



PRODIGY PUBLIC COMPANY LIMITED  
www.prodigy.co.th

# ANNUAL REPORT

# 56-1

ONE REPORT 2024



"We produce packaging with quality in mind.  
Environment and Society  
By creating value through sustainability."

## CONTENT

	Page
Financial Highlight	1
Background and Key Change	2
Chairman’s Message	3
Board of Directors and Executive Committee	4
<b>Part 1 Business overview and performance</b>	
1. Business Structure and Operation	24
2. Risk Management	63
3. Driving business for sustainability	74
4. Managing Discussion and Analysis (MD&A)	103
5. General Information	110
<b>Part 2 Corporate Governance</b>	
6. Corporate Governance Policy	119
7. Corporate Governance Structure and Importance Information About the Board Structure, Sub-committee, Management Team, Employees and Others	125
8. Practices and Corporate Governance in 2024	156
<b>ESG Report Year 2024 of the Company</b>	214
9. Internal Control and Related Transaction	237
<b>Part 3 Financial Management</b>	
<b>Appendix</b>	
Attachment 1: Detail of Directors, Executives, Controlling Person and Company Secretary	241
Attachment 2: Detail of Subsidiary’s Directors	257
Attachment 3: Detail of the Internal Audit supervisor and Compliance supervisor	258
Attachment 4: Detail of the property appraisal list	259
Attachment 5: Report of the Corporation Governance	260
Attachment 6: Others	271



## Financial Highlights

	2024	2023	2022	As Ended Of 31 December 2024
<b>Financial Status</b>				
สินทรัพย์รวม (ล้านบาท)	744.31	701.27	719.77	Total Asset (Million Baht)
หนี้สินรวม (ล้านบาท)	124.16	106.45	136.02	Total Liabilities (Million Baht)
ส่วนของผู้ถือหุ้น (ล้านบาท)	620.15	594.82	583.75	Shareholder's Equity (Million Baht)
<b>Operational Performance</b>				
รายได้รวม (ล้านบาท)	633.50	634.41	759.07	Total Revenue (Million Baht)
รายจ่ายรวม (ล้านบาท)	547.67	600.52	708.30	Total Expenses (Million Baht)
กำไรก่อนภาษีเงินได้ (ล้านบาท)	88.14	35.95	50.90	Earnings Before Income Tax (Million Baht)
กำไรสุทธิ (ล้านบาท)	70.58	28.90	40.63	Net Earnings (Million Baht)
<b>Financial Ratio</b>				
อัตราส่วนสภาพคล่อง (เท่า)	5.20	5.97	4.27	Current Ratio (Times)
อัตรากำไรสุทธิ (%)	11.14	4.55	5.37	Net Profit Margin (%)
อัตราผลตอบแทนผู้ถือหุ้น (%)	11.62	4.90	6.96	Return On Shareholder's Equity (%)
อัตราผลตอบแทนจากสินทรัพย์ (%)	12.24	5.10	5.64	Return On Total Asset (%)
อัตราส่วนหนี้สินต่อส่วนของผู้ถือหุ้น (เท่า)	0.20	0.18	0.19	Debt to Equity (Times)
<b>Per Share Data</b>			<b>Per Share Data</b>	
กำไรต่อหุ้น (บาท)	0.24	0.10	0.14	Earnings Per Share (Baht)
มูลค่าต่อหุ้น (บาท)	2.09	2.00	1.97	Value Per Share (Baht)
จำนวนหุ้นสามัญถัวเฉลี่ยถ่วงน้ำหนัก (หุ้น)	296,999,929	296,999,929	296,999,929	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:

## The significant changes of the company

<p><b>1992</b></p> <p><b>FOUNDED A COMPANY</b> Founded the company Prodigy by Thai Vegetable Oil Public Company Limited</p>	<p><b>2016</b></p> <p><b>ISO 9001:2015</b> Received quality Control System Certification ISO 9001:2015 from Intertek Certification</p>	<p><b>2021</b></p> <p><b>SET AWARD 2021</b> The company received SET Award 2021 (Company Performance Award)</p>
<p><b>1993</b></p> <p><b>Increase capital</b> Increase the paid-up registered capital to 50 million baht. By the investment consortium of Thai Consumer Oil Co.,Ltd.</p>	<p><b>2018</b></p> <p><b>Joining the anti-corruption alliance</b> The company has been certified as an Anti-corruption alliance.</p>	<p><b>2022</b></p> <p><b>CGR Score 5 stars continuously For the second year.</b> The company has been evaluated using the CGR Checklist. Receiving 5 stars continuously for the second year.</p>
<p><b>2014</b></p> <p><b>Listed on the stock exchange</b> On July 29, 2014, the stock was brought in for trading. In the stock market.</p>	<p><b>2019</b></p> <p><b>CGR SCORE 4 STAR LEVEL</b> The company has been evaluated using the CGR Checklist at a 4 star level.</p>	<p><b>2566</b></p> <p><b>CGR Score 5 stars continuously For the third year.</b> The company has been evaluated using the CGR Checklist. Receiving 5 stars continuously for the third year.</p>
<p><b>2015</b></p> <p><b>Green Industry</b> Received the Level 2 Green Industry Certificate.</p>	<p><b>2020</b></p> <p><b>Expand branches</b> The company has expanded its branch to Surin Province. To support the expansion of the customer base to the region.</p>	<p><b>2024</b></p> <p><b>Received approval for the second Membership renewal submission With CAC.</b> The company has received certification for the second renewal of membership with CAC.</p>

Note <sup>1</sup> CAC (Thai Private Sector Collective Action Against Corruption)

<sup>2</sup> CGR (Corporate Governance Report of Thai Listed Companies)



## *Message from Chairman*

Dear shareholders and all stakeholders,

The year 2024 is a year in which the world continues to face economic volatility due to the impacts of the global economy's adjustment following the COVID-19 pandemic, as well as uncertainties from geopolitical situations and changes in monetary policies in many countries. Persistently high inflation rates in some regions and fluctuations in the energy market have created diverse impacts on the global economy.

For Thailand, although there has been a continuous economic recovery, especially from the tourism sector and domestic consumption, it still faces challenges from inflation and rising energy costs. Additionally, changes in consumer behavior and technological advancements have forced businesses to adapt rapidly.

In the past year, the company's business operations have faced significant challenges. The industry has been under pressure from increasingly stringent environmental policies, both at the national and international levels, as well as rising consumer expectations for the use of eco-friendly materials. However, with the company's commitment to innovation and adaptation, we have continued to improve our production processes to be more sustainable and have initiated new projects that respond to the changing market demands.

The success of the past year is the result of the collaboration of all sectors, including the board, management, and all employees who are dedicated to working wholeheartedly, as well as the trust from our customers and partners.

In the upcoming year 2025, the company will continue to adhere to sustainable development strategies and create value for all stakeholders. We are committed to being a leader in the PET plastic packaging industry, promoting economic growth while continuously caring for the environment and communities.

On behalf of the Board of Directors, the management team, and all employees, we would like to express our heartfelt gratitude for your continuous support and trust in the company. The cooperation and commitment of all parties will be a crucial foundation that helps us overcome challenges and grow steadily, creating sustainable success together.



Associate Professor Prayoon Boonprasurd

Chairman



## Board of Directors and Executive Committee

Name	: Assoc.Prof.Prayoon Boonprasurd	
Position	: Chairman, Independent Director	
Age	: 82 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	: MBA in Marketing and Operations Research, University of Detroit, U.S.A : Master of Business Administration (Hons.) National Institute of Development Administration : Bachelor of Mathematics Prasarnmitte, College of Education : Doctorial level courses study on Operations Research, University of Detroit, U.S.A : Management training on Environment Management, California State University, Hayward, U.S.A	
IOD Certification	: Director Accreditation Program (DAP) Class 105/2013	
Present Position	: Chairman/Independent Director/ Member of Audit Committee, Corporate Governance, Nomination and Remuneration Committee, Prodigy Public Company Limited	
Experiences	: Fulltime lecturer Faculty of Commerce and Accountancy Thammasat University : Assistant Dean Faculty of Commerce and Accountancy Thammasat University : Head of Marketing Department Faculty of Commerce and Accountancy Thammasat University : Director of Business Research Center Faculty of Commerce and Accountancy Thammasat University : Director of M.S. in Marketing Program Faculty of Commerce and Accountancy Thammasat University : 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	:	66 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's Degree, MBA, Thammasat University Bachelor's Degree, Faculty of Commerce and Accounting, Thammasat University	
IOD Certification	:	Board Nomination & Compensation program (BNCP 17/2023) Board that Makes a Difference (BMD 9/2019) Advanced Audit Committee Program (AAP 26/2017) Role of the Compensation Committee (RCC 17/2013) Directors Certification Program (DCP 29/2003) Executive Program King Prajadhipok's Institute (9) Executive Program Capital Market Academy (8) Executive Program National Defence College (53)	
Present Position			
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 PCL	
2009-Present	:	Independent Director/ Audit Committee, Ladprao Hospital Public Company Limited	
2007-Present	:	Executive Director, Papermate (Thailand) Co., Ltd.	
2005-Present:	:	Audit Committee/ Chairman of Remuneration and Good governance, Eason Paint Public Company Limited	





Experiences

- : Independent Director/ Chairman of Audit Committee,  
AIRA & AIFUL Public Company Limited
- : 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	:	70 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	:	HOT ISSUE for Director Empowering Boards Enhancing Governance, Standards and Financial Insights (2024)	
	:	Board Nomination & Compensation Program (BNCP 17/2023)	
	:	Director Accreditation Program (DAP 105/2013)	
	:	Role of the Compensation Committee (RCC 19/2014)	
Present Position			
2014 – Present	:	Independent Director and Chairman of Corporate Governance, Nomination and Remuneration Committee and Audit Committee of Prodigy Public Company Limited	
2022 - Present	:	Chairman of ethic Committee Department of Internal Trade, Ministry of Commerce	
2021 – Present	:	Chairman of Audit Committee and Sub-committee on Personnel Administration of the Gem and Jewelry Institute of Thailand (Public Organization)	



Experiences

- 2017 – 2021 : Qualified member of The Gems and Jewelry institute of Thailand (Public Organization)
- 2010 - 2014 : Deputy Director – General Department of Business Development, Ministry of Commerce
- 2007– 2010 : Deputy Director – General Department of Internal Trade, Ministry of Commerce



Name : Dr.Thanet Norabhoompipat

Position : Independent Director

Age : 74 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.  
: Top Executive Program in Commerce and Trade, Class 3

IOD Certification : Director Accreditation Program (DAP 120/2015)

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 : 65 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

: Create Everlasting Company: Sustainability, Succession and Strategy  
Mai listed company association (2024)  
: 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)  
: Seminar Engaging Board in ESG the path of effective Sustainblibility  
: CTO Course (Chief Transformation Officer) OF SET

Present Position

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

Experiences

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



Name : Mr.Purnux Nacob

Position : Director/ Chairman of Strategy Risk and Sustainability Committee/Corporate Governance Nomination and Remuneration Committee

Age : 72 Years

Share Holding (Direct) : None

Share Holding (Indirect) : None

% of Shareholding Change : -

Position in Other Business : Other Listed Companies 1  
Other Non-Listed Companies 8

Date of Appointment : April 1995

Educations & Certificate : 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) 43/2005  
- Finance for Non-Finance Director 31/2006  
: Business Revolution and Innovation Network (BRAIN) Federation of Thai Industries

Present Position : Director, Chairman of Corporate 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 : 68 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 KoratCo.,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 KoratCo.,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 : 50 years

Share Holding (Direct) : 0.71% of Total Voting Shares

Share Holding (Indirect) : None

% of Shareholding Change : -

Position in Other Business : Other Listed Companies 2  
: Other None Listed Company 2

Date of Appointment : April 2015

Educations & Certificates : MBA, Concentrate in Marketing and Finance SASIN Graduate Institute of Business Administration of Chulalongkorn University  
: BBA, concentrates in Management, Commerce, and Accountancy of Chulalongkorn University

IOD Certification : **The Institute of Director (IOD)**



- Hot Issue for Directors: Climate Governance 1/2023
- The Board's Role in Mergers and Acquisitions (BMS) 4/2023
- National Director Conference 2021
- Director Refreshment Program 1/2021 (DRP)
- Director Diploma, Successful Formulation, And Execution of Strategy 33/2020 (SFE)
- Director Diploma, Boardroom Success Through Financing And Investment 9/2020 (BFI)
- Director Diploma, Strategic Board Master Class 6/2019 (SBM)
- Director Diploma, Board Nomination and Compensation Program 4/2018 (BNCP)
- Director Diploma, Advance Audit Committee Program 23/2016 (AAP)
- Director Diploma, Corporate Governance for Capital Market Intermediaries 15/2016 (CGI)
- Director Diploma, Family Business Sustainability 4/2016 (FBS)
- Director Diploma, Monitoring the internal Audit Function 6/2009(MIA)
- Director Diploma, Examination 22/2007 (EXAM)
- Director Diploma, Director Certification Program 92/2007 (DCP)
- Director Diploma, Finance for Non - Finance Directors 35/2007 (FND)
- Director Diploma, Director Accreditation Program 14/2004 (DAP)



-Engaging Board in ESG: The Path to Effective Sustainability

-Hot Issue for Directors : Climate Governance

-The Board's Role in Mergers and Acquisitions (BMA)

: Thai Intelligence Investors Program, Thai Investors Association

: Professional CFO Diploma, National Institute of Developments  
Administration (NIDA)

#### Present Position

2024-Present : Director, Thai Edible Oil Co.,Ltd.

2017-Present : Director and Investment sub-committee Thai Vegetable Oil Public  
Company Limited

2015-Present : Director and Strategic and Investment Committee, Prodigy Public  
Company Limited

2011-Present : Chief Executive Officer, Cheer Group Holding C.o.,Ltd.

1997-Present : Director and Chairman of the Risk Management Committee,  
Thaiha Public Company Limited

2016-2019 : Director, Audit Committee and Member of Corporate Governance,  
Nomination and Remuneration Committee, Major Development Public  
Company Limited

2007 – 2014 : Chief Financial Officer (CFO) and Chairman of the Risk Management  
Committee, Thaiha Public Company Limited

#### Experience

: 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	:	54 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 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	:	National Director Conference 2021 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.Pachai Chanpitaksa  
 Position : Director  
 Age : 40 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 -  
 Date of Appointment : April 2023



- Educations & Certificates : Master of Sciences in Technical Venture and foundation of entrepreneurship, University College London & London Business School, United Kingdom
- : Bachelor of Engineering in Engineering with Business and Finance, University College London & London School of Economics and Political Sciences, United Kingdom

IOD Certification

**The Institute of Director (IOD)**

- Engaging Board in ESG: The Path to Effective Sustainability 2023
- Successful Formulation & Execution of Strategy (SFE) 43/2023
- Engaging Board in ESG: The Path to Effective Sustainability 2023
- National Director Conference 2021
- Boards that Make a Difference (BMD 9/2019)
- Director Certification Program (DCP) รุ่นที่ 216/2016
- Executive Development Program
- : Academy of Business of Creativity (Batch 5), Sripatum University
- : Executive Development Program, Listed Companies Association
- : Digital Edge Fusion (DEF 1/2017), Sripatum University
- : Professional Symposium for CEO in Real Estate (RE-CU 3/2017), The Real Estate Executive Association of Chulalongkorn University
- : Leadership Succession program, Institute of Research and Development for Public Enterprises
- : Basic Course on the Personal Data Protection Act B.E. 2562 (2019), Baker & McKenzie Ltd.
- : Things to know about the Personal Data Protection Act (PDPA) by Baker & Mckenzie Ltd.
- : CG Code 2017: Disclosure of 56-1 One Report and things to know about Anti-Corruption by Internal Auditor from Ascent Advisory Company Limited
- : Potential risks in a business amidst the current situation and significant for 2022by Internal Auditor from Ascent Advisory Company Limited



- : Carbon Footprint for Organization by senior researcher, VGREEN, Faculty of Environment Kasetsart University
- : Agriculture and Cooperatives Executive Program (ACE 3/2023), Agricultural Research Development Agency, Ministry of Agriculture and Cooperatives
- : The Culliana: The Making of the digital Board 3/2024 by Thailand Management Association.
- : AI for Business 2/2024 By Sripatum University
- : Net Zero CEO Leadership Program 1/2024 By Carbon Institute for Sustainability

Present Position

- April 2023 - Present : Director, Prodigy Public Company Limited
- August 2022 –Present : Chief Executive Officer/ Environmental, Social, and Governance Committee Thai Vegetable Oil Public Company Limited
- 2017 – Present : Director, Thai Vegetable Oil Public Company Limited


Experience

- 2021 – July 2022 : Managing Director/ Chief Operating Officer of Production Thai Vegetable Oil Public Company Limited
- 2017 - 2020 : Deputy Managing Director Supply and Trading Department Thai Vegetable Oil Public Company Limited
- 2017 - 2018 : Executive Director, Thai Vegetable Oil Public Company Limited



Name : Mr.Wimon Wongchan  
Position : Chairman of Risk Management Committee /  
Executive Committee/  
Consultant's Managing Director  
Age : 62 Years  
Share Holding (Direct) : 0.07% of Total Voting Shares  
Share Holding (Indirect) : None  
% of Shareholding Change : -  
Position in Other Business : 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 / Chief Financial Officer Financial & Accounting Manager	
Age	:	59 Years	
Share Holding (Direct)	:	None	
Share Holding (Indirect)	:	None	
% of Shareholding Change	:	-	
Position in Other Business	:	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 Scored 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
	1996-2010	:	Accounting, Prodigy Public Company Limited
Experiences	:	Accountant, Thai Vegetable Oil Public Company Limited	



Name	:	MissThitikan Sa-nganetpetch
Position	:	Company Secretary/ Investor Relation
Age	:	50 Years
Share Holding (Direct)	:	None
Share Holding (Indirect)	:	None
% of Shareholding Change	:	-
Position in Other Business	:	None
Date of Appointment	:	9 May, 2017
Education & Certificate	:	Bachelor Degree, Administration Rajamonkala Institute Borpitpimuk Charkrawad
IOD Certification	:	Company Secretary Program (CSP 8/2004, 80/2017) Board Reporting Program (BRP 2/2010) Effective Minute Taking (EMT 2/2006) Enhancing Good Corporate Governance based on CGR Scorecard Preliminary to Corporate Sustainability (P01) Corporate Sustainability Strategy (S01 – S03) Sustainability Risk and Materially Analysis (S04) Sustainability Education and data management (S05) Business Model Reinvention for Corporate Sustainability SET Sustainability Reporting Guide for ESG Metrics Basic Level & Industrial Group Road to certify with TAHI CAC : Private Sector (CAC) Collective Action Against Corruption
Present Position	:	
2017 - Present	:	Company Secretary/ Investor Relation, Prodigy Public Company Limited
Experice	:	
1999 - 2016	:	Secretary of Board of Director/ Secretary for MD, Pharmacosmet PCL.





# Part 1

# Business and Performance



# 1 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 strive to improve the quality of our products and services to meet customer satisfaction.


