,782.02	55,147.01	56,497.98	57,696.00



**Environmentals**

**Greenhouse Gases Avoided**  
by use of renewable energy

CO <sub>2</sub>	Carbon Dioxide	3,589,252.27	kg
NO <sub>x</sub>	Nitrogen Oxide	1,333.92	kg
SO <sub>2</sub>	Sulfur Dioxide	16.00	kg

**Environmental Benefits**  
obtained since 2019-12-10

	The greenhouse gases that	791.30	passenger cars emit over 1 year
	The energy to power	14,688.95	computers for 1 year
	The energy to operate a TV for	13,271,469.97	hours



*Installation of solar panels on the roof of the company's production building 3 buildings*

In addition, there are activities to raise awareness for employees, namely:

**2. In-house energy saving campaigns  
“Turn off when not in use” Make the most of available resources**

This is an ongoing activity to raise awareness among personnel in the organization. To be a part of reducing electricity consumption.



**3. Business CSR to stakeholders**

It combines CSR with business operations.

- 3.1. Selection of suppliers with transparency and fairness to suppliers
- 3.2. Production and sale of products that do not exploit customers by the Company considering lowering prices for customers. When the price of raw materials decreases significantly or even if the price of raw materials increases, the Company will notify the customer in advance before making a price hike so that the customer has time to plan and manage.
- 3.3. Management of Accounting and Finance Department There is a strong system of checks and balances to create accountability for creditors and debtors.
- 3.4. Marketing Management Product presentation to customers, information about the product. Product features For customers to consider and be able to see the whole picture of the supply chain system that can be expanded and create further value. This is important that the company does not overlook.

The Company sees that providing knowledge as an expert to customers will be a part of generating a broader body of knowledge that can be continuously expanded and will bring new innovations as part of demonstrating social responsibility, which is considered as a creative CSR.

## CSR After Process

**The main objective is to do CSR that focuses on social and environmental aspects.**

The use of waste waste (PLA crushing) from production to test fuel production by the company in collaboration with Khun Yutthakarn Makpan (Khun Ek) from the Natural Agriculture Center. Tha Makham In order to use PLA grinding to distill into fuel oil. The natural farming center's approach is to use plastic waste to produce oil to donate to the temple to be used as fuel for funerals in need and without relatives.





## Occupational Safety and Health (GRI 403-1)

The Company focuses on making the organization accident-free from work as one of the risk management aspects of employees' operations. The company attaches importance to work safety and has designated it as the main KPI topic of the company, which must be reported every month. The management will monitor and review the safety performance on a monthly basis.

In 2022, There was only one work-related accident with a total duration of 65 days. (GRI 403-5)

The company is aware of safety and the reduction of accidents that may occur in all aspects, whether it is the use of tools and machinery, which has informed the operator of the details and procedures to ensure that the work is carried out with carelessness.

In addition, the company provides training in firefighting and first aid to employees annually.

In addition to a good working environment, the company Therefore, the company requires annual health check-ups for employees every year, including participating in health promotion programs organized by the government, such as the White Factory Project and the announcement of drug prevention and problem solving policies in the workplace, etc.



## Determination of quality, occupational health, safety, environment policy (GRI 403-3)

The Company is concerned about the health and safety of its employees, including: Operations related to stakeholders by adhering to the principle of transparency, ethics and accountability. Therefore, the management has set the policy as follows:

1. Produce products that meet the requirements to satisfy customers.
2. Maintaining the quality of the environment and preventing pollution caused by raw materials. Production process of activities
3. Strictly comply with laws and regulations relating to the Company's business operations.
4. Energy and resource efficiency is the duty of all employees.
5. Provide support in the allocation of resources, including personnel, budget, tools and equipment necessary to improve and solve problems in quality, safety, occupational health, environment and society to be adequate and appropriate.
6. We are committed to preventing occupational injuries and diseases and continuously developing occupational health and safety management systems.
7. Quality, safety, occupational health, environment and social policies are disseminated to employees and stakeholders.
8. Encourage all employees to participate in activities or projects related to occupational health, safety and working environment of the Company and have the right to offer opinions on improving working conditions and working methods to be safe.
9. The policy is constantly reviewed and updated to suit the current situation, taking into account the impact of employees and stakeholders.

## Corporate Social Responsibility

The Company aims to encourage people in the local and nearby areas to have employment, with the majority of its employees living in local and nearby communities. The company recognizes that creating people through potential development Promote a good quality of life including allowing people in the community to have a career. Having income will be what will help reduce problems in the community.

The Company sees that allowing people in neighboring communities to become employees (through selection according to the criteria specified by the Company) to have the opportunity to be part of the organization will have a positive impact both in terms of the organization and the community. In other words, employees with a good quality of life will inevitably make them more efficient at work. In addition, employees are aware of the environmental impact, which will help to take care of environmental impacts both in the organization and in the neighboring communities where they live.

In addition to the personnel in the organization. The company also offers educational institutions the opportunity to send students for internships and visits. Study the company's various systems every year.



## Internal control and inter-transactions

### Internal Control System

The Company attaches importance to having a good internal control system and in accordance with the principles of good corporate governance, that is, having a transparent, fair, reliable and balanced-power system that can be checked, which will lead to the best interests of shareholders, employees, business partners. Community and all stakeholders

The Company has appointed AT&A Management Co., Ltd. to audit and evaluate the Company's internal control system. And so that the Board of Directors can effectively monitor the company's operations. At the audit committee meeting, the agenda for reporting the results of the internal audit each quarter to the board of directors is required. In addition, in the field of operations, assign accounting and finance managers. Coordinate between the Audit Committee, internal auditors and other departments within the organization.

Remarks of the Company's auditor regarding the Company's internal control system  
The company's auditor, EY Office Co., Ltd., who is the auditor of the financial statements for the year 2022, commented on the internal control system in accounting. On December 31, 2022, in accordance with the auditing standards, to express an opinion on whether the financial statements accurately represent the financial position and operating results in accordance with the financial reporting standards. The Office has studied and evaluated the effectiveness of the Company's internal control in accounting as deemed necessary for the purpose of defining the scope of audit work to be concise and appropriate. which offices. There are no material deficiencies in the accounting internal control system that will have a material impact on the financial statements as of December 31, 2022.



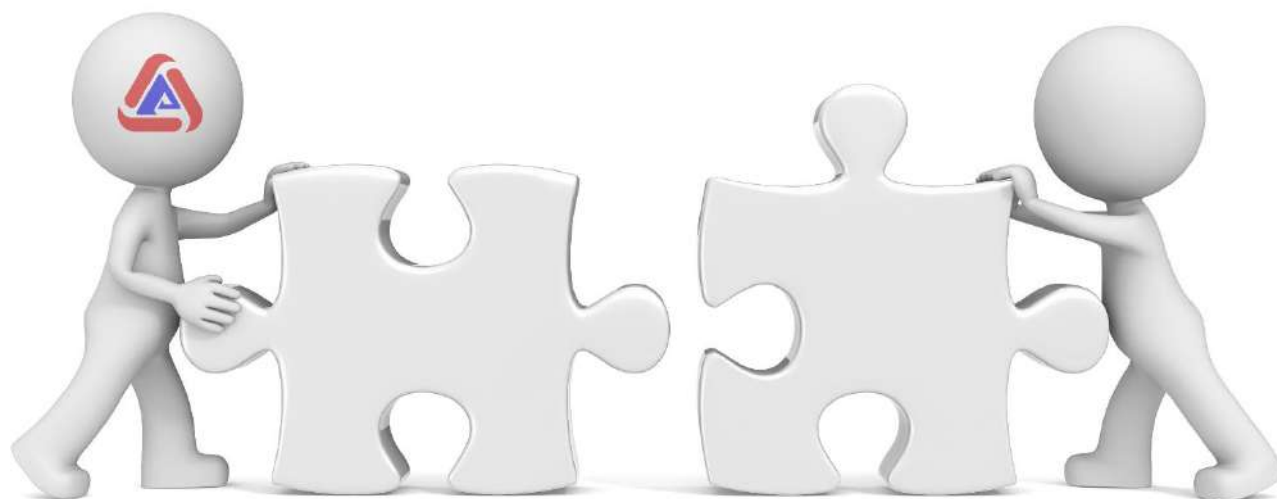
### Assessment of the adequacy of the internal control system

At the Board of Directors' Meeting No. 1/2023 held on February 15, 2023, which was attended by all the Audit Committee, the Board of Directors assessed the adequacy of the Company's internal control system in all 5 areas, namely organization and environment, risk management, and operational control of management. Information and communication systems and tracking systems The Board of Directors is of the opinion that the Company has an adequate internal control system and is appropriate in accordance with the internal control system adequacy assessment form of the Securities and Exchange Commission.

## The Company's Inter-Transaction Policy

The Board of Directors has established the Company's inter-transaction policy to prevent conflicts of interest and to ensure that the transaction is in the best interests of the Company. as follows

1. Directors and executives of the Company shall prepare reports of their own interests and related persons to the Company.
2. When the Company has a connected transaction The connected transaction must be approved by the Executive Committee meeting. The Board of Directors or the shareholders' meeting (as the case may be), except for transactions that contain commercial agreements that are general terms of trade, which the Board of Directors has approved in principle. The Company will comply with the connected transaction criteria as announced by the Capital Market Supervisory Board.
3. In consideration of connected transactions The Company may appoint an independent appraiser or independent financial advisor (as the case may be) to provide opinions on important connected transactions.
4. Transactions between the Company and the Company must set prices and conditions as if the transaction were made on an arm's length basis, which must be fair. Reasonable and in the best interest of the Company.
5. Stakeholders in the connected transaction will not be able to approve and vote on the matter.



## Inter-transactions

Summary of important intercompany transactions Prodigy Public Company Limited vs. persons who may have conflicts in the fiscal year ended December 31, 2022 compared to the fiscal year ended December 31, 2021.