*With modern technology and continuously trained personnel taking into account the benefits that society and communities will receive, including being environmentally friendly*


### Quality and Environment Policy

: To be a leader in quality packaging business and professional service taking into account standardized environmental management

 *Being a leader* means the company's commitment to produce quality products.

 *With quality* means products that meet standards that are accepted by customers.

 *Professional service* means customer satisfaction.

 *Standardized environmental management* means managing environmental issues. complies with regulations and laws

**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**

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.



number	production process	product type	Raw materials ( plastic pellets)
1	Blow Molding	Oil tank/shampoo bottle	PP, PE, PET, HDPE
2	Stretch Blow Molding	PET bottles	PET, PP, HDPE
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.

In 2024, the key factors affecting the plastic industry in Thailand can be divided into several aspects as follows.

#### 1. Economic factors

- Global and domestic economy:
  - o Global economic uncertainty, such as rising interest rates or economic recessions in some countries, may affect the demand for goods in export markets, especially in major export markets like the United States and Europe.



- The recovery of the Thai economy after the COVID-19 pandemic presents a significant opportunity for domestic businesses. With purchasing power beginning to recover and government economic stimulus projects, such as investment promotion schemes focused on infrastructure development and green industries, there is an increase in demand for plastic packaging in various sectors, including food and beverages.
- Exchange rate:
  - The fluctuating Thai baht affects the prices of raw materials and the exports of the industry.
- 2. Legal and policy factors
  - Plastic reduction policy
    - The enactment of laws or government measures, such as the ban on single-use plastics and the promotion of environmentally friendly materials
  - Environmental standards
    - Setting new standards, such as reducing carbon emissions and using recycled materials in products.
  - Circular Economy Support Policy:
    - The push for the industry to transition to sustainable resource use
- 3. Technological factors
  - New material innovations
    - The development of bioplastics and biodegradable alternative materials
  - Improving the production process
    - Using automation technology and AI in the production process to reduce costs and increase efficiency.
  - The development of recycling
    - Investment in advanced plastic recycling technologies, such as Chemical Recycling
- 4. Market and consumer factor
  - Demand for sustainable products
    - Consumers are placing more importance on environmentally friendly packaging.
  - Changes in consumer behavior
    - The growth of the food and beverage industry that requires high-quality and safe plastic packaging.
  - Export
    - Major export markets, such as China, the United States, and the European Union, may impose stricter standards on plastic materials.



5. Environmental factors

- The impact of Climate Change
  - Climate change, such as droughts or severe storms, may impact the supply chain and raw material production
  - Pressure from social sectors and various organizations, both domestic and international Campaign to reduce plastic waste in the sea and environmental pollution

6. Factors related to raw materials and supply chain

- Raw material prices
  - The fluctuating prices of crude oil and petrochemical feedstocks affect production costs.
- Dependence on imported raw materials
  - Uncertainty in the international supply chain, such as the shortage of raw materials from suppliers

7. Competitive factors

- Competition in the global market
  - Neighboring countries such as Vietnam and Indonesia have rapidly developed their plastic industries and It could become a major competitor.
- Labor cost
  - The rising labor costs in Thailand may reduce its competitiveness against countries with lower wages.
- Production and transportation costs
  - Production cost
    - The plastic production process requires a large amount of electrical energy. If electricity prices increase, it will directly raise the production cost per unit.
    - Entrepreneurs may have to bear the increased cost burden or pass this burden onto customers in the form of higher product prices, resulting in reduced competitiveness.
  - Transportation cost
    - The cost of transporting goods to customers or distributors will increase, resulting in a decrease in profit per unit.
    - The cost of transportation has increased, and it may be necessary to raise product prices to reflect the higher costs, which might be affecting customer purchasing demand, especially in highly competitive markets.
- Affects the supply chain
  - The increase in transportation costs may result in delayed delivery times if operators attempt to reduce costs by switching to a lower-cost but longer transportation method.
  - Suppliers may pass on the increased costs to manufacturers, affecting the overall system costs.



The plastic industry in Thailand in 2024 faces several challenges, both from external factors such as global market laws and regulations, and internal factors such as fluctuations in raw material costs and campaigns against plastic use by the government and various agencies. However, adapting through investment in new technologies and intense competition.

The development of sustainable products and effective risk management will help the industry compete sustainably in the long term.



Cr: <https://marketeeronline.co/archives/320319>

### 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 have encouraged the market for cooking oils and fats to grow 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. including today's consumers It is aware of the cost estimates for vegetable oil purchases to prevent the negative effects of animal oil consumption and oil reuse (Reuse). These better show the growth trend of vegetable oil consumption in future.



**In 2024**, the bottled vegetable oil market in Thailand is highly competitive, with the following key factors:

1. The slowdown in market growth

The retail vegetable oil market is valued at approximately 25,000 – 26,000 million baht, growing not much. It consists of Palm oil 70%, soybean oil 20%, rice bran oil 4 – 5%, and others (coconut oil, olive oil, etc. 5 – 6% due to consumers becoming more health-conscious and reducing oil usage in cooking).



## 2. Changes in prices and costs

The increase in the crude palm oil export fee by Indonesia in the third quarter of 2024 has led to a rise in global palm oil prices. As Indonesia is the world's number one exporter of palm oil, this has caused domestic palm oil prices to jump significantly, which may affect production costs and domestic selling prices.

3. The trend of war between Israel and Iran, which previously saw Israel intensifying its military actions against several armed groups supported by Iran, has caused issues in the trade of soybean oil and sunflower oil in the affected areas, leading to automatic price increases of these products.
4. India has announced an increase in import taxes on three types of vegetable oils, including crude palm oil, from 5.5% to 27.5% starting in the third quarter of 2024, and on refined vegetable oils including refined palm oil from 13.75% to 35.75%. This increase in India's palm oil import taxes is expected to impact Thailand's crude palm oil exports to India, which amount to nearly 1 million tons annually. Over the past two years, Thailand has relied on the Indian market, which accounts for approximately 90% of its palm oil exports.
5. The volume of crude palm oil stocks in neighboring countries has decreased, coupled with the policies of neighboring countries that aim to stockpile crude palm oil for domestic consumption. This has a positive impact on farmers and palm oil producers in Thailand.

From these factors, operators in the bottled vegetable oil industry need to adjust their strategies to maintain market share and Competitiveness in 2024

Source: 1.FB Marketeer Online: <https://www.facebook.com/marketeeronline/posts> 2.Thansettakij Online ( October 6, 2024)

## The state of the bottled water industry in Thailand

The Thai beverage industry relies on the domestic market for over 79% of its total sales volume. From 2024 to 2026, production is expected to grow slightly at an average of 1.5 – 2.5% per year, while domestic sales will expand by 3.0 - 4.0% per year due to

- The full recovery of business activities, especially restaurants, hotels, and various entertainment venues
- The hot and humid weather conditions due to the impact of El Niño and
- The continuous sale of the city and convenience stores. On the export side, there is a growth trend of 1.5 – 2.5% per year due to the gradual opening of trade checkpoints along the borders of neighboring countries, which are gradually recovering their purchasing power.

The overall performance trend of beverage manufacturers in Thailand from 2024 to 2026 is gradually recovering according to the conditions. The economy, the restaurant industry, and domestic tourism are recovering, but they may face higher water costs and agricultural raw material prices. The intensifying El Niño phenomenon





- Bottled water and mineral water producers expect their revenue to increase due to the recovery of the domestic economy and tourism, which will boost demand for drinking water, especially from restaurants, hotels, and entertainment venues. Additionally, consumer demand for clean and uncontaminated products, particularly from reputable manufacturers with high production standards, is also a factor. Furthermore, the demand for clean water from CLMV countries, which are major trading partners, is expected to recover after cross-border trade returns to normal.

Bottled water: Domestic consumption demand is expected to grow at a rate of 2-3% per year, as it is a necessary product and a beverage that meets the lifestyle of today's consumers who are increasingly concerned about the cleanliness and safety of their drinks. This is especially true for bottled water that has received standard certifications such as ISO 9001 and HACCP. The bottled water market is expected to grow in both the small packaged water segment, which targets general consumers, and the gallon water segment, which targets households and offices. Additionally, the impact of global warming, causing sea levels to rise due to melting polar ice, has resulted in tap water production in coastal river delta areas having a salty taste. The dry season (January-April) of each year will boost the consumption of bottled drinking water during this period. The competition among operators is expected to intensify due to health-oriented drinking water products, especially vitamin-infused water. Therefore, it is anticipated that marketing strategies will be employed to expand distribution channels, which will drive up the costs for operators.

In 2024, the bottled water industry in Thailand is expected to continue growing, with production volume projected to expand by approximately 2.0 – 3.0% per year. Factors affecting the growth of the industry

1. The weather is hot

The long summer and rising temperatures have spurred the demand for bottled water consumption.

2. Economic recovery

After the COVID-19 pandemic, the Thai economy has recovered, increasing consumer purchasing power.

3. The launch of a new product

Manufacturers introduce innovations and new products to the market to meet the diverse needs consumers.

4. Consumer behavior is changing

Due to the current aging society, these individuals, along with those around them, focus on health care, nutrition, and living well by consuming good food and clean drinking water. Therefore, the trend for bottled water is increasing. Demand from consumers is increasing.





**Future trends**

It is expected that the bottled water industry will continue to grow steadily in 2025, with sales potentially expanding by approximately 4.8%. However, this growth may slow down compared to 2024 due to competitive factors and other challenges. The bottled water industry in Thailand in 2024 is expected to continue growing, supported by factors such as weather conditions, economic recovery, and product innovations. However, operators should be prepared to face various challenges to maintain their competitiveness in the market.

Source 1. [https://www.krungsri.com/th/research/industry/industry-outlook/food-beverage/beverage/io/io-beverage-2024-2026?utm\\_source=chatgpt.com](https://www.krungsri.com/th/research/industry/industry-outlook/food-beverage/beverage/io/io-beverage-2024-2026?utm_source=chatgpt.com)  
 2. [https://www.kasikornresearch.com/th/analysis/k-social-media/Pages/Non-Alcoholic-Drinks-IAO109-FB-2024-12-02.aspx?utm\\_source=chatgpt.com](https://www.kasikornresearch.com/th/analysis/k-social-media/Pages/Non-Alcoholic-Drinks-IAO109-FB-2024-12-02.aspx?utm_source=chatgpt.com)



**The state of the seasoning industry**

In the years 2024 – 2025, the revenue of the seasoning production business is expected to grow by 10.8% YoY and 8.1% YoY, respectively, divided into.

1. The domestic sales value (accounting for about 57% of total revenue) during the years 2024 – 2025 is expected to grow by 7.5% YoY and 9.0% YoY, respectively, due to the increasing demand for seasoning products in the country. This growth is supported by the expansion of the restaurant and hotel businesses, which benefit from the continuous increase in the number of Thai tourists and the return of foreign tourists. Additionally, food is one of the 11 target industries that the government will use to drive the Soft Power policy.

2. The value of exports (43%) during the years 2024 – 2025 is expected to grow by 15.0% YoY and 7.0% YoY (in Thai Baht), respectively, in line with the growth of restaurant business revenues in major trading partner countries, including ASEAN, the EU, the USA, and Japan.



Source :<https://amarc.co.th>

Additionally, in 2024, there will be further benefits from concerns over food security, leading trading partners to stock more Thai seasonings. This includes the advantages of the "Thai Kitchen to the World" policy, which will increase the demand for Thai seasonings in international markets. However, the Thai seasoning production business still faces significant risks, including

1)The cost of raw materials remains high, with the prices of key agricultural products as main raw materials rising in early 2024 due to the volatile global weather conditions.

This may lead to an increase in raw material costs and procurement costs. However, in 2025, the expected improvement in weather conditions will likely result in price adjustments. The raw materials are trending downwards.

2) The shipping costs remain high, with freight rates in 2024-2025 still at elevated levels compared to 2023, due to global geopolitical conflicts affecting exports.

3) The Thai baht is expected to appreciate during 2024-2025, increasing pressure on price competition. However, despite the rising raw material costs, producers can still adjust selling prices and increase the proportion of high-margin products, leading to a favorable growth outlook for business profits.

In terms of ESG, both foreign and Thai seasoning manufacturers aim to achieve net-zero greenhouse gas emissions within the next 15 to 30 years. Currently, they are improving production processes to reduce energy consumption and waste emissions, and they are maximizing the use of waste generated from production processes. Additionally, they are developing environmentally friendly seasonings, such as organic seasonings or vegetarian seasonings.



	Growth Rate (% YoY)	
	2567f	2568f
Domestic	+7.5%	+9.0%
Export	+15.0%	+7.0%
Total	+10.8%	+8.1%

Source : <https://media.settrade.com/settrade/Documents/2024/Nov/211124-Krunghthai-COMPASS-Seasoning.pdf>

### The state of the plastic packaging industry in Thailand for the year 2024

In 2024, the overall production and sales volume of packaging is expected to expand from 2023. The overall economic situation is likely to start recovering more, the political situation is becoming clearer, and private sector confidence and investment are expected to recover. Domestic consumption, along with support from domestic tourism, is likely to have a positive impact on the packaging industry. However, energy costs, the Russia-Ukraine war, and prolonged drought conditions may affect the quantity and cost of raw materials, as well as import costs. Additionally, regulations Environmental aspects both domestically and internationally, aiming towards a low-carbon society, along with increasingly stringent government policies to reduce environmental impacts, are likely to present both opportunities and potential impacts on the packaging industry in the next year.

Annual production volume, sales volume, import value, and export value of packaging.

	2561	2562	2,563	2,564	2,565	2,566	
บรรจุภัณฑ์ พลาสติก	ปริมาณการผลิต (ตัน)	1,420,032	1,317,482	1,394,113	1,707,504	1,649,503	1,506,937
	YoY (%)	-3.44	-7.22	5.82	22.48	-3.40	-8.64
	ปริมาณการจำหน่าย (ตัน)	1,023,842	953,022	991,770	1,238,039	1,197,942	1,095,002
	YoY (%)	-3.75	-6.92	4.07	24.83	-3.24	-8.59
	มูลค่านำเข้า (ลบ)	25,052	23,291	25,532	29,140	31,156	25,749
	YoY (%)	8.30	-7.03	9.62	14.13	6.92	-17.36
	มูลค่าส่งออก (ลบ)	40,980	39,811	40,042	43,391	50,532	42,401
	YoY (%)	3.38	-2.85	0.58	8.36	16.46	-16.09

[https://packaging.oie.go.th/new/admin\\_control\\_new/html-demo/analysis\\_file/5860729431.pdf](https://packaging.oie.go.th/new/admin_control_new/html-demo/analysis_file/5860729431.pdf)

### The state of the plastic bottle packaging industry in Thailand in 2024

The plastic bottle packaging industry in 2024 remains one of Thailand's key industries due to its diverse applications in various sectors such as food and beverages, consumer goods, and the pharmaceutical industry.

Overall, the industry's trends are changing according to various factors as follows:

1. Positive factors for the industry
  - 1) Demand in the beverage and consumer goods market
    - The increased consumption of bottled drinking water and various beverages, especially in the categories of drinking water, mineral water, and vitamin water
    - The popularity of consumer goods with plastic packaging, such as cooking oil and cleaning Products.



- 2) Economic and tourism recovery
    - The return of foreign tourists and domestic travel has led to an increase in the demand for plastic bottle packaging, especially in the beverage and ready-to-eat food sectors.
  - 3) Government investment promotion policy
    - Projects supporting the development of related industries, such as plastic recycling and promoting environmentally friendly packaging.
2. Challenges and risks
- 1) Environmental pressure
    - The trend of environmental awareness and the demand to reduce the use of single-use plastics have led the industry to adapt to using sustainable materials, such as recycled plastic (rPET).
  - 2) Increased production costs
    - The rising prices of raw materials, such as PET Resin and energy, have led to an increase in the production costs of packaging.
    - Higher electricity and transportation costs are challenging manufacturers to control expenses.
  - 3) Strict regulations
    - Government regulations on waste and packaging management, such as plastic waste reduction policies and environmental standards
  - 4) Market competition
    - High competition among both large and small plastic bottle manufacturers, including the entry of foreign manufacturers with advanced technology.
3. Trends and directions in the future
- 1) Development of production technology
    - Investment in new technologies, such as the production of lightweight bottles to reduce plastic use and the efficient use of energy.
  - 2) Recycling and Circular Economy
    - Manufacturers are starting to focus on using recycled plastic (rPET) and developing production processes that reduce environmental impact.
    - Implementing a packaging waste management system in collaboration with the community.
  - 3) Response to consumer behavior
    - Development of environmentally friendly packaging, such as biodegradable packaging or using alternative materials like PLA (Polylactic Acid).
    - Designing packaging that meets the needs of convenience and usability.
  - 4) Growing export market
    - The export of plastic bottles and related products to neighboring ASEAN countries that still have high demand.



Overall, the plastic bottle packaging industry in Thailand in 2024 still has growth opportunities but faces various challenges. Adapting to technology, developing sustainable products, and managing costs efficiently will be key factors that help the industry compete and grow in the long term.

In terms of factors driving the continuous growth of the plastic bottle packaging industry in Thailand, they include.

1. The market value of plastic packaging.

In 2024 – 2025, the value of Thailand's plastic packaging market is expected to grow by 5.4% YoY and 3.7% YoY, respectively, driven by

1) The domestic sales value grew by 0.6% YoY and 3.7% YoY respectively, in line with the continuous recovery of industries such as the restaurant business, food industry, and beverage industry.

2) The export value is expected to grow by 12.0% YoY and 3.6% YoY respectively, due to increased demand from trading partner countries.

2. The profitability of operators is expected to be undermined by the average price of plastic pellets in 2024-2025, which is higher than in the past (2019-2020) by about 2-13%. Additionally, the competitiveness in both the domestic and export markets is pressured by China's entry into the market, which has advantages in both cost and technology. Furthermore, some plastic packaging manufacturers may be affected by environmental policies, leading partners to switch to other types of packaging to replace traditional plastic packaging.

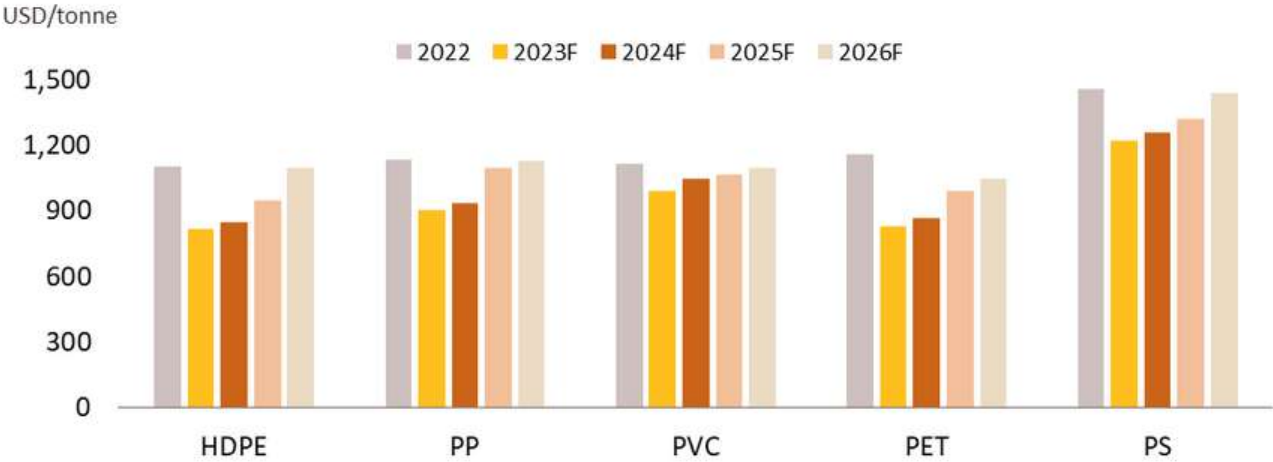
Although the plastic bottle packaging industry is expected to grow, it still faces challenges from the conservation movement. Environment and the reduction of single-use plastics may affect the adaptation of entrepreneurs in this industry.