Persons who may have conflicts of interest	Relationship	Item Style	Transaction Value (Million Baht)				Necessity and reasonableness
			fiscal year ends date 31 Dec. '22		fiscal year ends date 31 Dec. '21		
<b>1. Thai Vegetable Oil Public Company Limited (TVO)</b> Production and distribution of soybean oil and soybean meal	Be the majority shareholder of the Company and have joint directors with the Company, namely Mr. Vatchara Vitayatanagorn and Mr. Vorravuth Tangpiroonthum.	The Company sells packaging (bottles) to TVO with the same policy of setting the selling price and terms of trade according to the market price as the Company sells to other customers. Merchandising discounts  Receivables from the sale of packaging (bottles)  ā  Payable discount on the sale of goods.	329		343		The sale of such packaging (bottles) is a normal transaction of the Company. at the same price and terms of trade that the Company sells to other customers. The Audit Committee considers such transactions to be normal and reasonable.
			Quoted	60	Quoted	68	
			Increase	329	Increase	343	
			Paid	<u>348</u>	Paid	<u>351</u>	
		Remaining	<u>41</u>	Remaining	<u>60</u>		
<b>2. Thai Edible Oil Co., Ltd. (TEO)</b> The company manufactures and sells high-quality rice bran products, including rice bran oil. Oil extract bran and other rice bran products	The majority shareholder of the Company and joint director of the Company is Mr. Pramot Santiwattana.	The Company sells packaging (bottles) to TEO with the same policy of setting the selling price and market conditions as the Company sells to other customers.  Receivables from the sale of packaging (bottles)	49		46		The sale of such packaging (bottles) is a normal transaction of the Company, whereby the Company sells the packaging (bottles) at the same price and commercial terms that the Company sells to other customers. The Audit Committee considers such transactions to be normal and reasonable.
			Quoted	5	Quoted	4	
			Increase	49	Increase	46	
			Paid	<u>50</u>	Paid	<u>44</u>	
		Remaining	<u>4</u>	Remaining	<u>5</u>		

# Part 3

# Financial Statements



Prodigy Public Company Limited  
Report and Financial Statements  
31 December 2022







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### Independent Auditor's Report

To the Shareholders of Prodigy Public Company Limited

#### Opinion

I have audited the accompanying financial statements of Prodigy Public Company Limited (the Company), which comprise the statement of financial position as at 31 December 2022, and the related statements of comprehensive income, changes in shareholders' equity and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Prodigy Public Company Limited as at 31 December 2022, its financial performance and cash flows for the year then ended in accordance with Thai Financial Reporting Standards.

#### Basis for Opinion

I conducted my audit in accordance with Thai Standards on Auditing. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Company in accordance with the *Code of Ethics for Professional Accountants including Independence Standards* issued by the Federation of Accounting Professions (Code of Ethics for Professional Accountants) that are relevant to my audit of the financial statements, and I have fulfilled my other ethical responsibilities in accordance with the Code of Ethics for Professional Accountants. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Key Audit Matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial statements of the current period. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters.



I have fulfilled the responsibilities described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report, including in relation to these matters. Accordingly, my audit included the performance of procedures designed to respond to my assessment of the risks of material misstatement of the financial statements. The results of my audit procedures, including the procedures performed to address the matters below, provide the basis for my audit opinion on the accompanying financial statements as a whole.

Key audit matter and how audit procedures respond for the matter is described below.

#### *Revenue recognition*

Revenue from sales is considered to be a significant account because the amounts recorded directly impact the Company's annual profit and loss. I therefore focused on the Company's recognition of sales revenue.

I have examined the revenue recognition of the Company by assessing and testing the internal controls with respect to revenue cycle by making enquiry of responsible executive, gaining an understanding of the controls and selecting representative sample to test the operation of the designed control. On a sampling basis, I also examined supporting documents for sales transactions occurring during the year and near the end of the accounting period and reviewed credit notes issued to customers after the reporting period. In addition, I performed analytical review procedures on disaggregated data and reviewed journal vouchers to detect possible irregularities in sales transactions.

#### **Other Information**

Management is responsible for the other information. The other information comprise the information included in annual report of the Company, but does not include the financial statements and my auditor's report thereon. The annual report of the Company is expected to be made available to me after the date of this auditor's report.

My opinion on the financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated.

When I read the annual report of the Company, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance for correction of the misstatement.



### **Responsibilities of Management and Those Charged with Governance for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Thai Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

### **Auditor's Responsibilities for the Audit of the Financial Statements**

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Thai Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Thai Standards on Auditing, I exercise professional judgement and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.





- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.



From the matters communicated with those charged with governance, I determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

I am responsible for the audit resulting in this independent auditor's report.

A handwritten signature in black ink, appearing to read 'C. Stias', is positioned above the printed name.

Chonlaros Suntiasvaraporn  
Certified Public Accountant (Thailand) No. 4523

EY Office Limited  
Bangkok: 15 February 2023





**Prodigy Public Company Limited**

**Statement of financial position**

**As at 31 December 2022**

		(Unit: Baht)	
	<u>Note</u>	<u>2022</u>	<u>2021</u>
<b>Assets</b>			
<b>Current assets</b>			
Cash and cash equivalents	7	265,470,728	294,358,556
Trade and other receivables	8	95,682,543	104,376,326
Inventories	9	107,947,954	80,181,136
Material supplies	9	11,549,528	9,907,110
Other current assets		3,178,636	1,212,993
<b>Total current assets</b>		<u>483,829,389</u>	<u>490,036,121</u>
<b>Non-current assets</b>			
Property, plant and equipment	10	225,774,823	265,716,861
Deferred tax assets	17	9,194,567	7,974,703
Other non-current assets		972,162	752,412
<b>Total non-current assets</b>		<u>235,941,552</u>	<u>274,443,976</u>
<b>Total assets</b>		<u>719,770,941</u>	<u>764,480,097</u>

The accompanying notes are an integral part of the financial statements.

**Prodigy Public Company Limited**  
**Statement of financial position (continued)**  
**As at 31 December 2022**

		(Unit: Baht)	
	<u>Note</u>	<u>2022</u>	<u>2021</u>
<b>Liabilities and shareholders' equity</b>			
<b>Current liabilities</b>			
Trade and other payables	12	107,519,995	149,166,853
Income tax payable		3,972,959	6,121,181
Other current liabilities		1,737,348	1,082,224
<b>Total current liabilities</b>		<u>113,230,302</u>	<u>156,370,258</u>
<b>Non-current liabilities</b>			
Provision for long-term employee benefits	13	22,792,935	19,629,255
<b>Total non-current liabilities</b>		<u>22,792,935</u>	<u>19,629,255</u>
<b>Total liabilities</b>		<u>136,023,237</u>	<u>175,999,513</u>
<b>Shareholders' equity</b>			
Share capital	14		
Registered			
297,000,000 ordinary shares of Baht 0.5 each (2021: 270,000,000 ordinary shares of Baht 0.5 each)		<u>148,500,000</u>	<u>135,000,000</u>
Issued and fully paid up			
296,999,929 ordinary shares of Baht 0.5 each (2021: 270,000,000 ordinary shares of Baht 0.5 each)		148,499,965	135,000,000
Share premium		156,342,080	156,342,080
Retained earnings			
Appropriated-statutory reserve	15	14,849,996	13,500,000
Unappropriated		264,055,663	283,638,504
<b>Total shareholders' equity</b>		<u>583,747,704</u>	<u>588,480,584</u>
<b>Total liabilities and shareholders' equity</b>		<u>719,770,941</u>	<u>764,480,097</u>

The accompanying notes are an integral part of the financial statements.

Directors

**Prodigy Public Company Limited**  
**Statement of comprehensive income**  
**For the year ended 31 December 2022**

		(Unit: Baht)	
	<u>Note</u>	<u>2022</u>	<u>2021</u>
<b>Profit or loss:</b>			
<b>Revenues</b>			
Sales		757,085,078	684,096,686
Other income		1,986,753	1,152,370
<b>Total revenues</b>		<u>759,071,831</u>	<u>685,249,056</u>
<b>Expenses</b>			
Cost of sales		640,836,024	555,130,609
Selling and distribution expenses		23,448,615	23,268,961
Administrative expenses		41,016,650	37,236,655
Allowance for expected credit losses		2,573,582	1,631,891
Reduction cost of inventories to net realisable value (reversal)		422,767	(993,946)
<b>Total expenses</b>		<u>708,297,638</u>	<u>616,274,170</u>
<b>Operating profit</b>		50,774,193	68,974,886
Finance income		476,658	398,023
Finance cost		(354,063)	(313,159)
<b>Profit before income tax expenses</b>		50,896,788	69,059,750
Income tax expenses	17	(10,269,664)	(13,817,877)
<b>Profit for the year</b>		<u>40,627,124</u>	<u>55,241,873</u>
<b>Other comprehensive income:</b>			
<i>Other comprehensive income not to be reclassified to profit or loss in subsequent periods</i>			
Actuarial gains	13	-	3,827,851
Less: Income tax effect	17	-	(765,570)
<b>Other comprehensive income for the year</b>		<u>-</u>	<u>3,062,281</u>
<b>Total comprehensive income for the year</b>		<u>40,627,124</u>	<u>58,304,154</u>
<b>Earnings per share</b>			
Basis earnings per share	18	<u>0.14</u>	<u>0.19</u>

The accompanying notes are an integral part of the financial statements.

Prodigy Public Company Limited  
Statement of changes in shareholders' equity  
For the year ended 31 December 2022

(Unit: Baht)

	Issued and	Share	Retained earnings		Total
	fully paid-up		Appropriated	Unappropriated	
	share capital	premium			
<b>Balance as at 1 January 2021</b>	135,000,000	156,342,080	13,500,000	311,734,350	616,576,430
Profit for the year	-	-	-	55,241,873	55,241,873
Other comprehensive income for the year	-	-	-	3,062,281	3,062,281
Total comprehensive income for the year	-	-	-	58,304,154	58,304,154
Dividend paid (Note 21)	-	-	-	(86,400,000)	(86,400,000)
<b>Balance as at 31 December 2021</b>	<u>135,000,000</u>	<u>156,342,080</u>	<u>13,500,000</u>	<u>283,638,504</u>	<u>588,480,584</u>
<b>Balance as at 1 January 2022</b>	135,000,000	156,342,080	13,500,000	283,638,504	588,480,584
Increase in ordinary share (Note 14, 21)	13,499,965	-	-	-	13,499,965
Dividend paid (Note 21)	-	-	-	-	-
Stock dividend	-	-	-	(13,499,965)	(13,499,965)
Cash dividend	-	-	-	(45,360,004)	(45,360,004)
Appropriation of retained earnings	-	-	1,349,996	(1,349,996)	-
Total comprehensive income for the period	-	-	-	40,627,124	40,627,124
<b>Balance as at 31 December 2022</b>	<u>148,499,965</u>	<u>156,342,080</u>	<u>14,849,996</u>	<u>264,055,663</u>	<u>583,747,704</u>

The accompanying notes are an integral part of the financial statements.

**Prodigy Public Company Limited**

**Cash flow statement**

**For the year ended 31 December 2022**

	(Unit: Baht)	
	<u>2022</u>	<u>2021</u>
<b>Cash flows from operating activities</b>		
Profit before tax	50,896,788	69,059,750
Adjustments to reconcile profit before tax to net cash provided by (paid from) operating activities		
Depreciation and amortisation	45,962,426	52,863,801
Allowance for expected credit losses	2,512,872	1,631,891
Write-off bad debt	60,710	-
Reduction cost of inventories to net realisable value (reversal)	422,767	(993,946)
Gain on sales of equipment	(70,092)	(28,036)
Provision for long-term employee benefits	3,326,080	3,429,768
Profit from operating activities before changes in operating assets and liabilities	103,111,551	125,963,228
Operating assets (increase) decrease		
Trade and other receivables	6,120,201	(9,168,172)
Inventories and material supplies	(29,832,003)	(29,441,905)
Other current assets	(1,965,643)	(136,040)
Other non-current assets	(233,497)	2,294,917
Operating liabilities increase (decrease)		
Trade and other payables	(41,713,299)	76,974,311
Other current liabilities	655,124	(2,559,125)
Provision for long-term employee benefits	(162,400)	(166,800)
Cash flows from operating activities	35,980,034	163,760,414
Cash paid for corporate income tax	(13,637,750)	(17,819,176)
<b>Net cash flows from operating activities</b>	<u>22,342,284</u>	<u>145,941,238</u>

The accompanying notes are an integral part of the financial statements.