## Business trends

In 2024-2026, Krungsri Research expects that global demand for plastic products will increase by an average of 2.0-3.0% per year in line with the gradual recovery of the world economy (IMF expects the world economy to grow in the range of 3.0-3.5% per year), while Brent crude oil prices will average in the range of 80-85 dollars/barrel. It reflects that the cost of raw materials used in the production of plastic industry products tends to remain at a high level continuously. As a result, the world price of plastic pellets has a tendency to slowly increase (Figure 12). For Thailand It is expected that the economy will gradually recover in the same way as the world economy. This is driven by the tourism sector, which is expected to return to a level similar to the pre-COVID-19 level by 2025. As a result, demand for plastic products will increase in line with demand from the destination industry, especially the packaging industry. electrical appliance Automotive, construction and medical equipment parts which together account for nearly 80% of the value of all plastic products. Domestic sales of plastic products are expected to increase by 2.0-3.0% per year (Figure 13), while export volumes will increase by 2.0-3.0% per year. The growth of the destination industry during 2024-2026 can be summarized as follows.



### Selected Plastic Resin Prices

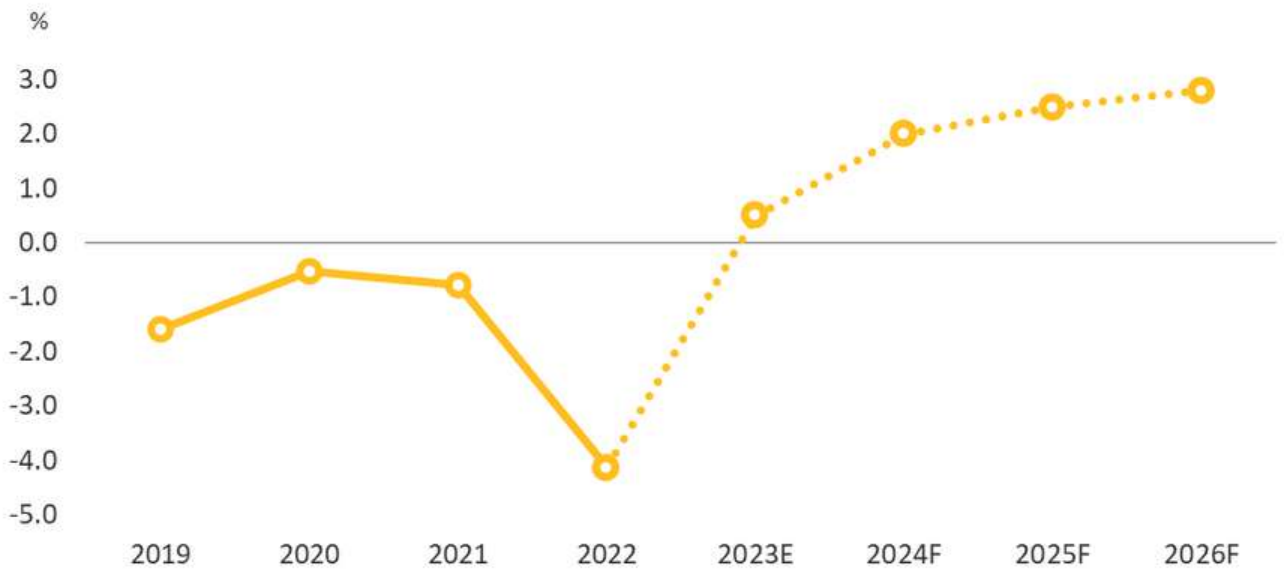


Source: Bloomberg, Forecast by Krungsri Research

- Plastic packaging industry: likely to continue growing**, with Smithers Pira expecting that in 2023 global flexible plastic packaging (Flexible Packaging) consumption will be at 33.5 million tons and will increase by an average of 4.2% per year in 2024-2026. Meanwhile, the consumption of rigid plastic packaging (Rigid Packaging) will be at 66.8 million tons in 2023, an increase of 3.0% from 2022, and will increase by an average of 3.4% per year in 2024-2026 for Thailand. Krungsri Research estimates that in 2023 the volume of plastic packaging production will expand at the level of 0-1.0%, compared to a contraction of -3.4% in 2022 and move to an average level of 2.5-3.5% per year in 2024-2026 (picture No. 14) Results from the recovery of the Thai economy, which was driven by the tourism sector. and health care needs As a result, many related industries want to use more plastic packaging, especially food. (including various frozen and processed foods) and beverages Meanwhile, the continued growth of the retail sector and e-commerce business will have a positive impact on related plastic packaging, such as film and plastic boxes for food packaging, plastic bags and bottles. However, plastic packaging exports may recover slowly following the economic slowdown of key trading partners (such as Japan, the United States, and China). It is expected that the plastic packaging industry will be pressured by raw material prices. (Plastic pellets) which tends to remain highly stable following the world crude oil price. In addition, government policy aims to promote sustainable plastic consumption under the second phase of the plastic waste management plan (2023-2027), which supports the use of environmentally friendly products such as bioplastics. (Bioplastics) and plastics that can be reused or recycled. Instead of using single-use plastics made from petroleum that are difficult to biodegrade. As a result, the demand for basic plastic packaging, especially plastic bags, tends to slow down somewhat.

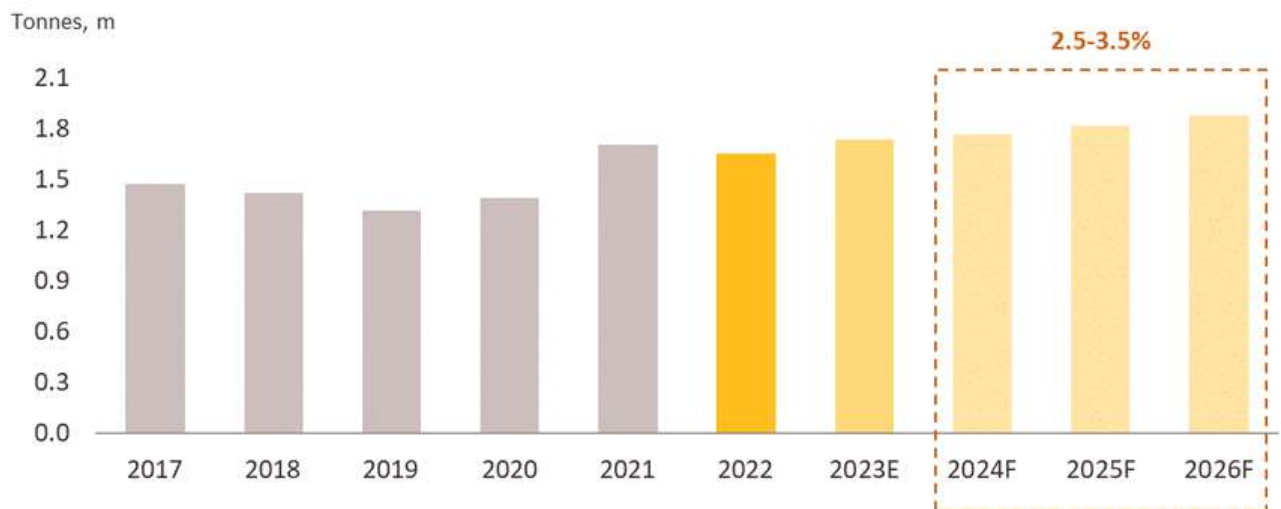


### Sales Growth of Thai Plastic Product



Source: OIE, Forecast by Krungsri Research

### Plastic Packaging Productions



Source: OIE, Forecast by Krungsri Research

Source: 1.[https://www.settrade.com/th/news-and-articles/articles/489-krungthai-compass-plastic-packaging-indus?utm\\_source=chatgpt.com](https://www.settrade.com/th/news-and-articles/articles/489-krungthai-compass-plastic-packaging-indus?utm_source=chatgpt.com)  
2.<https://www.krungsri.com/th/research/industry/industry-outlook/petrochemicals/plastics/io/io-plastics-2024-2026>





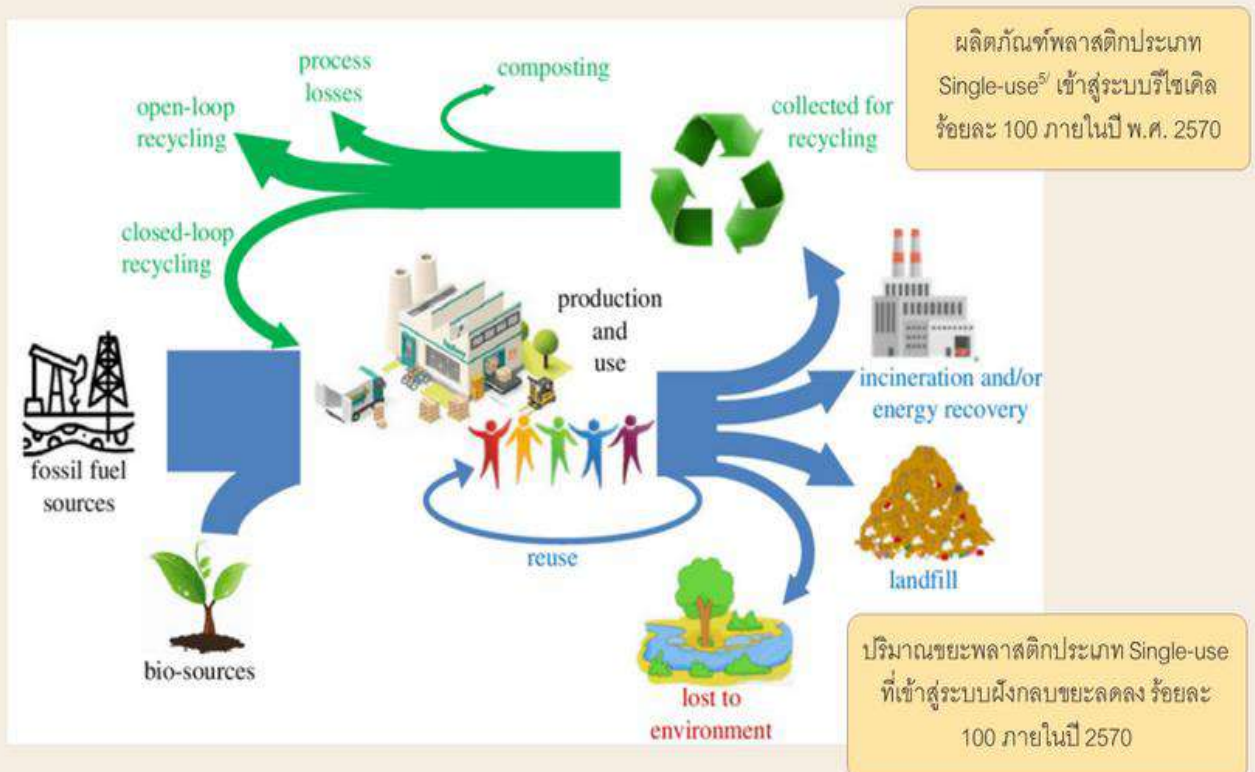
**Box 2**

**แผนการจัดการขยะพลาสติกระยะที่ 2 (ปี 2566-2570)**

แผนการจัดการขยะพลาสติกระยะที่ 1 (ปี 2563-2565) ภายใต้ Roadmap การจัดการขยะพลาสติกปี 2561-2573 มีการรณรงค์ให้ลดและเลิกใช้พลาสติกประเภทใช้ครั้งเดียวทิ้ง (Single-use) หรือนำกลับมาใช้ประโยชน์ในกรณีจำเป็น เพื่อปรับสู่ระบบเศรษฐกิจหมุนเวียน (Circular Economy) โครงการส่วนใหญ่ดำเนินไปโดยสมัครใจ (Voluntary programs) อย่างไรก็ตาม การแพร่ระบาดของ COVID-19 กระตุ้นความต้องการใช้พลาสติกแบบครั้งเดียวทิ้งเพิ่มขึ้นเพื่อรักษาสุขอนามัย ทำให้แผนดังกล่าวไม่สามารถบรรลุเป้าหมายที่กำหนดไว้ สะท้อนจากขยะพลาสติกที่เพิ่มขึ้นอย่างต่อเนื่อง

ด้วยเหตุนี้ แผนจัดการขยะพลาสติกระยะที่ 2 (ปี 2566-2570) จึงมีการยกระดับการจัดการขยะพลาสติกอย่างยั่งยืน ภายใต้แนวคิดการจัดการขยะตามวัฏจักรชีวิตผลิตภัณฑ์ (Life Cycle Management Approach) ประกอบด้วย (1) การจัดการ ณ ต้นทาง ซึ่งรวมถึงการออกแบบ และการผลิตผลิตภัณฑ์ที่เป็นมิตรต่อสิ่งแวดล้อม (Eco-design) (2) การจัดการ ณ กลางทาง เพื่อส่งเสริมการบริโภคที่ยั่งยืน โดยการเลือกใช้สินค้าหรือผลิตภัณฑ์ที่เป็นมิตรต่อสิ่งแวดล้อม สามารถใช้ซ้ำและนำกลับไปที่รีไซเคิล รวมถึงลด/เลิกใช้บรรจุภัณฑ์ที่กระทบต่อสิ่งแวดล้อมเพื่อป้องกันการเกิดขยะพลาสติก และ (3) การจัดการ ณ ปลายทาง จะใช้แนวทางการจัดการขยะมูลฝอยแบบผสมผสาน (Integrated Solid Waste Management) เช่น ระบบคัดแยกเพื่อนำกลับไปที่รีไซเคิล การเผาเพื่อผลิตพลังงาน และการหมักปุ๋ยเพื่อให้เหลือขยะที่ต้องฝังกลบให้น้อยที่สุด

Figure 19: แผนจัดการขยะพลาสติกระยะที่ 2 ภายใต้แนวคิดการจัดการขยะแบบ Life Cycle Management Approach



Source: Pollution Control Department, Local news, Krungsri Research



**Table 1: Opportunities and Challenges of Thai Plastics Industry**

โอกาส (Opportunities)	ปัจจัยท้าทาย (Challenges)
<p>1) การขยายตลาดระดับภูมิภาค โดยเฉพาะตลาดอาเซียนซึ่งเศรษฐกิจเติบโตดีและมีจำนวนประชากรรวมกันมากกว่า 600 ล้านคน ทั้งยังมีแผนลงทุนโครงสร้างพื้นฐานในหลายประเทศ ประกอบกับอุตสาหกรรมพลาสติกไทยมีความได้เปรียบด้านวัตถุดิบจากการมีแหล่งก๊าซธรรมชาติในประเทศ จึงมีต้นทุนการผลิตเม็ดพลาสติกต่ำกว่าอินโดนีเซียซึ่งผลิตเม็ดพลาสติกจากน้ำมันดิบ อีกทั้งไทยยังได้เปรียบด้านการขนส่งเมื่อเทียบกับหลายประเทศในภูมิภาค โดย World Bank รายงานดัชนี Logistics Performance Index (LPI) ปี 2566 ไทยได้คะแนน 3.5 เป็นรองเพียงสิงคโปร์และมาเลเซียซึ่งคะแนนอยู่ที่ 4.3 และ 3.6 ตามลำดับ</p> <p>2) การเน้นผลิตผลิตภัณฑ์เฉพาะ (Specialty products) ที่มีคุณสมบัติสูง เพื่อสร้างมูลค่าเพิ่มและตอบสนองความต้องการที่หลากหลาย เช่น การพัฒนาชิ้นส่วนพลาสติกสำหรับยานยนต์แห่งอนาคตหรือยานยนต์ไฟฟ้า (Electric Vehicle) และอุปกรณ์การแพทย์ประเภทสอดใส่ในร่างกายผู้ป่วย ( อาทิ ลิ้นหัวใจเทียม)</p> <p>3) การผลิตพลาสติกจากวัสดุธรรมชาติ (Bio-plastic) แทนพลาสติกจากเชื้อเพลิงฟอสซิล (Fossil fuel/ Petroleum-based) ตามกระแสรักษ์สิ่งแวดล้อมและการลดขยะพลาสติก ประกอบกับรัฐบาลมีนโยบายสนับสนุนอุตสาหกรรมพลาสติกชีวภาพเพื่อมุ่งสู่เศรษฐกิจแบบ BCG (Bio, Circular, and Green economy)  อย่างไรก็ตาม ปัจจุบัน Bio-plastic ต้องใช้เทคโนโลยีการผลิตที่มีต้นทุนสูงกว่าพลาสติกแบบ Petroleum-based ประมาณ 3 เท่า และมีคุณสมบัติบางประการด้อยกว่าพลาสติกจากเชื้อเพลิงฟอสซิล อีกทั้งการจัดการขยะ Bio-plastic ต้องใช้กระบวนการที่เหมาะสม ผู้ประกอบการจึงต้องเร่งปรับตัวเตรียมความพร้อม โดยเฉพาะเทคโนโลยีการผลิตเพื่อรองรับอุปสงค์ที่กำลังเพิ่มขึ้นทั้งในและต่างประเทศ</p> <p>4) พลาสติกคอมโพสิต (Composite plastics) ความต้องการใช้มีแนวโน้มเพิ่มขึ้นในอุตสาหกรรมแห่งอนาคต อาทิ อากาศยานและยานยนต์สมัยใหม่ ด้วยคุณสมบัติด้านความคงทน แข็งแรง และน้ำหนักเบามาก จึงเหมาะกับการผลิตผลิตภัณฑ์ที่ต้องการความปลอดภัยสูงและมีมูลค่าสูง อาทิ ชิ้นส่วนเครื่องบินน้ำหนักเบา แบตเตอรี่ในรถยนต์ไฟฟ้า และระบบรางรถไฟไฟฟ้า โดยสมาคมไทยคอมโพสิตคาดว่าความต้องการใช้พลาสติกคอมโพสิตจะเพิ่มขึ้นถึง 10 เท่า คิดเป็นมูลค่ามากกว่า 1,000 ล้านบาทภายในระยะ 10 ปีข้างหน้า</p>	<p>1) ราคาเม็ดพลาสติกมีความผันผวนตามราคาน้ำมันดิบโลก จากความเสี่ยงทางภูมิศาสตร์การเมือง (Geopolitical Risk) จึงอาจกระทบต้นทุนการผลิตของผู้ประกอบการเป็นระยะ</p> <p>2) การขาดแคลนแรงงานทั้งในเชิงคุณภาพและปริมาณ ทำให้ค่าจ้างแรงงานมีแนวโน้มปรับสูงขึ้น จึงอาจลดความสามารถในการแข่งขันของผู้ประกอบการในตลาดโลก เมื่อเทียบกับค่าแรงของประเทศคู่แข่งโดยเฉพาะเวียดนาม</p> <p>3) ภาครัฐกำหนดแผนจัดการขยะพลาสติกระยะที่ 2 (ปี 2566-2570) ภายใต้ Roadmap การจัดการขยะพลาสติก (ปี 2561-2573) เพื่อยกระดับการจัดการขยะพลาสติกอย่างยั่งยืน โดยส่งเสริมให้ผู้บริโภคเลือกใช้ผลิตภัณฑ์ที่เป็นมิตรต่อสิ่งแวดล้อม นำกลับมาใช้ซ้ำและรีไซเคิล รวมถึงลด/เลิกใช้บรรจุภัณฑ์ที่กระทบต่อสิ่งแวดล้อม ส่งผลให้ผู้ประกอบการต้องปรับตัวจากเดิมเน้นตอบสนองความต้องการของผู้บริโภค มาเป็นการพิจารณาทั้งวงจรชีวิต (Product Life Cycle) ของผลิตภัณฑ์พลาสติก อาทิ การออกแบบและผลิตสินค้าที่เป็นมิตรต่อสิ่งแวดล้อม (Eco-design)</p> <p>4) นโยบายการเลิกใช้พลาสติกประเภท Single-use ของสหภาพยุโรป (EU) ตั้งแต่ปี 2564 เป็นต้นไป และจัดให้มีการ Recycle บรรจุภัณฑ์พลาสติกทั้งหมดภายในปี 2573 คาดว่าจะกระทบผู้ผลิตบรรจุภัณฑ์ประเภทถุงและกระสอบ ซึ่งเป็นผลิตภัณฑ์ที่มีการส่งออกไป EU มากที่สุด</p> <p>5) หลายประเทศทยอยใช้มาตรการภาษีบรรจุภัณฑ์พลาสติกใช้ครั้งเดียวทิ้งและย่อยสลายยากหรือ Plastic Tax อาทิ สหภาพยุโรป (เริ่ม 1 มกราคม 2564) เก็บภาษีในอัตรา 0.8 ยูโรต่อกิโลกรัม อังกฤษ (เริ่ม 1 เมษายน 2565) เก็บภาษีบรรจุภัณฑ์พลาสติกที่มีส่วนผสมของพลาสติกรีไซเคิลน้อยกว่า 30% ในอัตรา 200 ปอนด์ต่อตัน สหรัฐฯ อยู่ระหว่างจัดทำร่างกฎหมาย Reduce Act of 2021 เก็บภาษีพลาสติกที่ไม่มีส่วนผสมของพลาสติกรีไซเคิลและพลาสติกแบบใช้ครั้งเดียว และฟิลิปปินส์ เตรียมเก็บภาษีประมาณ 1.75 ดอลลาร์ฯ ต่อกิโลกรัมภายในปี 2569 ทำให้ผู้ประกอบการต้องปรับตัวรับภาวะต้นทุนที่จะเพิ่มขึ้น</p>