**Prodigy Public Company Limited**

**Cash flow statement (continued)**

**For the year ended 31 December 2022**

	(Unit: Baht)	
	<u>2022</u>	<u>2021</u>
<b>Cash flows from investing activities</b>		
Acquisition of building, machinery and equipment	(6,006,641)	(17,632,738)
Proceed from sales of equipment	70,092	28,037
<b>Net cash flows used in investing activities</b>	<u>(5,936,549)</u>	<u>(17,604,701)</u>
<b>Cash flows from financing activities</b>		
Dividend paid	(45,293,563)	(85,493,394)
<b>Net cash flows used in financing activities</b>	<u>(45,293,563)</u>	<u>(85,493,394)</u>
<b>Net increase (decrease) in cash and cash equivalents</b>	<u>(28,887,828)</u>	<u>42,843,143</u>
Cash and cash equivalents at beginning of year	<u>294,358,556</u>	<u>251,515,413</u>
<b>Cash and cash equivalents at end of year</b>	<u><u>265,470,728</u></u>	<u><u>294,358,556</u></u>

**Supplemental cash flow information**

Non-cash item

Stock dividend paid

13,499,965

-

The accompanying notes are an integral part of the financial statements.

**Prodigy Public Company Limited**

**Notes to financial statements**

**For the year ended 31 December 2022**

**1. General information**

Prodigy Public Company Limited (“the Company”) is a public company incorporated and domiciled in Thailand. Its parent company is Thai Vegetable Oil Public Company Limited, which was incorporated in Thailand. The Company is principally engaged in the manufacture and distribution of packaging products. The registered office of the Company is at 7/3 Moo 3, Bang Krabao, Nakhon Chaisi, Nakhon Pathom and there is one branch factory located in Surin Province.

**2. Basis of preparation**

The financial statements have been prepared in accordance with Thai Financial Reporting Standards enunciated under the Accounting Professions Act B.E. 2547 and their presentation has been made in compliance with the stipulations of the Notification of the Department of Business Development, issued under the Accounting Act B.E. 2543.

The financial statements in Thai language are the official statutory financial statements of the Company. The financial statements in English language have been translated from the Thai language financial statements.

The financial statements have been prepared on a historical cost basis except where otherwise disclosed in the accounting policies.

**3. New financial reporting standards**

**3.1 Financial reporting standards that became effective in the current year**

During the year, the Company has adopted the revised financial reporting standards and interpretations which are effective for fiscal years beginning on or after 1 January 2022. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards with most of the changes directed towards clarifying accounting treatment and providing accounting guidance for users of the standards.

The adoption of these financial reporting standards does not have any significant impact on the Company's financial statements.

**3.2 Financial reporting standards that became effective for fiscal years beginning on or after 1 January 2023**

The Federation of Accounting Professions issued a number of revised financial reporting standards, which are effective for fiscal years beginning on or after 1 January 2023. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards with most of the changes directed towards clarifying accounting treatment and providing accounting guidance for users of the standards.

The management of the Company believes that adoption of these amendments will not have any significant impact on the Company's financial statements.

**4. Significant accounting policies**

**4.1 Revenue recognition**

*Sales of goods*

Revenue from sale of goods is recognised at the point in time when control of the asset is transferred to the customer, generally on delivery of the goods. Revenue is measured at the amount of the consideration received or receivable, excluding value added tax, of goods supplied after deducting returns and discounts to customers.

**4.2 Cash and cash equivalents**

Cash and cash equivalents consist of cash in hand and at banks, and all highly liquid investments with an original maturity of three months or less and not subject to withdrawal restrictions.

**4.3 Inventories and material supplies**

Finished goods are valued at the lower of cost (under average cost method) and net realisable value and includes all production costs and attributable factory overheads.

Raw materials and packages are valued at the lower of average cost and net realisable value and are charged to production costs whenever consumed.

*Material supplies are valued at the lower of cost (specific method) and net realisable value.*

#### 4.4 Property, plant and equipment/Depreciation

Land is stated at cost. Buildings and equipment are stated at cost less accumulated depreciation and allowance for loss on impairment of assets (if any).

Depreciation of building and equipment is calculated by reference to their costs on the straight-line basis over the following estimated useful lives:

Buildings and building improvements	- 20	years
Machinery and equipment	- 10	years
Factory tools and equipment	- 5	years
Furniture and fixtures	- 5	years
Motor vehicles	- 5	years

Depreciation is included in determining income. No depreciation is provided on land and construction in progress.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on disposal of an asset is included in profit or loss when the asset is derecognised.

#### 4.5 Related party transactions

Related parties comprise individuals or enterprises that control, or are controlled by, the Company, whether directly or indirectly, or which are under common control with the Company.

They also include associates, and individuals or enterprises which directly or indirectly own a voting interest in the Company that gives them significant influence over the Company, key management personnel, directors and officers with authority in the planning and direction of the Company's operations.

#### 4.6 Foreign currencies

The financial statements are presented in Baht, which is also the Company's functional currency.

Transactions in foreign currencies are translated into Baht at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into Baht at the exchange rate ruling at the end of the reporting period.

Gains and losses on exchange are included in determining income.



#### **4.7 Impairment of non-financial assets**

At the end of each reporting period, the Company performs impairment reviews in respect of the property, plant and equipment whenever events or changes in circumstances indicate that an asset may be impaired. An impairment loss is recognised when the recoverable amount of an asset, which is the higher of the asset's fair value less costs to sell and its value in use, is less than the carrying amount.

An impairment loss is recognised in profit or loss.

#### **4.8 Employee benefits**

##### ***Short-term employee benefits***

Salaries, wages, bonuses and contributions to the social security fund are recognised as expenses when incurred.

##### ***Post-employment benefits***

###### *Defined contribution plans*

The Company and its employees have jointly established a provident fund. The fund is monthly contributed by employees and by the Company. The fund's assets are held in a separate trust fund and the Company's contributions are recognised as expenses when incurred.

###### *Defined benefit plans*

The Company has obligations in respect of the severance payments it must make to employees upon retirement under labor law. The Company treats these severance payment obligations as a defined benefit plan.

The obligation under the defined benefit plan is determined by a professionally qualified independent actuary based on actuarial techniques, using the Projected Unit Credit Method.

Actuarial gains and losses arising from defined benefit plans are recognised immediately in other comprehensive income.

#### **4.9 Provision**

Provisions are recognised when the Company has present obligation as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.



#### **4.10 Income tax**

Income tax expense represents the sum of corporate income tax currently payable and deferred tax.

##### **Current tax**

Current income tax is provided in the accounts at the amount expected to be paid to the taxation authorities, based on taxable profits determined in accordance with tax legislation.

##### **Deferred tax**

Deferred income tax is provided on temporary differences between the tax bases of assets and liabilities and their carrying amounts at the end of each reporting period, using the tax rates enacted at the end of the reporting period.

The Company recognises deferred tax liabilities for all taxable temporary differences while they recognise deferred tax assets for all deductible temporary differences and tax losses carried forward to the extent that it is probable that future taxable profit will be available against which such deductible temporary differences and tax losses carried forward can be utilised.

At each reporting date, the Company reviews and reduces the carrying amount of deferred tax assets to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised.

The Company records deferred tax directly to shareholders' equity if the tax relates to items that are recorded directly to shareholders' equity.

#### **4.11 Financial instruments**

The Company initially measures financial assets at its fair value plus, in the case of financial assets that are not measured at fair value through profit or loss, transaction costs. However, trade receivables, that do not contain a significant financing component, are measured at the transaction price as disclosed in the accounting policy relating to revenue recognition.

##### **Classification and measurement of financial assets**

Financial assets are classified, at initial recognition, as to be subsequently measured at amortised cost, fair value through other comprehensive income ("FVOCI"), or fair value through profit or loss ("FVTPL"). The classification of financial assets at initial recognition is driven by the Company's business model for managing the financial assets and the contractual cash flows characteristics of the financial assets.

#### ***Financial assets at amortised cost***

The Company measures financial assets at amortised cost if the financial asset is held in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at amortised cost are subsequently measured using the effective interest rate ("EIR") method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

#### **Classification and measurement of financial liabilities**

At initial recognition the Company's financial liabilities are recognised at fair value net of transaction costs and classified as liabilities to be subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process. In determining amortised cost, the Company takes into account any fees or costs that are an integral part of the EIR. The EIR amortisation is included in finance costs in profit or loss.

#### **Derecognition of financial instruments**

A financial asset is primarily derecognised when the rights to receive cash flows from the asset have expired or have been transferred and either the Company has transferred substantially all the risks and rewards of the asset, or the Company has transferred control of the asset.

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

#### **Impairment of financial assets**

The Company recognises an allowance for expected credit losses ("ECLs") for all debt instruments not held at FVTPL. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Company expects to receive, discounted at an approximation of the original effective interest rate.

For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure (a lifetime ECL).

The Company considers a significant increase in credit risk to have occurred when contractual payments are more than 30 days past due and considers a financial asset as credit impaired or default when contractual payments are 90 days past due. However, in certain cases, the Company may also consider a financial asset to have a significant increase in credit risk and to be in default using other internal or external information, such as credit rating of issuers.

For trade receivables, the Company applies a simplified approach in calculating ECLs. Therefore, the Company does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date.

ECLs are calculated based on its historical credit loss experience and adjusted for forward-looking factors specific to the debtors and the economic environment.

A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

#### **5. Significant accounting judgements and estimates**

The preparation of financial statements in conformity with financial reporting standards at times requires management to make subjective judgments and estimates regarding matters that are inherently uncertain. These judgments and estimates affect reported amounts and disclosures; and actual results could differ from these estimates. Significant judgments and estimates are as follows:

##### **Allowance for expected credit losses of trade receivables**

In determining an allowance for expected credit losses of trade receivables, the management needs to make judgement and estimates based upon, among other things, past collection history, aging profile of outstanding debts and the forecast economic condition for groupings of various customer segments with similar credit risks. The Company's historical credit loss experience and forecast economic conditions may also not be representative of whether a customer will actually default in the future.



### Property, plant and equipment/Depreciation

In determining depreciation of plant and equipment, the management is required to make estimates of the useful lives and residual values of the Company's plant and equipment and to review estimate useful lives and residual values when there are any changes.