Source: Krungsri Research



### Box 3 Carbon Border Adjustment Mechanism (CBAM)

มาตรการปรับคาร์บอนก่อนข้ามพรมแดน (Carbon Border Adjustment Mechanism: CBAM) เปรียบเสมือนการเก็บภาษีสินค้านำเข้าตามปริมาณการปล่อยก๊าซเรือนกระจกจากประเทศนอกสหภาพยุโรป รวมถึงไทย มีผลบังคับใช้ตั้งแต่วันที่ 1 ตุลาคม 2565 โดยแบ่งออกเป็น 2 ระยะ ได้แก่ (1) ระยะเปลี่ยนผ่าน (1 ตุลาคม 2566 – 31 ธันวาคม 2568) ในระยะนี้ ผู้นำเข้ายังไม่ต้องซื้อ CBAM Certificate แต่อาจมีต้นทุนทางอ้อมจากการวัดและรายงานการปล่อยคาร์บอน ตลอดจนการจัดทำเอกสารต่างๆ (Paper work) และ (2) ระยะบังคับใช้มาตรการเต็มรูปแบบ (ตั้งแต่ 1 มกราคม 2569 เป็นต้นไป) ผู้นำเข้าจะต้องรายงานปริมาณการนำเข้า Embedded Emission (การปล่อยก๊าซเรือนกระจกที่นำมาคำนวณราคา CBAM) และซื้อ CBAM Certificate ประกอบการนำเข้า ซึ่งจะทำให้ต้นทุนการส่งออกปรับสูงขึ้น โดยการใช้มาตรการ EU-CBAM ในระยะแรกจะมุ่งไปที่อุตสาหกรรมเหล็กและเหล็กกล้า อะลูมิเนียม ซีเมนต์ ปูน การผลิตไฟฟ้า และไฮโดรเจน

ด้านสหรัฐฯ อยู่ระหว่างพิจารณาร่างกฎหมาย Clean Competition Act (คาดว่าจะมีผลบังคับใช้ในปี 2569) เพื่อเก็บภาษีสินค้าที่กระบวนการผลิตก่อให้เกิดการปล่อยคาร์บอนในปริมาณสูง โดยอุตสาหกรรมเป้าหมาย ได้แก่ ปูน ไฮโดรเจน ซีเมนต์ เหล็กและเหล็กกล้า เซลล์พลังงานแสงอาทิตย์ ผลิตภัณฑ์จากการกลั่นปิโตรเลียม ปิโตรเคมี กรด อะซิติก กระดาษ เยื่อกระดาษและกระดาษ และเอทานอล

วิจัยกรุงศรีประเมินว่า EU-CBAM ยังไม่ได้ส่งผลกระทบต่ออุตสาหกรรมพลาสติกของไทยโดยตรง เนื่องจากไม่ได้ถูกจัดอยู่ในหมวดของอุตสาหกรรมเป้าหมายในระยะแรก นอกจากนี้ อุตสาหกรรมเป้าหมาย เช่น การผลิตไฟฟ้าและไฮโดรเจน ซึ่งจัดเป็นต้นทุนการผลิตของเม็ดพลาสติก มีมูลค่าส่งออกไปสหภาพยุโรปคิดเป็นสัดส่วนที่น้อยมาก (ต่ำกว่า 0.2% ของมูลค่าส่งออกทั้งหมดของไทยไปสหภาพยุโรป) อย่างไรก็ตาม ในระยะต่อไป EU-CBAM มีโอกาสครอบคลุมถึงอุตสาหกรรมพลาสติก จึงอาจกดดันผู้ประกอบการโดยเฉพาะโพลีคาร์บอเนต (Polycarbonate) และโพลีเอทิลีนที่มีความหนาแน่นสูง (HDPE) ซึ่งมีค่าการปล่อยก๊าซเรือนกระจกต่อหน่วยผลิตภัณฑ์ (Emission Factor) สูงสุดเมื่อเทียบกับพลาสติกชนิดอื่น ขณะที่ US-CBAM มีโอกาสครอบคลุมถึงปิโตรเคมีซึ่งเป็นอุตสาหกรรมต้นน้ำของพลาสติก จึงมีความเสี่ยงที่ผู้ประกอบการอาจผลกระทบต้นทุนมายังผู้ประกอบการพลาสติกได้ (ปริมาณเม็ดพลาสติกที่ส่งออกไปสหภาพยุโรปและสหรัฐฯ มีสัดส่วนรวมกันประมาณ 4% ของปริมาณส่งออกเม็ดพลาสติกทั้งหมดของไทย)

1/ Survey of 3,262 entrepreneurs, or approximately 64.8% of entrepreneurs in the industry, where each entrepreneur may have more than one production method.

2/ Source: PlasticsEurope

3/ Source: Ministry of Commerce

4/ Source: OIE, Plastic products include plastic bags, plastic containers (such as bottles, boxes, crates), plastic sheets and films, plastic pipes and fittings, and plastic tableware.

5/ Single-use plastic products include (1) plastic bottles (all types) (2) Bottle caps (3) Single-layer plastic film packaging (HDPE, LL, LDPE) (4) Plastic handle bags (5) Plastic cups/glasses

<https://www.krungsri.com/th/research/industry/industry-outlook/petrochemicals/plastics/io-io-plastics-2024-2026>

Cr. Khun Thian Thiumsak



**Policies and characteristics of key product marketing**

**Strategy and competition**

The company is a manufacturer and distributor of PET bottle packaging for bottled drinking water, bottled fruit juice, cooking oil, as well as fish sauce and seasonings, and preforms, which are of high quality according to customer usage requirements. It has been recognized by customers for the quality of its products and services. In the past, the company has prioritized and paid attention to the production process, from designing the shape of the packaging, sourcing raw materials, controlling the production process, to inspecting the quality and neatness of the produced items, and delivering the products to customers on time. This ensures that the products the company produces meet customer needs and create customer satisfaction. The company's competitive strategies are as follows:



Source: [https://www.silpa-mag.com/history/article\\_125378](https://www.silpa-mag.com/history/article_125378)

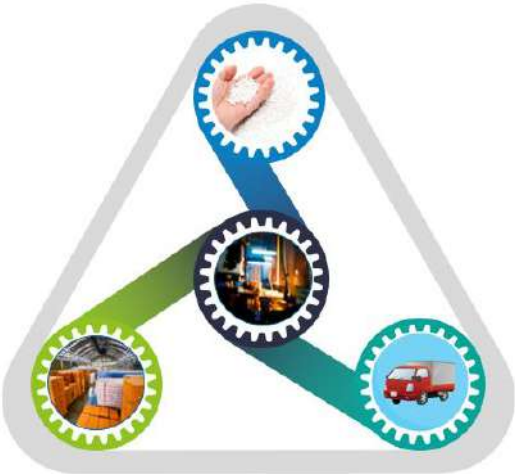
(1) The quality of the product

The company places great importance on quality control of the products it manufactures to ensure that these products meet customer requirements. Specifically, the PET bottles produced by the company must be clean, safe, and non-reactive with food. Additionally, the size and volume of the bottles must be consistent and as specified, so that the customer's automatic filling process can operate continuously.

The company will prioritize everything from product design, sourcing high-quality raw materials that meet customer needs, to using new grade-A standard plastic pellets. This includes overseeing and controlling the production process at each step, as well as controlling and inspecting the quality of the finished products.

The company conducts product quality inspections in 3 process as:

- 1) The selection of high-quality raw materials will help reduce the amount of Loss in the production process and producing good quality products.
- 2) Quality inspection and control during the production process.
- 3) Final quality inspection of the product before delivery Customer, to ensure that the products the company is producing and Delivery to the customer meets the specifications set by the customer.



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 2024, 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.

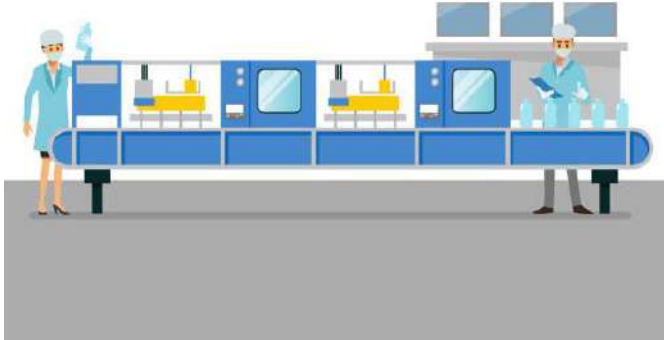


### **(3) Stability of the production process**

The company can produce products according to customer specifications in the required quantity and time, relying on the stability of the production process. The company has designed the factory as if it has two separate factories by separating utility systems such as electrical systems, air pump systems, water pump systems, cooling systems, and cooling systems. This way, in case production on one side encounters problems and cannot operate, the company still has another production capacity ready to respond to customers. Additionally, as of December 31, 2024, 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 PET bottles interchangeably. If any production line's machinery breaks down, the company can use another production line to continue production.



#### (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, or 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 past year 2024, the economic situation has been gradually recovering, and many of the company's customers have been affected economically. The company's selling costs depend on external and domestic factors, such as the Russia-Ukraine war, which has impacted global crude oil prices, causing fluctuations in the prices of key raw materials used in production. Therefore, it is necessary to closely manage the inventory of raw materials. Additionally, electricity costs, which are a significant variable affecting production costs, have also increased, along with wages. However, the company considers product prices based on appropriateness and the situation at that time. If production costs rise to a level that the company cannot bear, it is necessary to adjust product prices according to market mechanisms. In such cases, the company will notify customers in advance to allow them to plan and manage their inventory appropriately, minimizing the impact.

**Characteristics and target customers**

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

number	customer type	Characteristics of the Company's current customer groups
1	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.
2	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
3	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.
4	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
5	Preform products 	Small and large entrepreneurial bottle manufacturers Customers who have their own blow molding machine or hire a bottle blower





The company has a marketing strategy to diversify its customer base beyond the existing customer groups and retain old customers. The focus is on achieving growth in the marketing strategy and increasing the market share of products in each group. In terms of strategies to retain old customers, the emphasis is on creating customer satisfaction by paying attention to quality, responding to the diverse needs of customers, and providing service and problem-solving support. The expected outcomes are both quantitative and qualitative, meaning an increase in revenue and the number of customers, as well as maintaining the existing customer base in the long term.



**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.

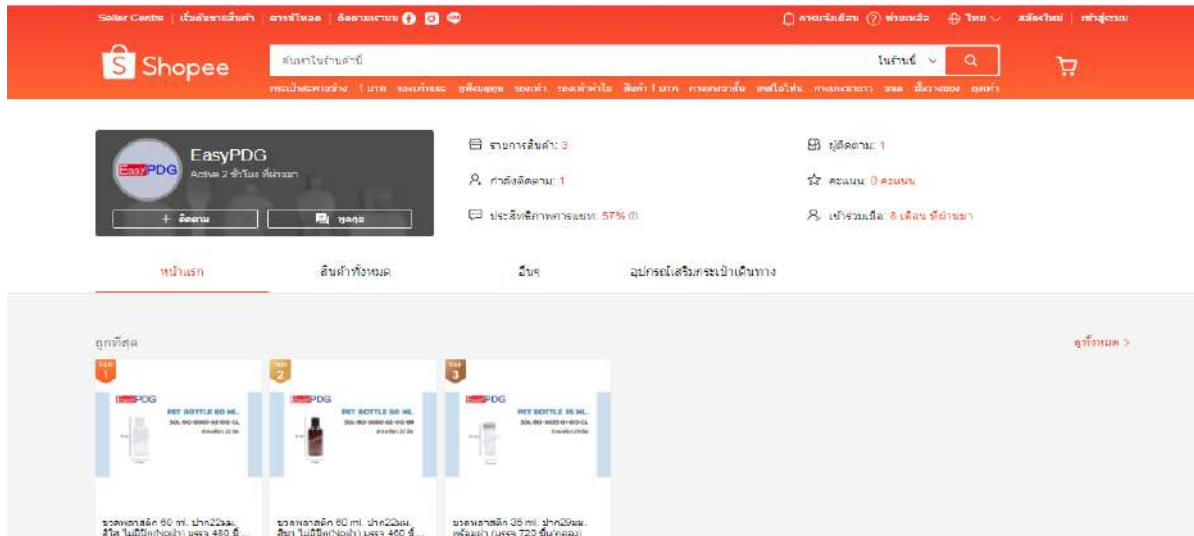
- 2) Sales by customers to contact the company directly.

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 <http://www.easypdg.com> 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.



The image displays two screenshots related to EasyPDG. The top screenshot is a Facebook profile page for EasyPDG, featuring a banner with Thai text 'วอดบรจุกันท์' and 'ให้เลือกรสสำหรับทุกธุรกิจ'. Below the banner are several posts showcasing various products like rice bran oil, rice bran vinegar, and beverages. The bottom screenshot is a Lazada storefront for EasyPDG, showing a grid of product listings for 'PET BOTTLE 60 ML' with prices ranging from 816.00 to 1,224.00. The Lazada page includes navigation menus, a search bar, and a 'Browse by Mobile' button.





In the past year, the company has prioritized communication and broad awareness to reach a diverse range of customers, both large and small, through communication channels that align with current behaviors, such as using social media to search for information or desired products. Additionally, this has increased communication channels for accessing information between customers and the company.

In addition, the company places great importance on providing fast and high-quality after-sales service, as well as consulting on the appropriate use of products for customers. This can help customers reduce product costs, such as by using the right weight for the product by reducing the weight of the bottles while still maintaining performance according to customer needs.

The company focuses on facilitating customers who can engage in trade through a One Stop Service. That is to say, the company has business partners who can meet customer needs in terms of bottle packaging components, such as product labels, caps, etc., ready to provide perfect bottle packaging according to customer requirements.

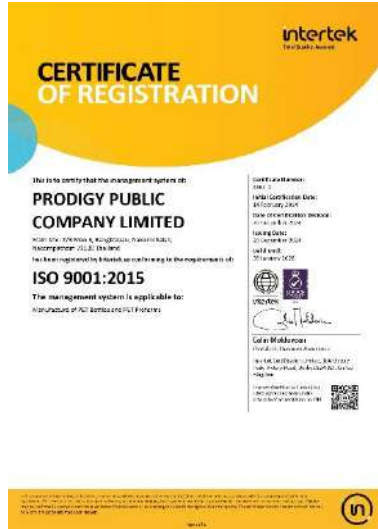
In terms of providing delivery services to customers in the Bangkok area and its vicinity, the company usually does not charge delivery fees for customers who place orders that meet the minimum quantity specified by the company. Meanwhile, for customers in provincial areas, the company will charge delivery fees based on the actual costs incurred. Customers can express their preference for delivery methods, such as using postal services or various private delivery service providers, etc.

For the operational system from upstream to downstream, the company operates under a certified standard system by defining appropriate procedures at each step and being aware of the value chain in business operations. This is to ensure customer confidence in various standards, the company's business ethics, and the importance of environmental care alongside business operations.



**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:



Quality standards



Environmental standards



Corporate governance standards



## 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

In this regard, the maximum production capacity, capacity utilization rate of the Company in 2022 , 2023 and Year 2024 is as follows:

	2022	2023	2024
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 ( % )	55.08	47.68	44.34

*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, MICT ( 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

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.If the customer accepts the sample workpiece and the production plan, the Company will start producing
9. If the customer accepts the sample and production plan, the Company will begin commercial production for the customer and deliver the work to the customer according to the production plan.



## *Nature of business*

### **Business Overview**

The company produces and distributes 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, starting 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 the 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 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 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 grams )

#### **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 sells a range of preform products for customers who want to blow their own bottles or have bottle-blowing machines. Currently, there are three sizes of preforms available: 13.5 grams, 28 grams, and 31 grams. The focus is on expanding the customer base to provincial areas, initially targeting the drinking water segment due to its continuous growth potential, and then expanding to other customer groups who want to blow their own bottles.



Then, the sale of preforms was expanded to other customer groups who wanted to blow their own bottles, such as the vegetable oil customer group. The company adjusted the weight to meet customer needs, resulting in additional preforms beyond the weights of 13.5, 28 grams, and 31 grams.

The company's PET bottle packaging is produced through a high-quality manufacturing process, utilizing advanced technology from Japan and ensuring consumer safety, meeting customer demands. The PET bottle production process has been certified with ISO 9001:2015, Recommended International Code of Practice-General Principles of Food Hygiene CAR/RCP, GMP food safety management system, and HACCP hazard analysis and critical control point system by Intertek Certification Ltd. The company places great importance on the quality control process to ensure that the products delivered to customers are of high quality, with a policy guaranteeing product quality. Currently, the company's manufacturing plant is located in Bang Krabao Sub-district, Nakhon Chai Si District, Nakhon Pathom Province, covering an area of 17 rai 93 square wah. In 2024, the company had an average production capacity of approximately 61.5 million plastic bottles per month and an average preform production capacity of approximately 20 million pieces per month.

The company has a primary target market for selling PET bottle products within Thailand. The company will sell products directly to customers, who are manufacturers and distributors of bottled drinking water, bottled fruit juice, cooking oil, fish sauce, and seasonings, as well as preforms.

The company provides delivery services to customers in the Bangkok metropolitan area and its outskirts and has expanded its reach to various provinces, particularly in the preform sector, which began market operations in the second quarter of 2018. Additionally, the company has increased the size and color options of preforms in the drinking water market. For customers who meet the minimum order quantity set by the company, there is no delivery charge. For customers in provincial areas, the company will charge for transportation based on actual costs incurred.

Due to the company having a branch in Surin Province to meet the needs of customers in the regional areas, especially customers in the northeastern region, the company has been able to expand its customer base and increase the number of customers in the northeastern region. It is expected that the company will be able to further expand its customer base in various product categories in the future.





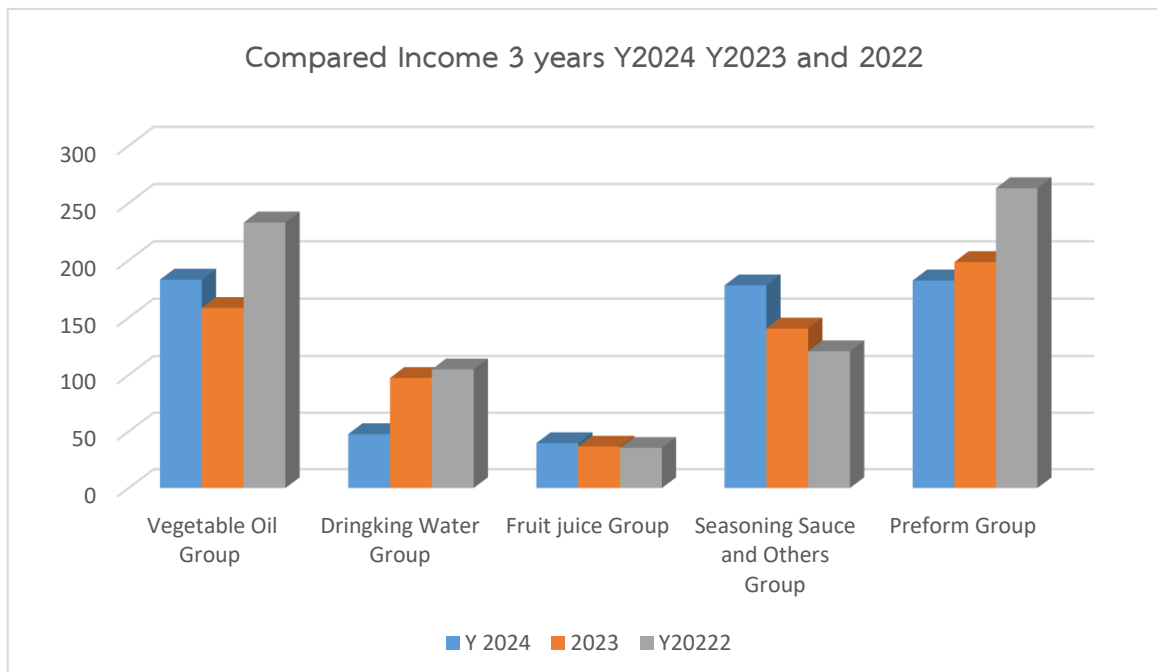
In this region, it is an important source in the category of seasoning customers, especially "fermented fish sauce," which has a famous and unique culture of production and consumption. Additionally, many provinces in the northeastern region produce high-quality fermented fish sauce that is popular domestically and exported abroad. Therefore, there is a possibility that the fermented fish sauce market will continue to grow.

## 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

MB.

product group	2024	%	2023	%	2022	%
Income from Vegetable oil group	183.199	29.02	158.482	25.10	233.057	30.78
Income from Drinking water group	47.727	7.56	97.346	15.41	104.823	13.85
Income from Fruit juice group	39.739	6.29	36.739	5.82	35.538	4.69
Income from Seasoning sauce and others	178.226	28.23	140.450	22.24	120.662	15.94
Income from the preform group	182.458	28.90	198.510	31.43	263.005	34.74
<b>total income</b>	<b>631.350</b>	<b>100.00</b>	<b>631.528</b>	<b>100.00</b>	<b>757.085</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, and 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 4.6921 percent percentage 5.82 and percent 6.29 of total sales revenue in Year 2022 Year 2023 and year 2024 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 30.78 percent 25.10 percent and 29.02 percent of total sales revenue in 2022 Year 2023and year 2024 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 13.85% , 15.41 % and 7.56 % of total sales revenue in 2022 , 2023 and 2024 , respectively .



### PET bottle products for Seasoning Sauce and Others



The 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 15.94 as 22.24 percent and 28.23 percentage of total sales revenue in 2022 , 2023 and 2024 respectively.

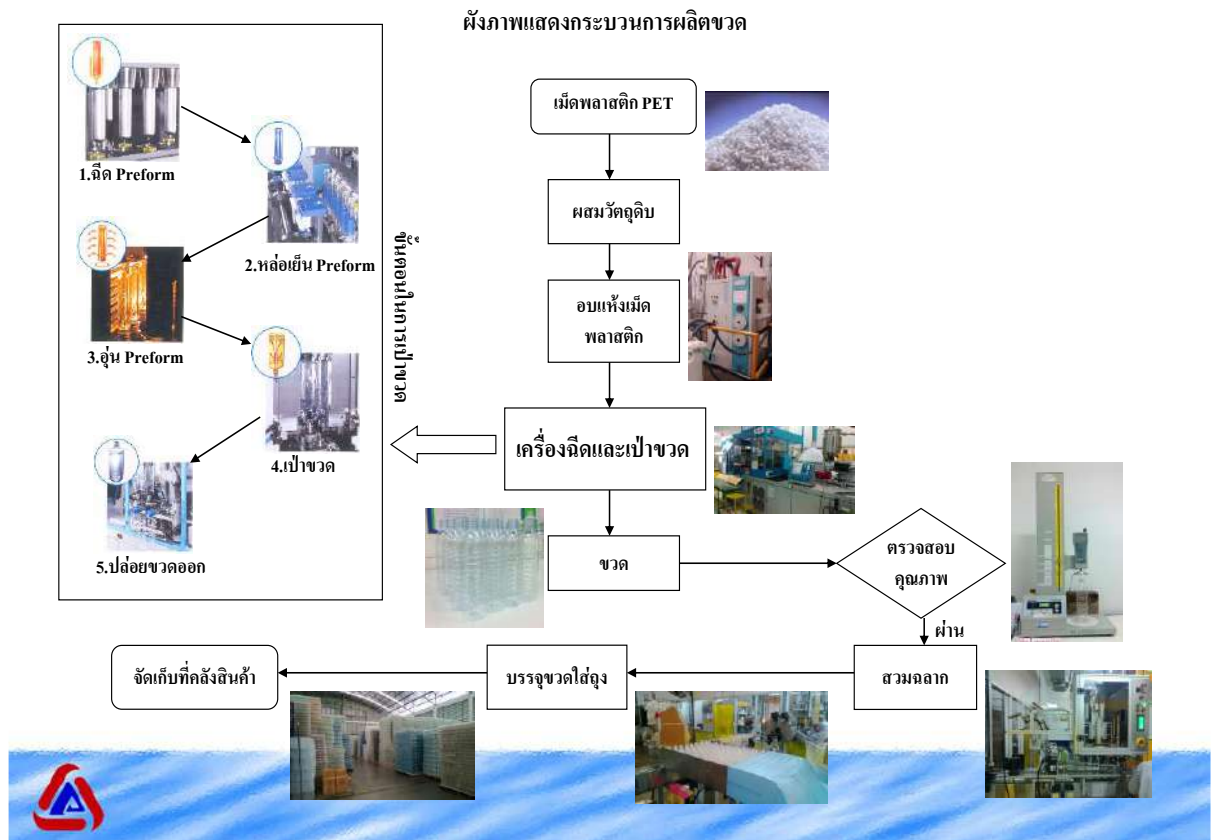
### Preform products for bottle blowing



The company is a manufacturer and distributor of preforms for bottle blowing. At present, the company produces 3 sizes of preforms 13.5, 28 grams 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 37.74 percent percentage 31.43 and 28.90 percent of total sales revenue in 2022, 2023 and 2024 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.



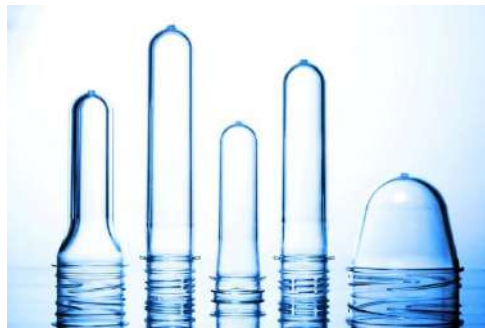
[www.plasticingenuity.com](http://www.plasticingenuity.com)

Picture showing PET Resin (PET Resin)



## 2. Injection process

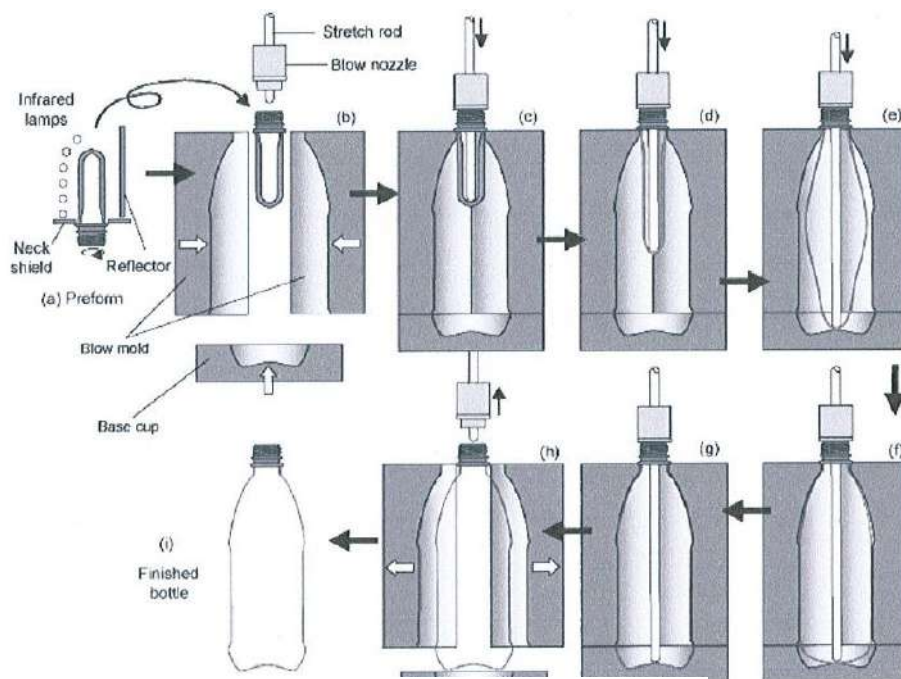
, the dehumidified PET pellets are fed into the machine using a suction pipe system to melt the pellets at a temperature. 270-290 degrees Celsius before injecting the liquid plastic into the mold to get the result into a preform tube. The machine that the company chooses to use in this preform injection 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

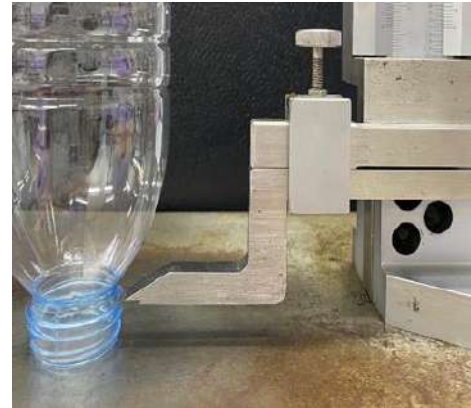
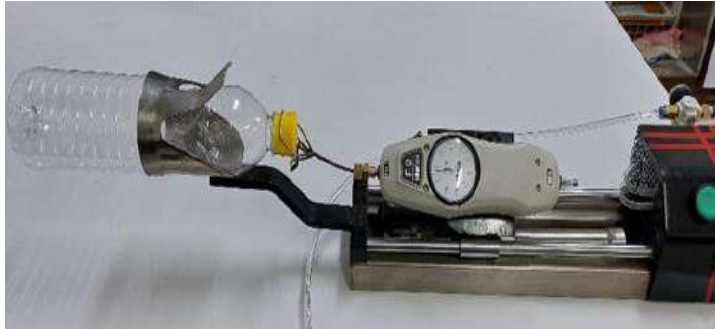


Process Blowing



#### 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 2024, 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.

In addition, there is a continuous campaign to use electricity economically. By focusing on creating awareness among employees to be aware and Learn to change behavior from a small point to expand further at the family, community, and national levels.

#### 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

#### Product 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.

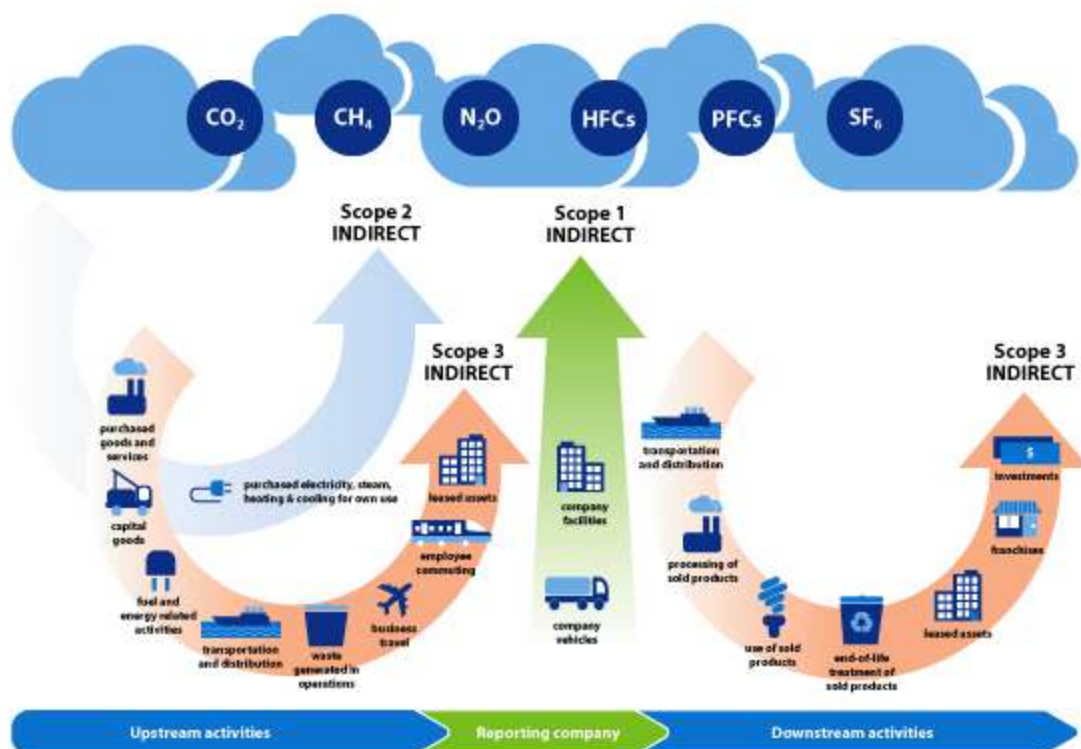


## Development of a quality standard system

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. 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 2024, the company has continued to prioritize environmental concerns. The company has been certified with the ISO 14001:2015 environmental standard and has also modified various systems and practices within the factory to comply with standards and relevant legal requirements. This is aimed at reducing both internal and external impacts on the company, with a focus on minimizing environmental and stakeholder impacts.

Importantly, senior executives prioritize the implementation of the Carbon Footprint of Organization (CFO) project to create positive impacts and the organization's commitment to environmental preservation, conducting business with environmental responsibility, with the goal of sustainable growth.



Source: <https://www.earthpreserve.in/carbon-footprint-services/>





# 2

## 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 Risk

### External risks affecting business operations

#### 1. Economic Risks

##### Risk issues

- 1) Due to the volatility of the global economy, it may affect the domestic economy, leading to a recession. Entrepreneurs are facing liquidity shortages, and consumer purchasing power is declining.

##### Management guidelines

- Monitor the economic situation and adjust operational strategies accordingly, such as expanding the market in certain customer segments to accelerate compensation for some slowing markets, or finding new customer groups to replace and build an additional customer base.
- 2) The fluctuation of exchange rates may impact the cost of imports, such as raw materials, machinery, and various equipment that needs to be imported from abroad, etc.

##### Management guidelines

- Consider using financial instruments in business operations to reduce risk, such as entering into hedging contracts against exchange rate fluctuations.

- 3) The volatility of PET resin prices

3.1 The price of plastic pellets is related to the price of crude oil in the global market because they are products derived from the refining of crude oil and natural gas. This causes the price of plastic pellets to move in a manner consistent with the prices of oil and natural gas in the global market, which are traded in US dollars.



3.2 Geopolitical issues in oil-producing countries may lead to a decrease in oil production, resulting in an insufficient supply of plastic pellets to meet demand, causing plastic pellet prices to remain high.

Therefore, if raw material prices rise rapidly and persistently, there is a possibility that it will impact the company's production costs and gross profit margin.

##### Management guidelines

- Consider diversifying raw material suppliers to mitigate the risk of shortages or potential price increases.
- Closely monitor the situation affecting raw material prices and manage stock to achieve appropriate prices and quantities.

#### 2. Regulatory Risks

##### Risk issues

- 1) Changes in environmental laws, regulations regarding plastic waste management and recycling, such as carbon taxes or greenhouse gas emission limits, if implemented by government policies, could impact companies and increase their cost burdens. This would affect selling prices and the competitiveness of PET plastic bottle manufacturers.



#### Management guidelines

- Closely monitor the situation and study new laws that impact the company's industry.
- Adjust the strategy to align with the situation, and appoint a team to plan and execute in accordance with regulations.
- Consider investing in the use of technology in the production process to help reduce the environmental impact of business operations.
- Promote the development of personnel skills in the organization through upskilling and reskilling to prepare for future market demands.
- Supporting the use of Generative AI as a tool to assist in work, enhancing work efficiency, and accommodating the direction of the business that may change according to the situation.
- Seeking opportunities to develop diverse packaging solutions that can meet customer needs.