In addition, the management is required to review property, plant and equipment for impairment on a periodical basis and record impairment losses when it is determined that their recoverable amount is lower than the carrying amount. This requires judgements regarding forecast of future revenues and expenses relating to the assets subject to the review.

### Post-employment benefits under defined benefit plans

The obligation under the defined benefit plan is determined based on actuarial techniques. Such determination is made based on various assumptions, including discount rate, future salary increase rate, mortality rate and staff turnover rate.

## 6. Related party transactions

During the years, the Company had significant business transactions with related parties. Such transactions, which are summarised below, arose in the ordinary course of business and were concluded on commercial terms and bases agreed upon between the Company and those related parties.

	For the years ended		Pricing policy
	31 December		
	<u>2022</u>	<u>2021</u>	
(Unit: Million Baht)			
<u>Transactions with parent company</u>			
Sales of goods	328.3	343.4	Normal prices charged to ordinary customers
Service income	0.3	-	Reference to market price
<u>Transactions with related company</u>			
Sales of goods	49.4	45.4	Normal prices charged to ordinary customers

As at 31 December 2022 and 2021, the balances of the accounts between the Company and those related parties are as follows:

	(Unit: Thousand Baht)	
	<u>2022</u>	<u>2021</u>
<b><u>Trade receivables - related parties (Note 8)</u></b>		
Parent company	40,591	59,724
Related company (related by common directors)	4,352	4,658
Total trade receivables - related parties	<u>44,943</u>	<u>64,382</u>
<b><u>Other receivables - related parties (Note 8)</u></b>		
Parent company	16	-
Total other receivables - related parties	<u>16</u>	<u>-</u>
Total trade and other receivables - related parties	<u>44,959</u>	<u>64,382</u>

**Directors and management's benefits**

During the years ended 31 December 2022 and 2021, the Company had employee benefit expenses payable to their directors and management as below.

	(Unit: Million Baht)	
	<u>2022</u>	<u>2021</u>
Short-term employee benefits	16.9	14.5
Post-employment benefits	0.1	0.2
Total	<u>17.0</u>	<u>14.7</u>

**7. Cash and cash equivalents**

	(Unit: Thousand Baht)	
	<u>2022</u>	<u>2021</u>
Cash	70	70
Bank deposits	265,401	294,289
Total	<u>265,471</u>	<u>294,359</u>

As at 31 December 2022, bank deposits in saving accounts and fixed deposits carried interests at the rates between 0.25 and 1.00 percent per annum (2021: 0.10 and 0.40 percent per annum).



8. Trade and other receivables

	(Unit: Thousand Baht)	
	<u>2022</u>	<u>2021</u>
<b><u>Trade receivables - related parties</u></b>		
Aged on the basis of due dates		
Not yet due	26,464	35,737
Past due up to 3 months	18,479	28,645
Total trade receivables - related parties (Note 6)	<u>44,943</u>	<u>64,382</u>
<b><u>Trade receivables - unrelated parties</u></b>		
Aged on the basis of due dates		
Not yet due	21,102	13,234
Past due		
Up to 3 months	27,705	26,077
3 - 6 months	1,760	228
6 - 12 months	9	1,016
Over 12 months	15,731	16,123
Returned cheques	6,710	3,099
Total	<u>73,017</u>	<u>59,777</u>
Less: Allowance for expected credit losses	(22,296)	(19,783)
Total trade receivables - unrelated parties, net	<u>50,721</u>	<u>39,994</u>
Total trade receivables - net	<u>95,664</u>	<u>104,376</u>
<b><u>Other receivables</u></b>		
Other receivables - related parties (Note 6)	16	-
Other receivables - unrelated parties	3	-
Total other receivables	<u>19</u>	<u>-</u>
<b>Total trade and other receivables - net</b>	<u>95,683</u>	<u>104,376</u>

**9. Inventories and material supplies**

(Unit: Thousand Baht)

	Cost		Reduce cost to net realisable value		Inventories-net	
	<u>2022</u>	<u>2021</u>	<u>2022</u>	<u>2021</u>	<u>2022</u>	<u>2021</u>
Finished goods	37,640	25,360	(884)	(461)	36,756	24,899
Raw materials	67,426	51,825	-	-	67,426	51,825
Packaging	3,766	3,457	-	-	3,766	3,457
Total inventories	<u>108,832</u>	<u>80,642</u>	<u>(884)</u>	<u>(461)</u>	<u>107,948</u>	<u>80,181</u>
Material supplies	<u>11,550</u>	<u>9,907</u>	<u>-</u>	<u>-</u>	<u>11,550</u>	<u>9,907</u>

## 10. Property, plant and equipment

(Unit: Thousand Baht)

	Land and land improvements	Building and building improvements	Machinery and equipment	Factory tools and equipment	Furniture and fixtures	Motor vehicles	Construction in progress	Total
<b>Cost:</b>								
1 January 2021	45,306	138,325	745,192	206,635	6,725	11,264	290	1,153,737
Additions	-	122	1,273	7,139	103	1,199	7,797	17,633
Disposals	-	-	-	-	-	(581)	-	(581)
Transfers in (out)	-	-	4,117	3,678	-	-	(7,795)	-
31 December 2021	45,306	138,447	750,582	217,452	6,828	11,882	292	1,170,789
Additions	-	-	-	2,789	67	2,766	385	6,007
Disposals	-	-	-	(187)	-	-	-	(187)
31 December 2022	45,306	138,447	750,582	220,054	6,895	14,648	677	1,176,609
<b>Accumulated depreciation:</b>								
1 January 2021	-	64,282	606,882	169,975	4,680	6,986	-	852,805
Depreciation for the year	-	5,846	30,846	13,911	484	1,761	-	52,848
Depreciation on disposals	-	-	-	-	-	(581)	-	(581)
31 December 2021	-	70,128	637,728	183,886	5,164	8,166	-	905,072
Depreciation for the year	-	5,841	24,319	13,609	473	1,707	-	45,949
Depreciation on disposals	-	-	-	(187)	-	-	-	(187)
31 December 2022	-	75,969	662,047	197,308	5,637	9,873	-	950,834
<b>Net book value:</b>								
31 December 2021	45,306	68,319	112,854	33,566	1,664	3,716	292	265,717
31 December 2022	45,306	62,478	88,535	22,746	1,258	4,775	677	225,775
<b>Depreciation for the year</b>								
2021 (Baht 44 million included in manufacturing cost and the balance in selling and administrative expenses)								52,848
2022 (Baht 38 million included in manufacturing cost and the balance in selling and administrative expenses)								45,949

As at 31 December 2022, certain plant, machinery and equipment items of the Company have been fully depreciated but are still in use. The gross carrying amount before deducting accumulated depreciation of those assets amounted to approximately Baht 719 million (2021: Baht 659 million).

**11. Credit facilities of short-term loans**

The agreements for the credit facilities obtained from financial institutions contain covenants with which the Company must comply. These relate to, among other things, the maintenance of financial ratios and restrictions on the creation of lien or encumbrance over its assets without prior consent from financial institutions.

**12. Trade and other payables**

	(Unit: Thousand Baht)	
	<u>2022</u>	<u>2021</u>
Trade payables	95,105	138,091
Other payables	4,980	4,813
Accrued expenses	7,435	6,263
Total trade and other payables	<u>107,520</u>	<u>149,167</u>

**13. Provision for long-term employee benefits**

Provision for long-term employee benefits, which is compensations on employees' retirement, was as follows:

	(Unit: Thousand Baht)	
	<u>2022</u>	<u>2021</u>
<b>Provision for long-term employee benefits at beginning of year</b>	19,629	20,194
Included in profit or loss:		
Current service cost	2,850	2,807
Interest cost	476	623
Included in other comprehensive income:		
Actuarial gain arising from		
Demographic assumptions changes	-	(1,131)
Financial assumptions changes	-	(319)
Experience adjustments	-	(2,378)
Benefits paid during the year	(162)	(167)
<b>Provisions for long-term employee benefits at end of year</b>	<u>22,793</u>	<u>19,629</u>

The Company expects to pay Baht 1.2 million of long-term employee benefits during the next year (2021: Baht 0.2 million).

As at 31 December 2022, the weighted average duration of the liabilities for long-term employee benefits is 14 years (2021: 14 years).

Significant actuarial assumptions are summarised below:

	(Unit: Percent per annum)	
	<u>2022</u>	<u>2021</u>
Discount rate	2.44	2.44
Salary increase rate	3.7 - 5.5	3.7 - 5.5
Turnover rate	0 - 16.5	0 - 16.5

The result of sensitivity analysis for significant assumptions that affect the present value of the long-term employee benefit obligation as at 31 December 2022 and 2021 are summarised below:

	(Unit: Million Baht)			
	<u>2022</u>		<u>2021</u>	
	<u>Increase 1%</u>	<u>Decrease 1%</u>	<u>Increase 1%</u>	<u>Decrease 1%</u>
Discount rate	(2.3)	2.6	(2.0)	2.4
Salary increase rate	2.9	(2.5)	2.4	(2.1)
	<u>Increase 10%</u>	<u>Decrease 10%</u>	<u>Increase 10%</u>	<u>Decrease 10%</u>
Turnover rate	(0.6)	0.7	(0.6)	0.6

#### 14. Share capital

On 20 April 2022, the Annual General Meeting of the Company's shareholders for the year 2022 approved an increase in the Company's registered share capital of Baht 13.5 million, consisting of 27 million shares with the par value of Baht 0.50 per share, to support the stock dividend payment as described in Note 21 to the financial statements. After the capital increase, the Company's registered share capital is Baht 148.5 million, consisting of 297 million shares with the par value of Baht 0.50 per share.

The Company registered the increase in its share capital of Baht 13.5 million with the Ministry of Commerce in May 2022 and these additional shares of the Company were traded in the Market for Alternative Investment (MAI) from 2 June 2022.



**15. Statutory reserve**

Pursuant to Section 116 of the Public Limited Companies Act B.E. 2535, the Company is required to set aside to a statutory reserve at least 5 percent of its net profit after deducting accumulated deficit brought forward (if any), until the reserve reaches 10 percent of the registered capital. The statutory reserve is not available for dividend distribution. At present, the statutory reserve has fully been set aside.

**16. Expenses by nature**

Significant expenses classified by nature are as follows:

	(Unit: Thousand Baht)	
	<u>2022</u>	<u>2021</u>
Salary and wages and other employee benefits	94,854	91,700
Depreciation and amortisation	45,962	52,864
Transportation expenses	12,679	8,465
Raw materials and consumables used	379,872	288,127
Purchase of finished goods	87,167	91,190
Changes in inventories of finished goods	(12,280)	(3,055)

**17. Income tax**

Income tax expenses for the years ended 31 December 2022 and 2021 are made up as follows:

	(Unit: Thousand Baht)	
	<u>2022</u>	<u>2021</u>
<b>Current income tax:</b>		
Current income tax charge	11,490	14,598
<b>Deferred tax:</b>		
Relating to origination and reversal of temporary differences	(1,220)	(780)
<b>Income tax expenses reported in profit or loss</b>	<u>10,270</u>	<u>13,818</u>

The amounts of income tax relating to each component of other comprehensive income for the years ended 31 December 2022 and 2021 are as follows:

	(Unit: Thousand Baht)	
	<u>2022</u>	<u>2021</u>
Deferred tax relating to actuarial gains	-	765

The reconciliation between accounting profit and income tax expenses is shown below.