### 3. Geopolitical Risks

#### Risk issues

- 1) The prolonged international conflicts, including trade wars, may affect the supply chain from upstream to downstream, with varying degrees of impact. This is especially true for businesses that need to engage in trade with countries experiencing conflicts, which could indirectly affect the company.

#### Management guidelines



Monitor the situation and create contingency plans to mitigate potential impacts on each part of the business operations, such as

- Ø Managing raw material stock to ensure sufficient quantities to support production, including managing raw material stock prices to be appropriate.
- Ø Since the company's machinery is imported from abroad, ordering spare parts or certain equipment may require purchasing from overseas. Therefore, it is necessary to manage spare parts properly and conduct regular inspections of the machinery to minimize potential impacts.
- Ø Transportation of goods: If oil prices are volatile, it will inevitably affect transportation costs. Therefore, improving transportation efficiency and planning the delivery of goods to customers will help reduce transportation expenses.

### 4. Environmental Risks

#### Risk issues

- 1) Natural disasters such as floods, earthquakes, or storms that affect production and transportation, like the recent floods in the northern region of the country, which had high water levels, occurred rapidly, and lasted for a long time. Such occurrences can impact machinery and other business assets. However, the area where the company is located has never experienced severe flooding. Nonetheless, the company has organized an engineering and production team to create an emergency plan to handle natural disasters and



set up water barriers around various points of the factory area in case of flooding, including regular inspections of these water barriers.

## 2) Climate Change that may affect water or energy resources

### 2.1) Water resources

It may cause a water shortage in the production process. For the company's production process, water is necessary. Each step, such as the cleaning process and cooling process, etc., if water resources are scarce, it will have an impact. The production process may have to be interrupted or the costs may increase.

It may result in a decrease in water quality. Due to the low water quality, additional water treatment might be necessary, affecting costs and Production efficiency.

### 2.2) Energy sector

#### Rising energy costs

The increase in energy prices from fossil sources such as oil, natural gas, and electricity from coal will directly affect production costs. This is because the plastic packaging production process requires a high amount of energy in various stages, such as melting and injection molding, etc.

#### Energy shortage

Climate change may lead to problems in renewable energy production, such as reduced hydropower generation during dry seasons or fluctuating wind energy, which could cause disruptions in energy supply. Electricity is insufficient during peak demand periods, such as in the summer when electricity usage is high. When there is not enough electricity, it can cause production lines to halt, as machines, plastic injection machines, and bottle-blowing machines require continuous power. Sudden shutdowns can cause damage to machinery and result in waste in the production process.

## Guidelines for Climate Change Management Services

### 1. Water resource management

- Ø Improve water usage efficiency by implementing modern water treatment technology to reduce the impact of low-quality water or by using recycled water in the production process.
- Ø Provision of backup water sources: Prepare to find backup water sources or work with local agencies to manage water together.

### 2. Energy management

- Ø Increase the use of renewable energy by installing solar or wind energy systems in the factory.
- Ø Improve energy efficiency by investing in machinery and production processes that use energy efficiently.
- Ø Install a backup power system and a backup generator for emergency use.
- Ø Create a Carbon Footprint of the Organization to plan for carbon emission reduction.



### 3. Supply Chain Management

- Ø Create diversity in the supply chain by diversifying sources of raw materials and partners to reduce the risk of disruptions.
- Ø Manage essential raw materials to prepare for potential emergencies.
- Ø Consult and collaborate with partners to assess climate risks in the supply chain, working together to plan and manage risks that may impact business operations.
- Ø Additionally, there may be impacts on the supply chain, such as floods or droughts, which could affect the transportation of raw materials and products. Therefore, the company needs to have contingency plans in place for such scenarios.

Effective management of climate change risks will help the company operate its business. Sustainably reduce environmental impact and appropriately meet the expectations of stakeholders.

Effective external risk management requires close monitoring of the situation, rapid adaptation, and building business resilience to prepare for changes and uncertainties arising from uncontrollable factors.

**In 2024**, the company conducted a risk analysis and implemented management strategies covering more than 80%. It will continue to comprehensively follow the established management guidelines and may consider adjustments to adapt to the circumstances at that time appropriately, in order to reduce the impact on stakeholders throughout the supply chain.

#### **ESG risk management and management guidelines**

The company is committed to enterprise-wide risk management with the objective of developing the company's risk management approach. This aims to make employees and stakeholders aware of the importance of risk management and to help the organization see positive opportunities while effectively reducing negative impacts.

Currently, the business environment has various factors that impact business operations and undergo rapid and continuous changes. These risk factors affect the ability to execute the organization's defined strategies and goals. The company has implemented 6 main steps as follows:



Risk Identification

Risk Identification

Objective: Identify risk factors that may impact the business form both internal and external factors.

Risk Analysis

Objective: Assess the severity and likelihood of each identified risk.

Risk Response Planning

Objective: Establish guidelines to address potential risks

Risk Implementation & Control

Objective: Implement risk reduction and control measures effectively

Risk Response Planning

Objective: Establish guidelines to address potential risks

Monitoring Review

Objective: To inspect and evaluasate whether the measures implemented are sufficiently effective.

Risk Communication & Reporting

Objective: Report risk information to stakeholders and collaborate in management.



Environmental Risk	Management guidelines from the Past year
<p>1.Greenhouse gas emissions (Carbon Emissions)</p> <p>The operation of plastic packaging and preform manufacturing businesses requires energy and processes that have high greenhouse gas emissions.</p>	<p>-The top executives prioritize and mandate the creation of the Carbon Footprint Of Organization (CFO) for all 3 Scopes to understand the work processes that need to be controlled and reduce greenhouse gas emissions.</p>
<p>2. Waste Plastic Waste</p> <p>In the production process, waste is generated from manufacturing and business operations, including the life cycle of plastic bottle products.</p>	<p>-Campaign to encourage staff within the organization to sort waste before disposal, along with designated sorting bins.</p> <p>- Managing each type of waste for proper processing Correct method</p> <p>-Use technology to improve efficiency in the production process to reduce waste.</p>
<p>3. The use of natural resources (Resource Depletion)</p> <p>The plastic packaging manufacturing industry requires plastic pellets as the main raw material (the precursor comes from oil) and needs water in the production process.</p>	<p>-Select high-quality plastic pellet suppliers</p> <p>-Study ways to produce using environmentally friendly raw materials</p> <p>-Manage the use of natural resources in production efficiently</p>
<p>4. Impact on biodiversity (Biodiversity Loss)</p> <p>The consequences of throwing plastic bottles into natural habitats affect aquatic animals and ecosystems.</p>	<p>- Innovate and develop products using environmentally friendly or biodegradable materials.</p> <p>-Production of goods with reduced raw materials while maintaining the efficiency that customers require, which helps customers reduce their product costs.</p> <p>-Manage plastic waste within the organization by sorting and forwarding it to proper waste disposal handlers.</p>



Economic Risk	Management guidelines from the Past year
<p>1. Raw Material Price Volatility</p> <p>The prices of key raw materials, such as plastic pellets PET is a commodity, and the price of plastic pellets depends on the global crude oil price, which is highly volatile and directly affects production costs.</p>	<p>-The company's executives prioritize and closely monitor the situation to manage the stock appropriately.</p> <p>-The company is diversifying its PET plastic resin suppliers to reduce the risk of relying on a single source.</p>
<p>2. Intense Market Competition</p> <p>The PET packaging industry has many large and small manufacturers, leading to intense competition.</p>	<p>-The company uses strategies to build relationships with customers, such as offering reasonable prices and providing after-sales service to participate in solving problems with customers.</p> <p>-The company places importance on creating customer satisfaction and providing useful and essential information to help customers make informed decisions when selecting appropriate packaging.</p> <p>-Product innovation development: In the past year, the company produced lightweight packaging, reducing the amount of plastic used in production.</p>
<p>3. Factors Affecting Production Costs</p> <p>Several factors affect production costs, such as increased wages, electricity prices, fuel costs, etc. These factors impact competitiveness in the market.</p>	<p>-The company must bear the burden of increased costs, so it is important to control production costs appropriately. If the company's costs increase, it will affect its price competitiveness.</p> <p>- The company has a strength in being able to design, manufacture, and maintain molds for PET bottle forming in-house, which provides flexibility in responding to customer needs. Additionally, the company has an internal team of engineers who are skilled and have been trained directly by foreign machine manufacturers, and they continuously undergo various technical training.</p> <p>-The company has large-scale production capacity, resulting in economies of scale.</p>
<p>4. Shifts in Consumer Behavior</p> <p>The campaign to reduce, refrain, and eliminate plastic use has led consumers to demand environmentally friendly products and reduce plastic consumption.</p>	<p>-The company supports the innovation and development of products that can address environmental issues.</p>





Social Risk	Management guidelines from the Past year
<p>1.The risk of an epidemic. Both external and domestic pandemics continue to occur. Therefore, the company must prioritize and manage risks.</p> <ul style="list-style-type: none"> <li>- Employee health and safety</li> <li>- Business Continuity</li> <li>- Responsibility towards the community and society</li> </ul>	<ul style="list-style-type: none"> <li>-The company pays attention to the health and safety of its personnel by organizing annual health check-ups. Providing a suitable working environment and equipping safety gear appropriate for the tasks.</li> <li>-The pandemic may affect operations and business activities because the company produces packaging used for food and beverages. Therefore, cleanliness and hygiene are important, and it is necessary to comply with HACCP and GMP standards as well as customer requirements to ensure confidence in choosing the company's products.</li> <li>- The company manages waste generated from production and business operations in accordance with standards to reduce or prevent impacts on the community and society.</li> </ul>
<p>2. The risk from technological changes Currently, there are changes in technology that are relevant both in daily life and business operations. Therefore, businesses face the risk of being disrupted in an era where technology is rapidly advancing, potentially leading to disruptive challenges from new entrants in the market. Companies need to monitor the trends of Digital Transformation that are emerging to prepare for and adapt to these changes.</p>	<ul style="list-style-type: none"> <li>-The company places importance on using technology in the production process and operations to reduce waste in the production process and increase work efficiency.</li> <li>- The company encourages its employees to develop themselves by learning to use new (Generative AI) tools such as Open Chat, etc., with the aim of applying the knowledge gained to enhance work efficiency.</li> </ul>
<p>3.The risk of cyber threats The risk of cyber threats is a significant issue and impacts the operations of the company, especially critical systems such as customer databases, accounting systems, etc. If problems occur with these systems, access to such data will inevitably affect the company's operations and reputation.</p>	<ul style="list-style-type: none"> <li>-The company has implemented a security system for accessing the internal systems of the company.</li> <li>- Set up data backups to ensure continuous access to the information.</li> <li>- It is required to prepare an emergency plan in case of a cyber threat, with a backup plan to minimize damage.</li> <li>- Establish an information system security policy, disseminate it, and conduct training to ensure that employees in the organization are aware of and correctly implement it.</li> </ul>



Social Risk	Management guidelines from the Past year
<p>4. Human rights risks in the supply chain</p> <p>It is a risk that encompasses the entire Supply Chain, and if not handled correctly and appropriately, the company may find itself in a position of support and be affected by the issue.</p>	<p>-The company has established a human rights policy, which the company strictly adheres to labor laws and human rights policies. Additionally, the company disseminates and requests cooperation from suppliers to acknowledge and continuously comply with the company's policies every year.</p>
<p>5. Product Safety</p> <p>5.1 The use of chemicals in the production process that may affect health Consumer</p> <p>5.2 The risk that the quality of the produced goods may not be. The standards meet the requirements and specifications set by the customer.</p>	<p>-The company places great importance on producing quality products in accordance with the ISO 9001:2015, HACCP, GMPs, and ISO 14001:2015 standards, and strictly adheres to the relevant laws.</p> <p>- Submit bottle samples for testing various contaminants by a reputable institution to ensure customer confidence.</p> <p>-Providing essential information and various limitations to customers in choosing products suitable for packaging their goods must not result in packaging reacting with the contents inside, and consumer safety must be a top priority.</p> <p>The company will focus more on prevention than on correction. In the past year, the company has not encountered significant issues regarding product quality and complaints.</p> <p>- The company places importance on the standards and specifications agreed upon with customers to ensure customer satisfaction.</p>

Governance Risk	Management guidelines from the Past year
<p>1.The risk of non-compliance with laws and regulations related to business operations.</p> <p>Conducting business in violation of laws, such as environmental laws, labor laws, etc., may impact the company's image and operations.</p>	<p>-The company cooperates and establishes various policies to be disseminated and implemented to prevent and reduce potential impacts on stakeholders.</p> <p>-The company places importance on and regularly conducts training and provides up-to-date information to ensure that employees are informed and can perform their duties correctly.</p>



Governance Risk	Management guidelines from the Past year
<p>2.The risk of managing conflicts of interest.</p> <p>Conflicts of interest at various levels, such as conflicts between the board and executives, may affect the organization's credibility.</p>	<p>-The company's board of directors has established a policy for the management of internal information use to seek benefits and prevent conflicts of interest, which has been disseminated through the company's communication channels and is monitored for compliance each year.</p> <p>-The board of directors approved the establishment of a clear governance structure, such as the board of directors, sub-committees, and management, including the review of the charters of the board, each sub-committee, and senior executives, to ensure an effective balance of power and checks and balances in accordance with good corporate governance principles.</p> <p>-The audit committee will report related items to the board on a quarterly and annual basis, and these will be disclosed in the annual report.</p>
<p>3. The risk of being unable to respond to stakeholders</p> <p>The company may not be able to meet the needs of the stakeholders. Win or lose, or perhaps unable to create a comprehensive balance, the company values all stakeholders by building good relationships.</p>	<p>-The company places importance on and promotes transparency in its business operations, ensuring they are auditable. Therefore, an internal audit system has been established to be appropriate and in accordance with the regulations set by the SEC and the Stock Exchange. The internal audit reports for each quarter and annually will be directly submitted to the Audit Committee.</p> <p>-The company provides communication channels where stakeholders can offer feedback, file complaints, or report tips through the channels prepared by the company, such as</p> <p>Email: <a href="mailto:ir@prodigy.co.th">ir@prodigy.co.th</a></p> <p>Phone: 034-332-611-2 ext. 103 Contact Investor Relations</p> <p>Contact channels through the company's website</p> <p>All communications from stakeholders will be considered and addressed promptly and appropriately.</p>



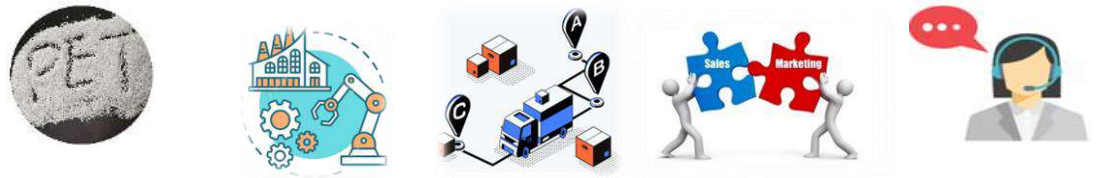
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## Driving Business for sustainability



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

Managing the impact on stakeholders in the company's value chain from core business activities in the value chain, with stakeholders involved in each activity as follows.



Activities	Sourcing raw materials	Production	Distribution of goods	Marketing and sales	After service sale
Stakeholder	<ul style="list-style-type: none"> <li>- Business partner / Trade creditor In the country and abroad</li> <li>-Government agency</li> <li>- Financial institution</li> </ul>	<ul style="list-style-type: none"> <li>-Employee</li> <li>-Environmental working group</li> <li>-Community around the factory</li> </ul>	<ul style="list-style-type: none"> <li>-Employee</li> <li>-Logistics Providers</li> <li>Customer</li> <li>-Community in the transportation area</li> </ul>	<ul style="list-style-type: none"> <li>-Customer</li> <li>-Business Partner</li> </ul>	<ul style="list-style-type: none"> <li>-Employee</li> <li>Customer</li> </ul>
Potential Impacts	<ul style="list-style-type: none"> <li>- The procurement of unsustainable raw materials</li> <li>- Environmental impact, such as the excessive use of natural resources</li> </ul>	<ul style="list-style-type: none"> <li>-Employee safety and health</li> <li>-Emissions and waste from the production process</li> </ul>	<ul style="list-style-type: none"> <li>-Noise and air pollution from transportation</li> <li>-Greenhouse gas emissions from transportation</li> <li>-Delays in the distribution process</li> </ul>	<ul style="list-style-type: none"> <li>-Providing unclear or exaggerated information about the product</li> </ul>	<ul style="list-style-type: none"> <li>-The customer might encounter production issues.</li> <li>- Customer complaints</li> </ul>
Management guidelines	<ul style="list-style-type: none"> <li>-Choose sellers who sell standard products and consider the environment.</li> <li>-There is regular inspection and monitoring of the raw</li> </ul>	<ul style="list-style-type: none"> <li>-Organize training for employees on safety and health</li> <li>-Provide appropriate safety equipment to employees in each job position.</li> </ul>	<ul style="list-style-type: none"> <li>-Inspect the condition of the transport vehicle to ensure it is ready and meets various standard criteria.</li> </ul>	<ul style="list-style-type: none"> <li>-Providing clear information that is appropriate for the customer's product</li> </ul>	<ul style="list-style-type: none"> <li>- Arrange for a team to participate in solving problems with the customer.</li> </ul>



	material procurement process.	<ul style="list-style-type: none"> <li>- Arrange for annual health check-ups for employees</li> <li>-There is an efficient waste management system according to the established standards.</li> </ul>	<ul style="list-style-type: none"> <li>-Plan transportation routes to reduce distance and time</li> <li>-Consider approaches to reduce greenhouse gas emissions from transportation.</li> </ul>	<ul style="list-style-type: none"> <li>-Management of marketing focusing on sustainability values</li> </ul>	<ul style="list-style-type: none"> <li>-Customer satisfaction evaluation.</li> </ul>
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**1. Analysis of stakeholders in the business value chain**

( 1 ) Developing engagement with stakeholder groups




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 respond to The needs of each group of stakeholders meet the goals and go in the same direction, such as employees, shareholders, customers, business partners, communities, government agencies, etc. Strategies for sustainable development are set for all groups of stakeholders as follows:

stakeholders	expectations of stakeholders	Sustainable Development Strategy	communication	responsible person
<p>Shareholder</p>  <p>SHAREHOLDERS</p>	<ul style="list-style-type: none"> <li>1 .Good returns</li> <li>2 .Treating shareholders equally</li> <li>3.Disclose correct information</li> <li>4 .Responsible for society and the environment</li> <li>5. The business is stable. and growing continuously</li> </ul>	<ul style="list-style-type: none"> <li>1. Building confidence in investors</li> <li>2. Create stable and sustainable returns</li> <li>3. Disclose accurate, clear and reliable information.</li> </ul>	<ul style="list-style-type: none"> <li>1 .Shareholders' Meeting</li> <li>2. Organize or participate in meeting activities investor</li> <li>3. Communicate through various channels To disclose information of the</li> </ul>	<ul style="list-style-type: none"> <li>executive Investor Relations company secretary</li> </ul>





stakeholders	expectations of stakeholders	Sustainable Development Strategy	communication	responsible person
<p>Employee</p> 	<ol style="list-style-type: none"> <li>1. Salary and benefits that are good and suitable</li> <li>2. Stability and advancement in work</li> <li>3. Continuous development of knowledge</li> <li>4. Wellbeing and safety at work</li> </ol>	<ol style="list-style-type: none"> <li>1. Manage to have an appropriate and fair compensation and welfare system.</li> <li>2. Motivation and work efficiency</li> <li>3. Organize training for personnel within the organization to have knowledge and competency in the line of work.</li> <li>4. Pay attention to the working environment</li> </ol>	<p>company to investors and interested parties.</p> <ol style="list-style-type: none"> <li>1. Arrange for 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. Provide various activities To build a good relationship between the management level and employees.</li> </ol>	<p>Administration and Warehouse executive</p>
<p>Customer</p> 	<ol style="list-style-type: none"> <li>1. Receiving good and quality products that can meet the needs</li> <li>2. Being cared for and being able to create satisfaction in products and services</li> <li>3. Co-development and value addition to be able to compete</li> </ol>	<ol style="list-style-type: none"> <li>1. Produce products and deliver good quality products that meet the needs of customers.</li> <li>2. Education advice to customers for customers to choose the right packaging for their products</li> <li>3. Study new innovations to be applied in the production of products for customers.</li> </ol>	<ol style="list-style-type: none"> <li>1. Survey customer satisfaction</li> <li>2. Complaint Receiving Form through various channels of the company</li> </ol>	<p>marketing department production department Development and Quality Control Department warehouse department and delivery</p>



stakeholders	expectations of stakeholders	Sustainable Development Strategy	communication	responsible person
<p>Partners (trade payable)</p> 	<ol style="list-style-type: none"> <li>1. Create satisfaction in doing business</li> <li>2. Good and fair returns</li> <li>3. Equality without discrimination</li> <li>4. Create sustainability for the business.</li> </ol>	<ol style="list-style-type: none"> <li>1. Compliance with good corporate governance principles of the company</li> <li>2. Compliance with the Anti-Corruption Policy and requesting cooperation from partners</li> <li>3. Build good relationships based on equality and fairness.</li> </ol>	<ol style="list-style-type: none"> <li>1. Meeting with partners</li> <li>2. Visiting partner factories</li> <li>3. Receiving suggestions and complaints from business partners according to the company's communication channels</li> </ol>	<p>Administrative Personnel Department (Purchase) and Management Department</p>
<p>Partners (financial institution or bank)</p> 	<ol style="list-style-type: none"> <li>1. Cooperation in financial transactions</li> <li>2. Being entrusted to provide financial services to the company continuously</li> </ol>	<ol style="list-style-type: none"> <li>1. Build credibility with the bank in order to manage smoothly</li> <li>2. Management of financial transactions efficiently</li> </ol>	<p>Contact bank officers or branch managers who supervise the company or through the bank's call center.</p>	<p>Accounting and Finance Department and management</p>
<p>Community</p> 	<ol style="list-style-type: none"> <li>1. Build a good relationship between each other.</li> <li>2. Build a career and support people in the community to have a career and earn income.</li> </ol>	<ol style="list-style-type: none"> <li>1. Employment of residents in the area To have a career and earn money</li> <li>2. Support and promote various activities of communities and agencies in the area.</li> </ol>	<ol style="list-style-type: none"> <li>1. Participate in community activities</li> <li>2. Listen to complaints through various channels of the company.</li> </ol>	<p>Administration and Warehouse management</p>



Stakeholders	Expectations of stakeholders	Sustainable Development Strategy	Communication	Responsible person
	3. Develop communities to be prosperous in various fields.	3. Listen to complaints and impacts on the community and environment in various fields		
Government agency 	<ol style="list-style-type: none"> <li>1. Compliance with relevant laws and following up on current laws</li> <li>2. Cooperation in organizing various activities</li> <li>3. Responsibility towards society, community, and environment</li> </ol>	<ol style="list-style-type: none"> <li>1. Comply with the relevant laws properly.</li> <li>2. Compliance with Anti-Corruption Policy according to the intent</li> <li>3. Developing and operating beyond what is required by law to achieve efficiency</li> </ol>	Contact through the channels specified by each government agency.	Administration and Warehouse production department management
Mass media 	Get cooperation in providing accurate information. Keep up to date with events from the company	<ol style="list-style-type: none"> <li>1. Building good relationships with all types of media</li> <li>2. The information provided is based on facts. and is the correct information</li> </ol>	Opportunity Day activities Executive interviews via telephone	Management and Investor Relations

## ( 2 ) Analysis of Sustainable Development Factors

The management held a meeting to review sustainable development issues under the changing economic, social, and environmental conditions caused by natural disasters and pandemics. The analysis was conducted through a framework that covers all dimensions of ESG, particularly focusing on business sustainability issues, emphasizing factors that impact long-term business operations and stakeholder expectations.



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.	Organize the secret of the company's importance from the overall impact.
Gather sustainability issues throughout the value chain. both internal and external factors since the purchase of raw materials production process, transportation, distribution and consumers who use the company's products and services through satisfaction surveys of all groups of stakeholders Including listening to complaints through various channels together with the Company's risk assessment.	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.

Priority Issues Affecting Sustainable Development (ESG)	Reasons why sustainability is important	
	Company	Stakeholders
<b>Economic dimension : corporate governance for competitiveness and long-term good performance</b>		
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



Priority Issues Affecting Sustainable Development (ESG)	Reasons why sustainability is important	
	Company	Stakeholders
3 . Knowledge and competency development of personnel in the organization and technology	Increase productivity, increase product value, effectively manage production costs.	Customers receive good quality products. create opportunities for competition
4 .Risk Management	There is a planning process for the production process so that the machines can work in place of each other. in order not to lose market opportunities	Reduce the likelihood of negative impacts on stakeholders throughout the value chain.

( 3 ) Important issues affecting sustainable development (ESG)

Priority Issues Affecting Sustainable Development (ESG)	Reasons why sustainability is important	
	Company	Stakeholders
<b>Social dimension : Conduct business with integrity and transparency. and taking into account the benefits and impacts on all stakeholders which covers human rights, labor rights</b>		
1 .Development of occupational health and safety	Creating a good and safe working environment by complying with laws and regulations on safety, occupational health and environment of the company under various standard systems.	Employees are safe at work. Have a good workplace environment improves quality of life and work efficiency
2 .Fair employment	Employees are the key factor in driving the business toward sustainability. The company therefore adheres to the principles of fair treatment in consideration of remuneration, welfare, promotion, transfer and development of employees' potential.  Including not being prejudiced towards employees by discrimination based on race, gender, religion, age	Employees are efficient at work. Have stability in work Employees and equal rights without gender restrictions race, religion and age



Priority Issues Affecting Sustainable Development (ESG)	Reasons why sustainability is important	
	Company	Stakeholders
3 . Social and community development	Business operations for more than 30 years have been accepted by partners, customers, and surrounding communities.	Create jobs, create careers for people in the community to have income. including participating in community activities in order to improve the well-being of the community
4 . Compliance with the Code of Conduct	The Company places importance on compliance with the Code of Conduct along the value chain from upstream to downstream with the selection of quality raw materials to produce quality products delivered to customers and consumers using quality, clean, safe environmentally friendly products.	The stakeholders in every stage of the value chain have a positive impact
5 . Non-infringement of privacy rights	Non-infringement of privacy rights Especially sensitive information of employees and customers. The Company has a duty to ensure that information is not disclosed without consent.	Employees and customers have the confidence to maintain a confidential database. In order to prevent the leakage of information that may have a negative impact.

Priority Issues Affecting Sustainable Development (ESG)	Reasons why sustainability is important	
	Company	Stakeholders
<b>Environmental Dimension : Develop and improve the production process. taking into account the impact on the environment under the system ISO 14001 : 2015 standard</b>		
1 .Use of renewable energy	The company installs Solar Roof Top on the roof of the production building. It can reduce the use of electricity used in production.	To reduce the impact on the environment Reduce greenhouse gas emissions, reduce global warming and Climate Change.



Priority Issues Affecting Sustainable Development (ESG)	Reasons why sustainability is important	
	Company	Stakeholders
2 . Water Management	Water management Let the water used in production or consumption within the company be within the standard level that will not be dangerous. There is a water quality check. If there is an intrusion into a public water source will not cause harm to the environment and living things.	To reduce the negative impact that may occur on the surrounding community.
3 . Waste Management	The company has trained and educated employees on how to separate each type of waste. Classified by trash color It is to raise awareness for employees to separate waste before discarding it.	To filter toxic waste that may affect the community and destroy the environment Able to use recyclable waste for further use.
4 . Environmental management	The company operates according to the green industry standards. By adhering to continuous improvement of production processes and environmental management. for environmentally friendly business operations.	To show social responsibility both inside and outside the organization throughout the supply chain. for sustainable development
5 .Compliance/Legal	The company complies with regulations/laws. by using it as a basic criterion for working.	The company operates following the law, does not cause environmental impacts / cooperates with the government sector.
6. Listening to complaints that may arise from different processes in business	The company sets standards for each step of the business operation, but there may be cases where errors may occur due to various factors. Therefore, the company opens channels for stakeholders to complain to the company.	The company must consider complaints and take corrective actions according to the specified standards.



## Management of the business value chain of the company

The Company places importance on the proper operation of every process in the value chain. In order to cause business interruption and affect the credibility of all groups of stakeholders. By giving importance from upstream to downstream that is from the selection and procurement of raw materials production process, transportation and distribution of products to customers in all product groups Including paying attention to consumers

The Company has a value chain Strategy by procuring valuable raw materials efficient production process (reduce wastage) and reduce the cost of warehouse management and Delivery in order to reach the customer's hands as needed within the specified time.

<i>Value Chain</i>					
<i>To manage factor of production</i>	<i>Operation</i>	<i>Marketing</i>	<i>After Sale Service</i>	<i>Transportation and service</i>	<i>Supporting activities</i>
<ul style="list-style-type: none"> <li>- Supplier procurement</li> <li>- Sourcing raw materials that are available Quality at a price Appropriate</li> <li>- Risk management in Raw materials and spare parts Machines to reduce Impact on production</li> <li>- Risk management in the area of Geopolitics through monitoring A close-up situation in the Consider stock management. Ingredients.</li> </ul>	<ul style="list-style-type: none"> <li>- Storage of raw materials in Proper warehouse</li> <li>- Area Management warehouse</li> <li>- Whole quality check raw materials and products finished as standard</li> </ul>	<ul style="list-style-type: none"> <li>- Storage Administration customer database and keep it up-to-date always</li> <li>- product pricing and credit terms like appropriate</li> <li>- providing information about products for customers can be used as appropriate</li> </ul>	<ul style="list-style-type: none"> <li>- Deliver the product accordingly customer requirements within the specified period</li> <li>- Maintain good relationship with customer</li> <li>- Participate in solving problems for customers and give advice so that The customer can take action.</li> <li>- l Satisfaction with customer</li> </ul>	<ul style="list-style-type: none"> <li>- System Management transport vehicle</li> <li>- Freight and quality service and on time</li> <li>- Maintaining the condition of the car in good condition ready to use in order not to have an impact on delivery and 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>- Management risk and environment</li> <li>- information system</li> </ul>



## Management of impacts on stakeholders in the business chain

### 1 .Management of factors of production

#### Policy and Guidelines on Business Partners

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 selects 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 trading 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 at 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 sees the importance of improving the production process. with the introduction of technology and innovations into use in the production process and the development of personnel to be creative Knowledge of technology on the job 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 occurs. including solutions to problems that were analyzed together. to find a conclusion to resolve the problem concretely and focus 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 when 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 places importance on efficient delivery management. 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, and Facebook to acknowledge problems, and 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 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 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.

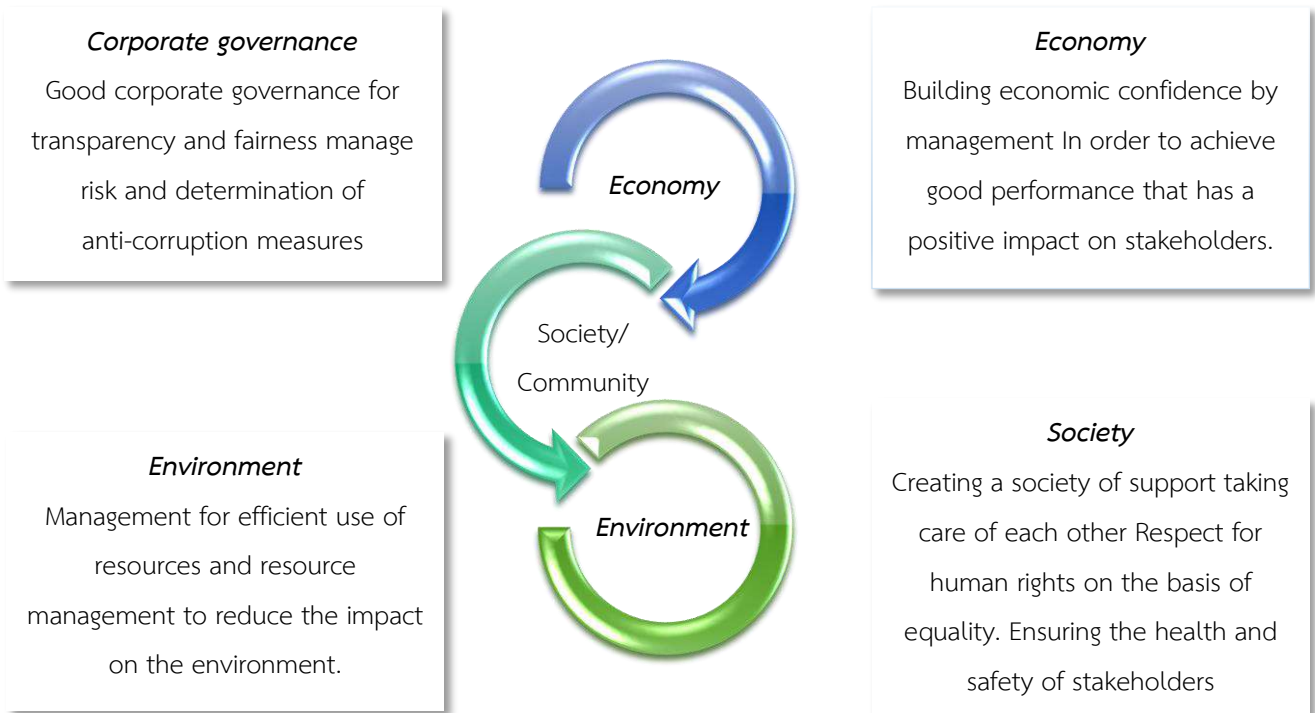
In addition, the company also pays attention to after-sales service, if any customer has problems in the production of products from using the company's bottles for production, the company will send a team of technicians to take care of the customer's site to jointly find a solution for solving problems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

### *Corporate Governance*



Business operation strategy (short to medium term 3-5 years) with 3S



#### (Sustainable Profitability)

1. Enhancing the ability to generate revenue and sustain continuous profitability.
2. Managing financial stability to ensure liquidity in business operations.
3. Ensuring consistent dividend payments.

#### (Sustainable Investment and Resource Management)

1. Seeking and exploring new investment opportunities to drive continuous business growth.
2. Managing resources efficiently.
3. Investing in renewable energy to reduce operational costs.

#### (Sustainability through Organizational Growth and Development)

1. Enhancing work process efficiency and reducing costs.
2. Developing talent and fostering work improvement to drive long-term growth.
3. Utilizing technology to optimize business processes for greater efficiency.



## Quality and Environment Policy

Prodigy Public Company Limited is a manufacturer and distributor of PET plastic bottles and PET preforms for food packaging, including cooking oil, drinking water, fruit juice, and condiments. The company has earned long-standing trust and recognition from its customers. As a result, **product quality, safety, and environmental sustainability** are of utmost importance to the company. Prodigy is committed to ensuring that all employees are informed and actively engaged in maintaining quality management and environmental stewardship. This commitment is aimed at meeting stakeholder expectations, fostering satisfaction, and reinforcing trust in the company.

The company is committed to conducting its operations in alignment with **Quality Management Systems (ISO 9001), Good Hygiene Practices (GHPs), and the Hazard Analysis and Critical Control Points (HACCP) system** to ensure product quality and safety. Additionally, the company adheres to the **Environmental Management System (ISO 14001)** and complies with all relevant laws and regulations. The details are as follows:

1. Produce products according to specifications and standards to meet customer satisfaction. and by domestic and international laws and the customer's destination country.
2. Carry out various activities according to the laws of the Kingdom of Thailand and comply with the Company's policy both in quality Product safety and the environment
3. Take action to protect the environment and prevent pollution caused by raw materials, production processes, and activities of the company
4. Implement the use of resources and energy saving, cost-effective and efficient
5. Continuously support and provide sufficient resources both personnel and technology budget and necessary equipment to improve and successfully solve problems in quality management systems (ISO 9001), good manufacturing practices (GHPs), HACCP systems, and environmental management systems (ISO 14001) as set goals.
6. Promote the cultivation of awareness of the quality management system (ISO 9001), the hygienic practice system good in production (GHPs), HACCP systems, and environmental management systems (ISO 14001) for personnel at all levels throughout the company. as well as those in the company contact the business with
7. Encourage all personnel to participate in proposing opinions to improve working conditions work and how work related to improvements and continuous development operations
8. It is continuously reviewed and improved. to suit the current situation taking into account the impact on stakeholders



All personnel must have knowledge and understanding of regulations, practices, and compliance with the rules applicable to the quality management system and environmental management of the Company and 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 opinions. and jointly develop a quality management system and management of such environment to be effective and achieve maximum effectiveness It is the driving force to achieve the objectives that the company has set, helping to build a good image for the company. and compliance with the Company's quality and environmental policy that

*“ To be a leader in the packaging business with quality and professional service.  
taking into account standardized environmental management ”*

<b>Leader</b>	Means Refers to the company's commitment to produce quality products and care for the environment.
<b>with quality</b>	Means Products that have been standardized and accepted by customers and product safety
<b>providing services</b>	Means Satisfying customers.
<b>professional</b>	
<b>standardized</b>	
<b>environmental management</b>	Means Managing environmental issues following regulations and laws.

*“ Promote and provide environmental knowledge to employees at all levels throughout the organization ”*

The company places great importance on environmental management by fostering awareness among all employees regarding the preservation of natural resources and the environment. To achieve this, the company has implemented communication initiatives across all channels, both online—through its official **LINE** account, “**Chao Prodigy**,” and the company’s **Intranet**—as well as offline methods, including notices and training programs. The objective is to prevent and mitigate potential environmental impacts arising from the company's activities while promoting environmental knowledge and awareness among employees at all levels. This serves as a guideline for the development of environmentally friendly products and services.

Furthermore, the company is committed to establishing clear, structured, and effective environmental management practices. As part of this commitment, an **Environmental System Task Force** has been appointed to



oversee, promote, and control energy conservation initiatives. This task force is also responsible for integrating advanced methods, technologies, and innovations into the company's operations, ensuring that energy and technological resources are utilized efficiently and effectively to support the company's business operations.