	(Unit: Thousand Baht)	
	<u>2022</u>	<u>2021</u>
Accounting profit before tax	50,897	69,060
Applicable tax rate	20%	20%
Accounting profit before tax multiplied by income tax rate	10,179	13,812
Effects of:		
Non-deductible expenses	208	120
Additional expense deductions allowed	(117)	(114)
Total	91	6
Income tax expenses reported in profit or loss	10,270	13,818

The components of deferred tax assets are as follows:

	(Unit: Thousand Baht)	
	<u>Statements of financial position</u>	
	<u>2022</u>	<u>2021</u>
<b>Deferred tax assets</b>		
Allowance for expected credit losses on trade receivables	4,459	3,957
Provision for long-term employee benefits	4,559	3,926
Reduction cost of inventories to net realisable value	177	92
Total	9,195	7,975

#### 18. Earnings per share

Basic earnings per share is calculated by dividing profit for the period attributable to equity holders of the Company (excluding other comprehensive income) by the weighted average number of ordinary shares in issue during the period, after adjusting the number of ordinary shares to reflect the impact of the stock dividend as described in Note 21 to the financial statements. The prior period's basic earnings per share have been recalculated as if the stock dividend had been distributed at the beginning of the earliest period reported.

The following table sets forth the computation of basic earnings per share:

	<u>2022</u>	<u>2021</u>
Profit for the year (Thousand Baht)	40,627	55,242
Weighted average number of ordinary shares (Thousand shares)	297,000	297,000
Earnings per share (Baht per share)	0.14	0.19

#### 19. Segment information

Operating segment information is reported in a manner consistent with the internal reports that are regularly reviewed by the chief operating decision maker in order to make decisions about the allocation of resources to the segment and assess its performance.

The Company is principally engaged in the manufacture and distribution of packaging products. Its operations are carried on only in Thailand. Segment performance is measured based on operating profit or loss, on a basis consistent with that used to measure operating profit or loss in the financial statements. As a result, all of the revenues, operating profits and assets as reflected in these financial statements pertain to the aforementioned reportable operating segment and geographical area.

##### *Major Customers*

For the year 2022, the Company has revenue from a major customer in amount of Baht 328 million (2021: Baht 343 million).

#### 20. Provident fund

The Company and its employees have jointly established a provident fund in accordance with the Provident Fund Act B.E. 2530. Both employees and the Company contribute to the fund monthly at the rate of 3 percent of basic salary. The fund, which is managed by BBL Asset Management Company Limited, will be paid to employees upon termination in accordance with the fund rules. The contributions for the year 2022 amounting to approximately Baht 1.2 million (2021: Baht 1.2 million) were recognised as expenses.

## 21. Dividends

Dividends	Approved by	Total dividends (Thousand Baht)	Dividend per share (Baht)
Dividends for 2021	The Annual General Meeting of the Company's shareholders on 20 April 2022		
Stock dividend*		13,500	0.05
Cash dividend		21,600	0.08
Interim dividends for 2022	Board of Directors' meeting on 8 August 2022	23,760	0.08
<b>Total for 2022</b>		<b>58,860</b>	<b>0.21</b>
Dividends for 2020	The Annual General Meeting of the Company's shareholders on 21 April 2021	59,400	0.22
Interim dividends for 2021	Board of Directors' meeting on 10 August 2021	27,000	0.10
<b>Total for 2021</b>		<b>86,400</b>	<b>0.32</b>

\* Stock dividend was paid in form of ordinary share at the rate of 1 dividend share for every 10 existing shares, consisting of 27 million ordinary shares with a par value of Baht 0.50 per share, totaling of Baht 13.5 million which could be converted for dividend payment at Baht 0.05 per share.

## 22. Commitments and contingent liabilities

### 22.1 Capital commitments

As at 31 December 2022, the Company had capital commitments of approximately Baht 2.3 million relating to the acquisition of factory tools and equipment (2021: Baht 0.4 million).

### 22.2 Guarantees

- a) As at 31 December 2022, there were outstanding bank guarantees of approximately Baht 9 million (2021: Baht 9 million) issued by banks on behalf of the Company in respect of certain performance bonds as required in the normal course of business of the Company. The outstanding bank guarantees are related to guarantee electricity use of the Company.
- b) As at 31 December 2022, the Company had outstanding standby-letters of credit of Yen 3.4 million or approximately Baht 0.9 million, relating to purchase of machinery (2021: nil).



## **23. Financial instruments**

### **23.1 Financial risk management objectives and policies**

*The Company's financial instruments principally comprise cash and cash equivalents, trade receivables, trade and other payables. The financial risks associated with these financial instruments and how they are managed is described below.*

#### ***Credit risk***

The Company is exposed to credit risk primarily with respect to trade receivables and bank deposits. The maximum exposure to credit risk is limited to the carrying amounts as stated in the statement of financial position.

#### **Trade receivables**

The Company manages the risk by adopting appropriate credit control policies and procedures and therefore do not expect to incur material financial losses. In addition, the outstanding trade receivables are regularly monitored and the Company does not have high concentrations of credit risk since it has a large customer base in various businesses and the majority of customers are credit worthy customers.

The impairment analysis is performed at each reporting date to measure expected credit losses. The provision rates are based on days past due for groupings of various customer segments with similar credit risks. The Company classifies customer segments by customer type and rating. The calculation reflects the probability-weighted outcome, the time value of money and reasonable and supportable information that is available at the reporting date about past events, current conditions and forecasts of future economic conditions.

#### **Bank deposits**

The Company manages the credit risk from balances with banks and financial institutions by making investments only with approved counterparties and within credit limits assigned to each counterparty. Counterparty credit limits are reviewed by the Company's Board of Directors on an annual basis, and may be updated throughout the year subject to approval of the Company's Executive Committee. The limits are set to minimise the concentration of risks and therefore mitigate financial loss through a counterparty's potential failure to make payments.

The credit risk on debt instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.



***Interest rate risk***

The Company's exposure to interest rate risk relates primarily to its cash at banks. However, most of the Company's financial assets bear floating interest rates or fixed interest rates which are close to the market rate, the interest rate risk is expected to be minimal. The detail of cash at banks is set out in Note 7 to the financial statements.

**23.2 Fair values of financial instruments**

Since the Company's financial instruments are short-term in nature and bear interest at rates close to the market interest rates, their fair values are not expected to be materially different from the amounts presented in the statements of financial position.

**24. Capital management**

The primary objective of the Company's capital management is to ensure that it has appropriate capital structure in order to support its business and maximise shareholder value. As at 31 December 2022, the Company's debt-to-equity ratio was 0.23:1 (2021: 0.30:1).

**25. Event after the reporting period**

On 15 February 2023, Board of directors' meeting of the Company passed the resolution to approve an annual dividend payment to the shareholders of Baht 0.05 per share, a total of Baht 14.85 million which is an addition of interim cash and stock dividend payment of Baht 0.08 per share and to be paid from the Company's operating results for the year 2022. This resolution will be further proposed for the shareholders' approval in the Annual General Meeting of the shareholders for the year 2023.

**26. Approval of financial statements**

These financial statements were authorised for issue by the Company's authorised directors on 15 February 2023.

# Part 4

# Information Certificate



## Authentication

The Company has carefully reviewed the information in this annual registration statement. The Company certifies that such information is accurate and complete. It is not false. Do not mislead others or lack information that should be informed in essence. In addition, the Company's certifies that

- (1) The financial statements and financial information summarized in the form of annual information statements are accurately and completely displayed in essence regarding the financial position. The Company's operating results and cash flows have been completed.
- (2) The Company has established a good disclosure system to ensure that the Company has disclosed the material parts of the Company accurately and completely, as well as to ensure compliance with such systems.
- (3) The Company has established a good internal control system and supervised compliance with such systems.

The internal control system assessment information as of February 15, 2023 has been submitted to the auditors and audit committee members, covering significant deficiencies and changes in the internal control system, as well as any wrongdoings that may affect the preparation of the Company's financial reports.

In this regard, as evidence that all documents are the same documents that have been authenticated by the Company. Therefore, the Company has assigned Mr. Thongchai Tansutat to sign this document on every page. If any document does not have the signature of Mr. Thongchai Tansutat I will assume that it is not information that I have endorsed for its accuracy.

<i>Name</i>		<i>Position</i>	<i>Signature</i>	
<b>Authorized Directors</b>				
Mr. Purnrux	Nacob	Director	Mr. Purnrux	Nacob
Mr. Thongchai	Tansutat	Director	Mr. Thongchai	Tansutat
<b>Authorized Person</b>				
Mr. Thongchai	Tansutat	Managing Director	Mr. Thongchai	Tansutat

# Appendix







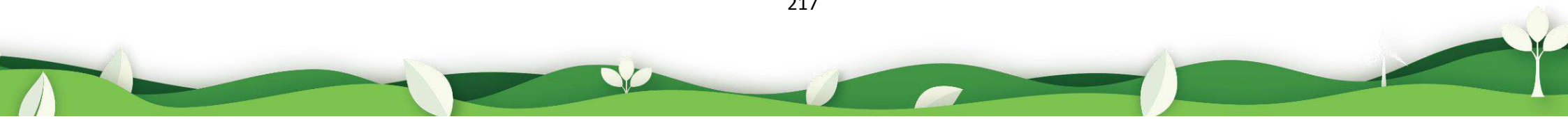
Name	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
2. Ms. Thippawan Uthaisang	63	<ul style="list-style-type: none"> <li>▪ Master of Business Administration Thammasat University</li> <li>▪ Bachelor of Accounting Faculty of Commerce and Accountancy Thammasat University</li> </ul> <p><b>Pass the training course</b></p> <ul style="list-style-type: none"> <li>▪ Direction Certification Program(DCP 29/2003)</li> <li>▪ College of Politics and Governance King Prajadhipok's Institute (Por Por Ror.) Class 9</li> <li>▪ Capital Market Academy (CMA) Generation 8</li> <li>▪ National Defense College(WorPor) Model 53</li> <li>▪ Advance Audit Committee Program (AACP 26/2017)</li> <li>▪ Board that Make a Difference(BMC 9/2019)</li> </ul>	-	-None-	<p>2013-Present</p> <ul style="list-style-type: none"> <li>▪ Independent Director</li> <li>▪ Chairman of the Audit Committee</li> <li>▪ Director</li> <li>▪ Corporate Governance Nomination and Remuneration Committee</li> </ul> <p>2015-Present</p> <ul style="list-style-type: none"> <li>▪ Independent Director</li> <li>▪ Chairman of the Audit Committee</li> </ul> <p>2013-Present</p> <ul style="list-style-type: none"> <li>▪ Independent Director</li> <li>▪ Chairman of the Board of Directors Compensation</li> <li>▪ Audit Committee</li> </ul> <p>2009-Present</p> <ul style="list-style-type: none"> <li>▪ Independent Director</li> <li>▪ Audit Committee</li> </ul> <p>200-Present</p> <ul style="list-style-type: none"> <li>▪ Independent Director</li> <li>▪ Audit Committee</li> <li>▪ Remuneration Committee and good governance</li> </ul> <p>2007-Present</p> <ul style="list-style-type: none"> <li>▪ Managing director</li> </ul>	<p>Prodigy Pcl</p> <p>Aira &amp; AIFUL Pcl.</p> <p>Winner Group Enterprise Plc.</p> <p>Ladprao Hospital Pcl.</p> <p>Eason Paint Public Co., Ltd</p> <p>Paper Mate (Thailand) Co., Ltd.</p>	



Name	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
3. Ms. Pikul Taksinwaracharn	68	<ul style="list-style-type: none"> <li>▪ Bachelor of Economics(International Economics) Chulalongkorn University</li> <li>▪ Certificate of high-level executive course in commerce (Class 7 ) commerce academy</li> <li>▪ Certificate of lecturer course Senior Insurance Office Supervisory and Promotion Committee insurance business</li> <li>▪ High level executive certificate Civil Service Development Institute</li> <li>▪ High level executive certificate Thammasat University</li> </ul> <p><b>Pass the training course</b></p> <ul style="list-style-type: none"> <li>▪ Director Accreditation Program (DAP 106/2013)</li> <li>▪ Role of the Compensation Committee (RCC 19/2014)</li> </ul>	-	-None-	<p>2013-Present</p> <ul style="list-style-type: none"> <li>▪ Independent Director</li> <li>▪ Audit Committee</li> <li>▪ Chairman of Corporate Governance Nomination and Remuneration Committee</li> <li>▪ Director</li> </ul> <p>2017-2021</p> <ul style="list-style-type: none"> <li>▪ Qualified Director</li> </ul> <p>2021-Present</p> <ul style="list-style-type: none"> <li>▪ Chairman of the Audit Committee and Personnel Management Subcommittee</li> </ul> <p>2022</p> <ul style="list-style-type: none"> <li>▪ Chairman of the Ethics Committee</li> </ul>	<p>Prodigy Pcl</p> <p>Research institutes and development of gems and national jewelry(Public Organization)</p> <p>Research institutes and development of gems and national jewelry(Public Organization)</p> <p>Ministry of Commerce</p>	



Name	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
4. Dr. Thanet Norabhoompipat	71	<ul style="list-style-type: none"> <li>▪ Bachelor and Master of Sciences in Civil Engineering Massachusetts Institute of Technology U.S.A</li> <li>▪ Ph.D. in Civil Engineering Camegie-Mellon University U.S.A</li> </ul> <p><b>Pass the training course</b></p> <ul style="list-style-type: none"> <li>▪ Director Accreditation Program (DAP 120/2015)</li> <li>▪ Senior Executive Program Trade and Commerce, Class 3</li> </ul>	-	-None-	<p>2013-Present</p> <ul style="list-style-type: none"> <li>▪ Independent Director</li> <li>▪ Director</li> <li>▪ Strategy Risk and Sustainability Committee</li> </ul> <p>Present</p> <ul style="list-style-type: none"> <li>▪ Foundation Director</li> </ul> <p>Present</p> <ul style="list-style-type: none"> <li>▪ Director</li> </ul> <p>2003-2007</p> <ul style="list-style-type: none"> <li>▪ Executive Director</li> <li>▪ Qualified Directors</li> </ul>	<p>Prodigy Pcl</p> <p>The Princess Mother's Medical Volunteer Foundation</p> <p>Puey Ungphakorn School of Development Studies</p> <p>Office of Small and Medium Enterprise Promotion , OSMEP</p>	



Name	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
5. Mr. Purnrux Nacob	68	<ul style="list-style-type: none"> <li>▪ degree Department of Marketing, University Ramkhamhaeng</li> <li>▪ Master of Business Administration Kasetsart University</li> <li>▪ Master of Arts (Political Science ) Ramkhamhaeng University</li> <li>▪ Bachelor of Business Administration Suan Dusit Rajabhat Institute</li> </ul> <p><b>Pass the training course</b></p> <ul style="list-style-type: none"> <li>▪ Director Accreditor Program(DAP 43/2548)</li> <li>▪ Finance for Non-Finance Director 31/2549</li> <li>▪ Business reform and building course Innovation Network (BRAIN) The Federation of Thai Industries</li> </ul>	-	They are relatives of Mr. Vachara Vitayatanagorn and Mr. Vorravuth Tangpiroonthum	<p>1995-Present</p> <p>2004-Present</p> <p>Present</p> <p>Present</p> <p>Present</p> <p>Present</p> <p>Present</p> <p>Present</p> <p>Present</p> <p>Present</p> <p>Present</p>	<ul style="list-style-type: none"> <li>▪ Director</li> <li>▪ Corporate Governance Nomination and Remuneration Committee</li> <li>▪ Chairman of Strategy risks and sustainability Committee</li> <li>▪ Director</li> <li>▪ Executive director</li> <li>▪ Director</li> <li>▪ Director</li> <li>▪ Director</li> <li>▪ Director</li> <li>▪ Executive Chairman</li> <li>▪ Director</li> <li>▪ Director</li> <li>▪ Director</li> <li>▪ Director</li> <li>▪ Executive Chairman</li> </ul>	<p>Prodigy Pcl</p> <p>Thai Ha Pcl.</p> <p>Oil Refinery Nakhonchaisri Co., Ltd</p> <p>Seng Heng Industry Co., Ltd.</p> <p>Cheer (Thailand) Co., Ltd.</p> <p>Management and Phycology Co.,Ltd.</p> <p>Chaipirom Co., Ltd.</p> <p>Wapo Friendship Co., Ltd.</p> <p>Chumsin Sub Co., Ltd.</p> <p>Nacob Co., Ltd.</p>

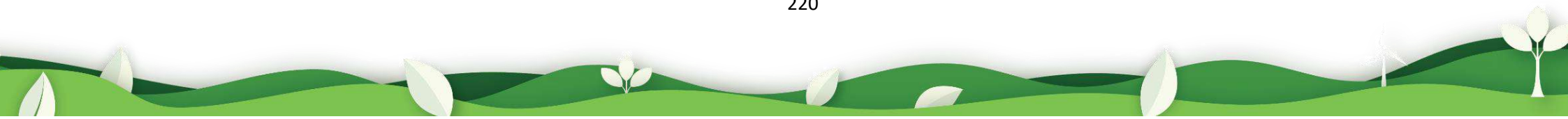


Name	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
6. Mr. Thongchai Tansutat	62	<ul style="list-style-type: none"> <li>▪ Master of Business Administration Kasetsart University</li> <li>▪ MINI MBA, Thammasat University</li> <li>▪ Holistic Finance for the Boss</li> <li>▪ Management Psychology</li> </ul> <p><b>Pass the training course</b></p> <ul style="list-style-type: none"> <li>▪ Directors Certification Program(DCP 170/2013)</li> <li>▪ Risk Management Committee Program (RMP 1/2013)</li> <li>▪ Company Reporting Program(CRP 8/2014)</li> <li>▪ Board Reporting Program(BRP 13/2014)</li> <li>▪ CTO Course (Chief Transformation Officer) SET</li> </ul>	2.22	-None-	1992-Present	<ul style="list-style-type: none"> <li>▪ Director</li> <li>▪ Executive Chairman</li> <li>▪ Risk Management Committee</li> <li>▪ Managing Director</li> </ul>	Prodigy Pcl
					Present	<ul style="list-style-type: none"> <li>▪ Sales manager</li> </ul>	Cheer (Thailand) Co., Ltd.
					Present	<ul style="list-style-type: none"> <li>▪ Sales manager</li> </ul>	Oil Refinery Nakhonchaisri Co., Ltd.
					Present	<ul style="list-style-type: none"> <li>▪ Wholesale Department Manager</li> </ul>	B&P Products Co., Ltd.

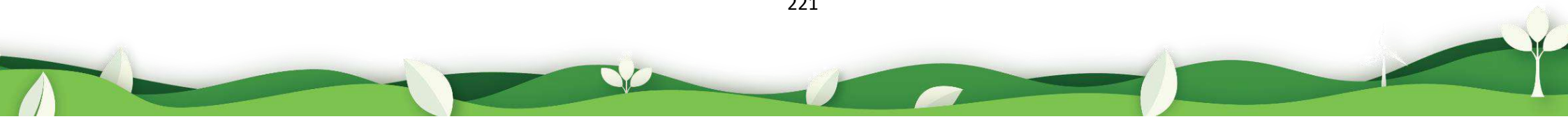




Name	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
7. Mr. Pramote Santiwattana	67	<ul style="list-style-type: none"> <li>Bachelor of Economics Thammasat University</li> </ul> <p><b>Pass the training course</b></p> <ul style="list-style-type: none"> <li>Director Accreditation Program (DAP 120/2015)</li> <li>Director Certification Program(DCP 227/2016)</li> </ul>	0.15	-None-	2005-Present	<ul style="list-style-type: none"> <li>Director</li> <li>Strategy Risk and Sustainability Committee</li> </ul>	Prodigy Pcl
					2021-Present	<ul style="list-style-type: none"> <li>Chief Officer Consultant</li> </ul>	<ul style="list-style-type: none"> <li>Thai Edible Oil Co., Ltd.</li> <li>Thai Ruam Jai Korat Co., Ltd.</li> <li>Thai Ruam Jai Vegetable Oil Co.,Ltd.</li> </ul>
					2021-Present	<ul style="list-style-type: none"> <li>Advisor to the Unit Director feed business</li> </ul>	<ul style="list-style-type: none"> <li>Thai Ruam Jai Korat Co., Ltd.</li> <li>Thai Ruam Jai Vegetable Oil Co.,Ltd.</li> </ul>
					1977-Present	<ul style="list-style-type: none"> <li>Executive director</li> </ul>	<ul style="list-style-type: none"> <li>Thai Edible Oil Co., Ltd.</li> <li>Thai Ruam Jai Korat Co., Ltd.</li> <li>Thai Ruam Jai Vegetable Oil Co.,Ltd.</li> <li>Yong Somjai Co., Ltd.</li> </ul>



Name	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
8. Mr. Vorravuth Tangpiroonthum	48	<ul style="list-style-type: none"> <li>▪ Master's Degree in Finance and Management Market Graduate Institute of Business Administration Sasin of Chulalongkorn University</li> <li>▪ Bachelor's Degree in General Management Faculty of Commerce and Accountancy Chulalongkorn University</li> </ul> <p><b>Pass the training course</b></p> <ul style="list-style-type: none"> <li>▪ Successful Formulation And Execution of Strategy 33/2020</li> <li>▪ Board room Success Through Financing And Investment 9/2020</li> <li>▪ Strategic Board Master Class 6/2019</li> <li>▪ Board Nomination and Compensation Program 4/2018</li> <li>▪ Advance Audit Committee Program 23/2016</li> <li>▪ Corporate Governance for Capital Market Intermediaries 20/2018</li> </ul>	-	A relative of Mr. Purnrux Nacob and Mr.Vachara Vitayatanagorn.	2015-Present	▪ Director	Prodigy Pcl
					2017-Present	▪ Director	Thai Vegetable Oil Pcl.
					2011-Present	▪ Chief Executive Officer	Cheer Group Holdings Co., Ltd.
					1997-Present	▪ Director	Thai Ha Plc.
					2016-2019	<ul style="list-style-type: none"> <li>▪ Director</li> <li>▪ Audit Committee</li> <li>▪ Corporate Governance Nomination Committee and Consider Compensation</li> </ul>	Major Development Pcl.



Name	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
9. Mr. Vachara Vitayanagorn	52	<ul style="list-style-type: none"> <li>▪ Master of Economics University of Colorado-Denver,United States</li> <li>▪ Bachelor of Business Administration in Finance and Bank, Assumption University</li> </ul> <p><b>Pass the training course</b></p> <ul style="list-style-type: none"> <li>▪ Capital Market Academy Course Senior Executives, Class 22 , 2016</li> <li>▪ Direction Certification Program (DCP 174/2013)</li> <li>▪ Risk Management Committee Program (RMP 1/2013)</li> <li>▪ Effective Minute Taking (EMT 28/2014)</li> <li>▪ Company Reporting Program (CRP 8/2014)</li> <li>▪ Board Reporting Program (BRP 13/2014)</li> </ul>	2.22	A relative of Mr.Purnrux Nacob and Mr.Vorravuth Tangpiroonthum	2015-Present	<ul style="list-style-type: none"> <li>▪ Director</li> <li>▪ Risk Management Committee executive director</li> <li>▪ Risk and Sustainability Strategy Committee</li> <li>▪ Business Development Manager</li> </ul>	Prodigy Pcl
					2015-Present	<ul style="list-style-type: none"> <li>▪ Director</li> </ul>	Thai Vegetable Oil Pcl.
					2015-Present	<ul style="list-style-type: none"> <li>▪ Director</li> </ul>	Golden Thread Co., Ltd.
					2018-2019	<ul style="list-style-type: none"> <li>▪ Advisor to the Commission economy</li> </ul>	National Legislative Assembly



Name	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
10. Mr. Wimon Wongchan	61	<ul style="list-style-type: none"> <li>Bachelor of Science (Food and Biotechnology) Chulalongkorn University</li> </ul> <p><b>Pass the training course</b></p> <ul style="list-style-type: none"> <li>Director Accreditation Program (DAP SEC/2013)</li> <li>How to Develop a Risk Management Plan (HRP 5/2014)</li> </ul>	0.17	-None-	2013-present	<ul style="list-style-type: none"> <li>Risk Management Committee</li> <li>Executive director</li> </ul>	Prodigy Pcl
					1992-2022	<ul style="list-style-type: none"> <li>Production Manager</li> </ul>	Prodigy Pcl
					1991-1992	<ul style="list-style-type: none"> <li>Deputy Project Manager</li> </ul>	Thai Vegetable Oil Pcl
					1986-1991	<ul style="list-style-type: none"> <li>Factory Engineer</li> </ul>	Thai Vegetable Oil Pcl



Name	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
11. Mrs. Lakkhana Romruen	56	<ul style="list-style-type: none"> <li>▪ Bachelor of Business Administration (Accounting), Nakhon Pathom Rajabhat University</li> </ul> <p><b>Pass the training course</b></p> <ul style="list-style-type: none"> <li>▪ Director Accreditation Program (DAP SEC/2013)</li> <li>▪ Company Secretary Program (CSP 55/2014)</li> <li>▪ Effective Minute Taking (EMT 28/2014)</li> <li>▪ Company Reporting Program (CRP 8/2014)</li> <li>▪ How to Develop a Risk Management Plan (HRP 5/2014)</li> <li>▪ Enhancing Good Corporate Governance based on CGR Scorecard 2018</li> <li>▪ The New CFO (Crisis Financial Officer) 2020 of MAI</li> </ul>	-	-None-	2013-present	<ul style="list-style-type: none"> <li>▪ Executive director</li> <li>▪ Risk Management Committee</li> <li>▪ CFO</li> <li>▪ Finance Accounting Manager</li> </ul>	Prodigy Pcl
					1996 - 2010	<ul style="list-style-type: none"> <li>▪ Accountant</li> </ul>	Prodigy Pcl
					1986 - 1996	<ul style="list-style-type: none"> <li>▪ Accountant</li> </ul>	Thai Vegetable Oil Pcl





Name	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
12. Miss Thitikarn Sa-nganetpetch	48	<ul style="list-style-type: none"> <li>▪ Bachelor of Business Administration branch management Rajamangala Institute of Technology Bophitphimuk Chakkrawat Campus</li> </ul> <p><b>Pass the training course</b></p> <ul style="list-style-type: none"> <li>▪ Company Secretary Program (CSP 8/2004, 80/2017)</li> <li>▪ Effective Minute Taking (EMT 2/2006)</li> <li>▪ Board Reporting Program (BRP 2/2010)</li> <li>▪ Enhancing Good Corporate Governance based on CGR Scorecard 2018</li> <li>▪ Survey of CGR projects in 2023</li> <li>▪ Business Model Reinvention for Corporate Sustainability</li> </ul>	-	-None-	2017-present	<ul style="list-style-type: none"> <li>▪ Company Secretary/ Investor Relations</li> </ul>	Prodigy Pcl
					1999-2016	<ul style="list-style-type: none"> <li>▪ Board of Directors Secretary</li> <li>▪ Secretary to Managing Director</li> <li>▪ Head of Administration Department</li> </ul>	Pharma Cosmetics Pcl.



## 2. Information on the board's tenure Executives and controlling persons in subsidiaries and related companies

Name	Company	Related Companies		
		Thai Vegetable Oil PCL.	Thai Edible Oil Co.,Ltd.	Thaiha PCL.
1 Assoc. Prof. Prayoon Boonprasurd	X, ///			
2 Ms. Thipawan Uthaisang	/, ///			
3 Ms. Pikul Taksinwaracharn	/, ///			
4 Dr. Thanet Norapoomphiphat	/			
5 Mr. Thongchai Tansutat	/, //, 0			
6 Mr. Purnrux Nacob	/			/
7 Mr. Vorravuth Tangpiroonthum	/		//	
8 Mr. Pramote Santiwattana	/	/		/, //
9 Mr. Vachara Vitayatanagorn	/, //, 0	/		
10 Mr.Wimon Wongchan	//, 0			
11 Mrs.Lakkhana Romruen	//, 0			
12 Ms.Thitikan Sa-nganetpetch	-			

*Note* : x = Chairman, / = Director, // = Executive Director, /// = Audit Committee, 0 = Executive

### **3. Scope of Authority, Duties and Responsibilities of the Company Secretary**

The Board of Directors' Meeting No. 2/2013, held on August 7, 2013, resolved to determine the scope of powers, duties and responsibilities of the Company Secretary, and at the Board of Directors' Meeting No. 2/2017 held on May 9, 2017, it was resolved to appoint Ms.Thitikan Sa-nganetpetch as the Company Secretary to replace the previous Company Secretary who resigned, with the following duties and responsibilities:

1. Supervise and advise the Board of Directors and executives on rules and laws that the Board of Directors must be aware of.
2. Perform the duties of viewing and activities of the Board of Directors. Responsible for the Board of Directors' meeting and shareholders' meeting. Record the minutes of the Board of Directors' meeting and shareholders' meetings, and supervise the coordination of compliance with the resolutions of such meetings.
3. Prepare and store the following documents:
  - 3.1. Register of Directors
  - 3.2. Letter of appointment of the Board of Directors' Meeting Minutes of The Board of Directors' Meeting and the Company's Annual Report.
  - 3.3. Notice of shareholders' meeting and minutes of shareholders' meeting
4. Maintain interest reports reported by directors or executives.
5. Take other actions as announced by the Capital Market Supervisory Board.

## Attachments 2 Details about directors of subsidiaries

-None-

### Attachments 3 Details of internal audit supervisor and compliance supervisor

#### Internal Audit Supervisor

The Company has designated MS.Bunyavee Lertloykulchai from AT and A Management Co.,Ltd as internal audit head. The Audit Committee assigned her since March 12,2015 ,they saw the company had an internal control system that was adequate, suitable and consistent with the Adequacy Assessment form for the Internal Control System of the office of the Securities.

#### Education

1996 – 1998	Master of Accountancy (Accountancy – Finance)	Chulalongkorn University
1994 – 1996	Bachelor of Business Administration (Accountancy – Auditing)	Rajamangala University

#### Certificates for professions

Certified public accountant No. 8596





## Attachments 4    Details about the property appraisal list

-None-



## Attachment 5 Report of the Board of Directors

### Corporate Governance, Nomination and Remuneration Committee Report

Shareholders of Prodigy Public Company Limited

Corporate Governance Nomination and Remuneration Committee Consists of 4 directors , most of them are independent directors with Ms. Pikul Taksinwaracharn Chairman of the Corporate Governance Nomination and Remuneration Committee , Associate Professor Prayoon Boonprasurd , Ms. Thipawan Uthaisang and Mr. Purnrux Nacob are committee of the Corporate Governance Nomination and Remuneration Committee, with Ms. Thitikarn Sa-nganetpetch, Company Secretary acting as secretary of the Corporate Governance Nomination and Remuneration Committee.

In 2022 , the Corporate Governance Nomination and Remuneration Committee held 4 meetings with each director attending the meeting and the details are as follows:

Name	Total number of meetings/number of meetings		
	Position	2022	
1. Ms. Pikul Taksinwaracharn	Chairman	4/4	
2. Assoc. Prof. Prayoon Boonprasurd	Director	4/4	
3. Ms. Thipawan Uthaisang	Director	4/4	
4. Mr. Purnrux Nacob	Director	4/4	

Corporate Governance, Nomination and Remuneration Committee Perform duties in accordance with the scope of responsibility which is stipulated in the Charter of the Corporate Governance Committee, nomination and remuneration as approved by the Board of Directors.

In 2022, The Corporate Governance, Nomination and Remuneration Committee performs the following duties:

#### 1. Nomination of successors to top executives

In the past year, the Corporate Governance Committee has been nominated and reimbursed. The Company has performed its duties in accordance with the CEO Succession Plan, which has proposed to the Board of Directors to consider the reorganization by assigning the position of Chief Executive Officer to act as the company's top executive, as well as selecting suitable persons to serve as managing directors.

In addition, the Corporate Governance Committee, nomination and remuneration committee. It has also accelerated the progress of the selection of individuals for key succession positions at the executive level. To prepare potential personnel to be able to inherit positions. In case the original incumbent retires or is unable to perform his or her duties.

**2. Review the Company's good corporate governance policy, taking into account the role of stakeholders. Disclosure and Transparency**

In recent years, the Corporate Governance Committee Nomination and remuneration Have considered additional policies and reviewed the following policies:

- 2.1. Formulate additional policies in accordance with good corporate governance principles. There are 3 policies:
  - Human Rights Policy
  - Policies and guidelines regarding customers
  - Whistleblowing Policy
- 2.2. Review existing policies to ensure clarity and compliance with good corporate governance principles. There are 3 policies:
  - Quality and Environment Policy
  - Insider Trading Policy in order not to seek benefits and conflicts of interest
  - Meeting Policy

**3. Review the policy and criteria for consideration of remuneration and other benefits to the Board of Directors and chief executives.**

Corporate Governance, Nomination and Remuneration Committee The Board of Directors has determined the remuneration for the year 2022, consisting of monthly remuneration, meeting allowance, and remuneration of sub-committees, which consists of: Audit Committee The Corporate Governance Committee, Nomination and Remuneration Committee and the Strategy, Risk and Sustainability Committee to comply with the duties and responsibilities of the Board of Directors. And propose to the Board of Directors for consideration before proposing to the Annual General Meeting of Shareholders. Continue to approve.

**4. Review the Board of Directors' self-assessment, chief executive's self-assessment.**

Corporate Governance, Nomination and Remuneration Committee The Company has reviewed the topic of self-assessment to be appropriate and comprehensive in performing duties in accordance with the principles of good corporate governance. The Company has changed the topic of assessment on the part of the Board of Directors and presented it to the Board of Directors for consideration to be the 2022 annual assessment for the Self-assessment of the Board of Directors on an individual basis and the self-assessment of the Chief Executive in order to make the assessment of the performance of duties in the past year more consistent with the situation.

The self-assessment of the individual committees consisted of 8 assessment topics, with an average score of 96.16%, which is higher than the previous year. In terms of self-assessment, the individual committee had three assessment topics,

which had an average score of 98.87 percent, which was also higher than the previous year. In terms of self-assessment, the chief executive had 8 assessment topics with an average score of 97.93%, which is higher than the previous year. The Corporate Governance Committee, nomination and remuneration will consider preparing a knowledge development plan for the Board of Directors. and the chief executive continues to

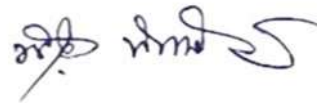
For the assessment topics of the Board of Directors and Chief Executive officers, details are as shown in this Annual Report 56-1 One Report.

**5. The Corporate Governance, Nomination and Remuneration Committee considered the results of the 2022 CGR assessment.**

As a result of participating in the Corporate Governance Report of Thai Listed Companies 2022, the Company received an average score of 92% this year.

February 22, 2023

Corporate Governance , Nomination and Remuneration Committee



( Ms. Pikul Taksinwaracharn )  
Chairman of Corporate Governance Nomination  
and Remuneration Committee

## Report of the Audit Committee to Shareholders

Shareholders of Prodigy Public Company Limited

The Audit Committee of Prodigy Public Company Limited consists of Ms. Thipawan Uthaisang, Chairman of the Audit Committee. Associate Professor Prayoon Boonprasurd and Ms. Pikul Taksinwaracharn are members of the Audit Committee

In 2022, the Audit Committee held 4 regular meetings and 1 meeting of the Audit Committee with the auditor without management. as follows

1. Consider the annual audit plan and quarterly and annual audit results by reviewing the adequacy of the internal control system to be appropriate and effective according to the criteria set by the Stock Exchange of Thailand. Performance to achieve effective results Continuously monitoring and implementing corrective actions based on internal audit reports on significant issues. to the company's agencies. Have an appropriate internal control system to prevent or reduce risks that may arise.
2. Review the quarterly financial statements and financial statements for the year 2022 to ensure that the Company's financial reports are prepared correctly in accordance with generally accepted accounting standards and that information is adequate, complete and reliable, and provides observations and suggestions for solutions for the benefit of the Company.
3. Review the disclosure of the Company's interconnected transactions, including connected transactions, to ensure that the Company complies with the business conditions and complies with the requirements of the Stock Exchange of Thailand and the Securities and Exchange Commission.
4. Review risk management policies and guidelines by requiring internal auditors to review the risk management system to ensure that the Company has sufficient systems and practices to prevent and mitigate potential risks.
5. Good Corporate Governance The Company places importance on good corporate governance principles in order to ensure transparency and ethics, which creates confidence among shareholders, investors and all stakeholders.

The Audit Committee is of the opinion that in 2022, the Company provides adequate and appropriate internal control and internal audit systems, as well as procedures that ensure that the Company's operations comply with relevant laws. As well as preparing and disclosing information in the Company's financial reports accurately, completely and reliably.

6. To consider the selection and propose the appointment of auditors and annual remuneration by considering the selection process in accordance with the guidelines and procedures approved by the Audit Committee. In order to increase confidence in the independence of the auditor, in accordance with the



announcement of the Securities and Exchange Commission, the Company has selected and proposed the appointment of EY Office Co., Ltd., which details the audit fees and other service charges as follows:

Expense details	Amount (Baht) Year 2022	Amount (Baht) Year 2023
quarterly reviewed financial statements	480,000.00	480,000.00
annual audit budget	650,000.00	680,000.00
Other service fees	-	-
<b>Total</b>	<b>1,130,000.00</b>	<b>1,160,000.00</b>

The Audit Committee considered the auditor's performance in the past year and the auditor's remuneration and presented to the Board of Directors for approval at the 2023 Annual General Meeting of Shareholders.

Ms. Isaraporn	Wisutthiyan	Certified Public Accountant Registration No.	7480
Or Mr. Chatchai	Kasemsrithanawat	Certified Public Accountant Registration No.	5813
Or Mr. Watcharin	Passarapongkul	Certified Public Accountant Registration No.	6660

February 22, 2023

On behalf of the Audit Committee

( Ms. Tippawan Uthaisang )

Chairman of the Audit Committee

## Report the responsibilities of the Board of Directors to the Financial Report.

Shareholders of Prodigy Public Company Limited

The Board of Directors has assigned the Audit Committee to be responsible for reviewing the quality of financial reports. Internal control system and disclosure of connected transaction information that is fully disclosed, adequate and appropriate.

The Board of Directors is responsible for the financial statements and financial information that appears in the Annual Report Form 56-1 One Report. In addition, the Board of Directors has established an internal control system and internal audit, risk management and corporate governance to ensure that financial information is accurate, complete and sufficient to maintain the Company's assets.

The Board of Directors is of the opinion that the internal control system and financial report for the year ended 31 December 2022 are accurate, complete, appropriate and reliable.

February 22, 2023

On behalf of the Board of Directors



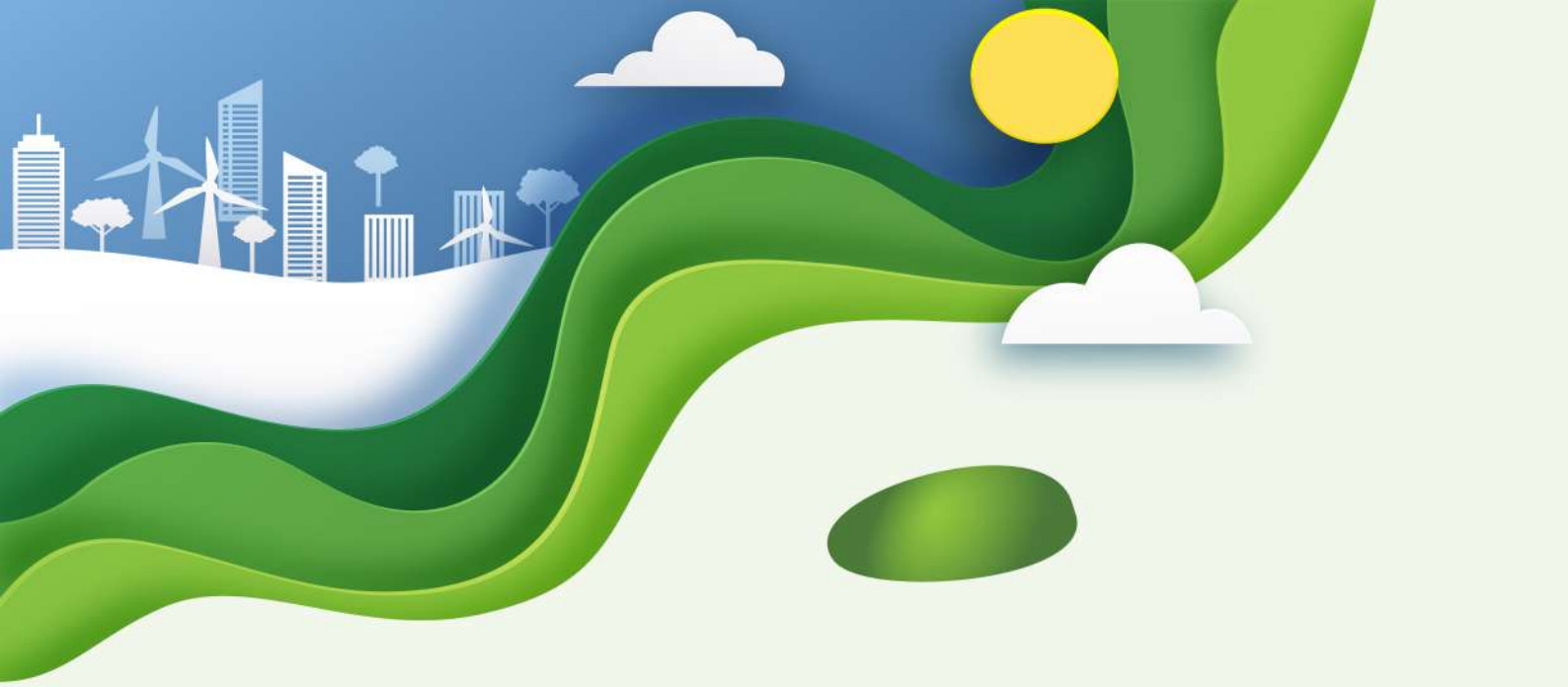
( Associate Professor Prayoon Boonprasurd )

Chairman of the Board of Directors

**Attachment 6**    **other**

-None-





  
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