In 2024, the company's management prioritized the **reduction of production waste**, recognizing that minimizing waste generation would contribute to a reduction in industrial waste, enhance machine efficiency, reduce overall resource consumption, and improve operational efficiency.

To ensure concrete implementation and effective management from the outset, the company has introduced a **waste reporting system** with predefined **Key Performance Indicators (KPIs)**. If the actual waste volume exceeds the set KPI, the responsible department must identify and implement corrective measures to reduce waste. For **2024**, the KPI for production waste was set at **2.45% per month**, while the actual average production waste for the year stood at **2.39%**. Although this figure was below the target KPI, management emphasized the need for continuous improvement in operational efficiency. Consequently, all relevant departments have been tasked with collaboratively developing and implementing further measures to reduce waste generation.



## Efficient resource utilization policy

The company realizes that taking care of, maintaining, and utilizing existing resources worthily is an important factor that 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 must help protect the environment and improve the environment. The company, for example, the company organizes the Big Cleaning Day event for employees to clean Clean the desk area and sort out materials and equipment that do not benefit the workplace environment and employees' health.
2. All executives and employees must help reduce the amount of garbage and waste as well as bringing products or discarded materials that are still useful recycled.
3. All executives and employees must conserve and use energy worthily by the company set Practices for saving electricity and water It is very economical and efficient the most such as the campaign to turn off the lights turn off the air conditioner and turn off electrical equipment at the specified time. As well as selecting electrical equipment that has energy-saving properties. Especially light bulbs. Regulator- air and electrical equipment inside the building In addition the company also organizes conservation day activities. Energy (Energy Day) with the hope that all employees can use in their daily lives.
4. Company Policies are disseminated and educated to executives and employees. with an announcement efficient resource utilization policy for employees through official channels communicate within the organization in all channels To encourage and encourage employees to work together seriously.

Efficient resource utilization policy It is a way to conserve energy and resources that stay close executives and employees can mobilize cooperation in giving importance and conducting themselves to share social responsibility. Conserve and use today's limited resources starting from within the organization. as well as creating a good awareness of sustainable use of resources

**In the past year In the engineering department (Maintenance technicians) have used leftover materials to assemble equipment and appliances to be upcycled, such as shelves, filing cabinets, chairs, etc., which helps reduce costs and efficiently manage the amount of waste.**





### Environmental Management

The Company installed solar cells ( Solar Roof Top) around the production building. to bring 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 to install solar panels 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 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.

## ใส่ใจ สิ่งแวดล้อม และรับผิดชอบต่อสังคม





**In addition,** The company must be certified ISO 14001, which 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. It leads to systematic environmental management.
4. Create opportunities and enhance potential in commercial competition
5. Cost-effective use of resources or raw materials.
6. The organization has gained confidence and trust in quality.
7. Comply with laws, regulations, rules, and various environmental requirements

**In 2024,** the company is committed to continuously operating by the standards of the ISO 14001:2015 system from Intertek. Additionally, the company has been certified as a Level 3 Green Industry under the Green System by the Ministry of Industry. This is a result of the company's systematic environmental management, continuous monitoring and evaluation, and ongoing review of development approaches to use resources efficiently.

**In 2024,** the company continues to prioritize environmental issues and has made continuous progress. It also continues to organize activities that help raise awareness and change the behavior of employees within the organization, such as

- Organizing energy and environmental conservation activities
- The campaign to use electricity efficiently by instilling in employees the importance of cooperation and valuing energy conservation.

*"Open when in use, close when not in use"*

- The project to replace fluorescent bulbs with LED bulbs, which can save energy by 40 - 50% It has a lifespan of over 50,000 hours (if used for 8 – 10 hours), it will last no less than 10 years.

The replacement will be done gradually at each point, starting with the office building and continuing to other areas throughout the company. This will be another project that helps reduce costs for the company and decrease the amount of hazardous waste each year, as well as help reduce hazardous waste (light bulbs) as well.

- Using double-sided paper in the office to reduce waste



- Maintenance of materials and equipment according to the schedule to reduce damage and save energy. Wasteful, such as washing the air conditioner according to the schedule.

- Replacing bathroom fixtures to help save water usage

- The Paper Less project promotes the use of Email, Intranet, and Line Official under the name “Chao Prodigy” for internal communication within the organization, where everyone in the organization will be informed and kept updated. News coverage that is comprehensive



Moreover, the company also gives importance to And there is monitoring of the environmental impacts that may occur from production, such as the quality of wastewater leaving the factory. By following the rules and strict operating procedures Including sending water condition inspection results to the Marine Department. To certify for the company and actions have been taken to control and manage environmental impacts as follows:

## 1. Environmental resource management

### 1.1 Prevention and Surveillance

#### 1.1.1 Working environment

The company has inspected the quality of the environment in the work area, such as noise levels in the work area , lighting , and work area heat by passing the standards specified by law

#### 1.1.2 Water quality

The company has measured the quality of wastewater outside the factory as well as measuring the quality of drinking water by passing the criteria. standard according to the law. Additionally, water samples are sent to inform the Marine Department within the specified timeframe.

### 1.2 Efficient resource management

Industrial waste management: The Company has measures to separate unused materials by type and store them systematically before sending them to a disposer authorized by the Department of Industrial Works. Take action according to the methods specified by law. Including arranging trash cans separated by types of general waste and industrial waste. So that employees can understand and separate types of waste before throwing it away. and it will be convenient for further management.

## 2. Encouraging employees to have knowledge

The company is aware of the importance of providing regular training to employees. It organizes seminars for employees in various departments, such as creating awareness about energy conservation, safety when working with



chemicals, and training on current regulations and standards relevant to the company's business. Additionally, it disseminates basic knowledge that employees can apply in their daily lives, such as choosing energy-saving products with a 5-star rating by observing the relevant symbols.



Label Model 1



Label Model 2



Label Model 3



The Energy Label Number 5 is a label that indicates the efficiency of electrical appliances. The values displayed on the label are derived from actual tests. Currently, there are 23 product groups participating in the Energy Label Number 5 program, with a total of 3 label versions. The third version of Energy Label Number 5 has the highest score of

5 stars, which has a higher efficiency measurement standard than the first version of Energy Label Number 5, which has a maximum score of 5 stars.



**High-efficiency labels** are labels that display the efficiency values for products. The efficiency values shown on the labels are derived from actual tests according to the specified standards for each product. The design of the high-efficiency labels for each product is similar, differing only in the text at the bottom, which specifies the type and displays the efficiency value of that particular product.



### How do the Energy Saving Label 5 and the High Efficiency Label differ?



Both types of labels are used to promote high-efficiency products. The Ministry of Energy has assigned the Electricity Generating Authority of Thailand and the Department of Alternative Energy Development and Efficiency to



carry out this task. The Electricity Generating Authority is responsible for promoting the use of high-efficiency electrical appliances and the Energy Saving Label No. 5, such as air conditioners, rice cookers, and refrigerators. The Department of Alternative Energy Development and Efficiency is responsible for promoting the use of other energy-consuming equipment that does not use electricity, such as gas stoves, motor speed controllers, glass, and fiberglass insulation. It can be seen that both types of labels serve to build confidence among the public, consumers, and buyers of products and equipment. If any equipment has a high-efficiency label or an Energy Saving Label No. 5, it will reduce energy costs and save money.

The company adheres to legal compliance as a fundamental principle, such as the Factory Act B.E. 2535 and the National Environmental Quality Promotion and Conservation Act B.E. 2535, among others.

Since the company is a manufacturer of PET plastic bottles and to promote employees' understanding of the products, including the cycle different from regular fibers as required by law, such as being used in equipment and utensils like shelves, chairs, etc., which are part of the product's life cycle. PET plastic is a type of plastic that can be recycled 100% and can be used to produce a variety of products. Since 2021 and continuing to the present, the company has provided employee uniforms (as a benefit for employees) made from fibers derived from the recycling process of 100% PET bottles. These uniforms are given to employees to create direct experiences with products made from recycled PET plastic, which are comfortable and flexible to wear. From these experiences, employees can pass on the understanding of the life cycle of PET plastic (clear plastic bottles) to those around them and contribute to reducing environmental impact and promoting sustainable development.



Proper waste segregation is essential for the efficient management of different types of waste for reuse, starting from the source. Segregating waste at the source is a major issue that has been promoted to raise awareness and change



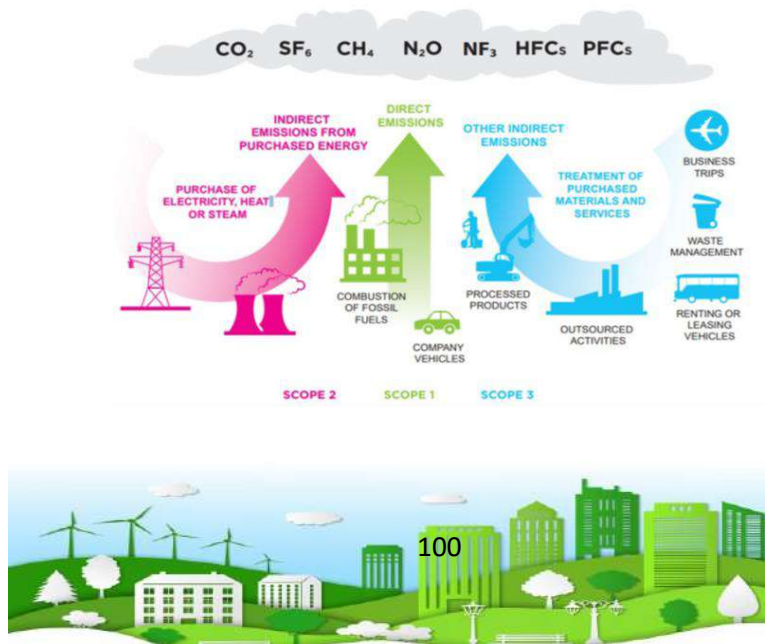
behavior. However, government agencies and related organizations have not been able to manage it effectively, resulting in improper waste management, which impacts health and the environment.

If the company can effectively sort and manage waste, it will be one of the activities that can reduce greenhouse gas emissions. It will also cooperate with the government to create a systematic and efficient waste management system, thereby reducing environmental impact.

### 3. Management to reduce greenhouse gas problems

In 2024, the management is committed to seriously implementing a greenhouse gas emission reduction project by establishing a working group for greenhouse gas emission data compilation and hiring consultants to provide guidance on data collection methods. The working group will be informed about the reporting guidelines for all three scopes, including the correct methods for compiling greenhouse gas emission data and hiring auditors (registered with the Carbon Footprint of Organization, CFO). A plan will be set to submit the application for CFO registration to the relevant authority by 2025, recognizing that the CFO is crucial for the organization's sustainability. Therefore, the following framework has been established:

1. Set achievable and measurable greenhouse gas reduction targets.
2. Monitor progress and adjust strategies to ensure continuous improvement.
3. The implementation of CFO can support the development of low-carbon products to align with future market directions.
4. The role of the CFO can support investment in efficient technologies, reduce energy consumption, and promote sustainable business operations.
5. Implementing a CFO can help reduce costs and expenses while increasing operational efficiency and enhancing the company's image. In prioritizing and demonstrating responsibility towards the environment.
6. The role of the CFO is to prepare for and comply with various rules, regulations, and requirements related to the surrounding environment that may arise Future.



### Organization's greenhouse gas emissions data

	2024 (Base Year)
Scope 1 (tons of carbon dioxide equivalent)	163
Scope 2 (tons of carbon dioxide equivalent)	7,079
Scope 3 (tons of carbon dioxide equivalent)	18,222

By compiling data in 2024, which is the base year, the company will be able to plan greenhouse gas reduction accurately and appropriately, in order to consider setting targets for the organization's greenhouse gas reduction efforts, such as.

1. The use of renewable energy, such as the installation of additional solar panels, which may be an investment project in the future.
2. Consider improving the efficiency of various systems in each operational step.
3. Reducing waste from the production process by enhancing efficiency through technology.
4. Reducing greenhouse gas emissions from transportation by optimizing delivery routes

These are just some aspects that the company may need to consider in order to improve business efficiency under the strategy. Operations that consider the environment.



Important information for sustainable development

Greenhouse Gas Emission in 2024



The amount of electricity from the Solar Roof Top



In 2024, 712,018 Kwh of electricity was generated.

The use of tap water is 6,380,000 liters.



The total accident-free period is 465 days.



Employee training averages 12.40 hours per person.






The rate of employee injuries to the point of taking leave is "none."  
The injury and illness rate from work for employees is "none."



The operation of waste segregation for management purposes



The number of complaints and reports in 2024 is "none."

-  Recyclable waste total weight 71,878 kilograms
-  Hazardous waste total weight: 776 kilograms
-  General waste Total weight 20,273.80 kilograms

For recyclable and hazardous waste, disposal is carried out by having the Supplier dispose of it properly.

General waste is handed over to the municipality for processing.





4

**Management Discussion and Analysis ( MD&A)**  
**Description and Analysis Financial position and performance ( GRI 201-3)**

Company performance For the years ended December 31 , 2024 and 2023 are as follows

Unit : million baht	2024	2023	increase (decrease)	
			amount	percentage
Sales revenue	631.350	631.528	(0.178)	(0.03)
Other income	2.152	2.886	(0.734)	(25.43)
Total income	633.502	634.414	(0.912)	(0.14)
Cost of sales	480.093	533.848	(53.755)	(10.07)
Gross profit	153.409	100.566	52.843	52.55
Selling expenses	20.576	23.306	(2.730)	(11.71)
Administrative expenses	42.501	43.854	(1.353)	(3.09)
Financial cost	0.330	0.325	0.005	1.54
Net profit	70.581	28.897	41.684	144.25

In 2024, the company had a net profit of 70.581 million baht, an increase of 41.684 million baht or 144.25% compared to 2023, which had a net profit of 28.897 million baht. Sales revenue decreased in 2024 to 631.350 million baht, a decrease of 0.178 million baht or 0.03%, which is a negligible decrease compared to 2023. The cost of goods sold in 2024 was 480.093 million baht, a decrease from 2023 of 53.755 million baht or 10.07%. The decrease in the cost of goods sold reflects the efficient use of resources and the application of innovations to produce lighter packaging while maintaining the efficiency needed to meet customer demands. As a result, the company's gross profit in 2024 was 153.409 million baht, an increase of 52.843 million baht or 52.55%. Selling expenses in 2024 decreased from 2023 by 2.730 million baht or 11.71%. Administrative expenses decreased by 1.353 million baht or 3.09% compared to 2023. The decrease in expenses reflects efficient, transparent management and good governance.

**Performance analysis**

**1. Sales revenue**

For management purposes, the company has grouped its products into 5 categories as follows:

- 1.1 Vegetable oil group
- 1.2 Drinking water group
- 1.3 Juice group
- 1.4 Seasoning Sauce and others
- 1.5 Preform group



<i>Unit : million baht</i>	<i>Year</i>	<i>Year</i>	<i>increase (decrease)</i>	
	<i>2024</i>	<i>2023</i>	<i>million baht</i>	<i>percentage</i>
<i>Product sales revenue</i>				
<i>1.1 Vegetable oil group</i>	183.199	158.482	24.717	15.60
<i>1.2 Drinking water group</i>	47.727	97.346	(49.619)	(50.97)
<i>1.3 Juice group</i>	39.739	36.739	3.000	8.17
<i>1.4 Seasoning Sauce and Others</i>	178.226	140.450	37.776	26.90
<i>1.5 Preform group</i>	182.458	198.511	(16.053)	(8.09)
<b><i>Total</i></b>	<b>631.350</b>	<b>631.528</b>	<b>(0.178)</b>	<b>(0.03)</b>

In 2024, the company had revenue from the sale of products in the vegetable oil group decrease by 24.717 million baht, accounting for 15.60%, due to a reduction in orders from major customers in this group. The bottled water group saw a decrease of 49.619 million baht, accounting for 50.97%, as some customers delayed their orders. The fruit juice group increased by 3.000 million baht, accounting for 8.17%. The seasoning and other products group increased by 37.776 million baht, accounting for 26.90%, due to an increase in customers in this group and the expansion of the customer base in other groups. In the preform products group, sales decreased by 16.053 million baht, accounting for 8.09%, as major customers in this group reduced their orders.

Overall, sales revenue decreased slightly compared to the previous year, but the group with a significant drop in sales is the customer group. Some customers have delayed their orders for drinking water, resulting in this year's sales revenue being 0.03% lower than last year's sales revenue in terms of cost. Sales decreased by 10.07% from the previous year, but the cost of sales as a percentage of sales revenue was 76.04%. The main factors as Electricity costs and raw material prices lower than last year resulted in a lower cost-to-revenue ratio compared to last year.

Other income of the company decreased by 25.43%, which includes income from interest received, profit from the sale of assets, and the sale of scrap materials.

## 2. Cost of goods sold

In 2024, the cost of sales was 480.093 million baht compared to 2023, which was 533.848 million baht. The company decreased by 53.755 million baht, accounting for 10.07%. This decrease was due to lower electricity costs compared to the previous year, as well as the management of raw material inventory at appropriate prices, resulting in a lower cost of goods sold than the previous year.



### 3. Selling expenses

In 2024, selling expenses amounted to 20.576 million baht, a decrease of 2.730 million baht compared To 2023, which had expenses of 23.306 million baht, representing an 11.71% reduction. This decrease was due to the efficient management of delivery routes.

### 4. Administrative expenses

In 2024, administrative expenses amounted to 42.501 million baht compared to 2023, which had 43.854 million baht, a decrease of 1.353 million baht, or 3.09%. This reflects the management of unnecessary expenses to achieve efficiency.

### 5. Financial Expenses

In 2024, financial expenses amounted to 0.330 million baht compared to 2023, which had 0.325 million baht, an increase of 0.005 million baht, equivalent to 1.54 percent. This increase was due to bank fee payments.

## Financial position analysis

Unit : million baht	31 Dec.	31 Dec.	increase (decrease)	
	2024	2023	million baht	percentage
<b>asset</b>				
current assets	529.430	484.279	45.151	9.32
non-current assets	214.880	216.996	(2.116)	(0.98)
<b>Total assets</b>	<b>744.310</b>	<b>701.275</b>	<b>43.035</b>	<b>6.14</b>
<b>debt</b>				
current liabilities	101.772	81.177	20.595	25.37
non-current liabilities	22.384	25.273	(2.889)	(11.43)
<b>Total Liabilities</b>	<b>124.156</b>	<b>106.450</b>	<b>17.706</b>	<b>16.63</b>
<b>Equity</b>				
Company's equity	620.154	594.824	25.330	4.26
<b>Total Liabilities and Equity</b>	<b>744.310</b>	<b>701.275</b>	<b>43.035</b>	<b>6.14</b>



## Asset

As of December 31, 2024, the company had total assets amounting to 744.310 million baht, an increase of 43.035 million baht or 6.14% from the previous year, detailed as follows.

- Current assets increased by 45.151 million baht or 9.32 percent, driven by increases in cash and cash equivalents, trade receivables, and the rise in inventories, materials, and other current assets. The increase in cash and other current assets indicates good operational performance and effective cash management.
- Non-current assets decreased by 2.116 million baht or 0.98%. This decrease reflects efficient management of fixed assets to conserve resources.

## Debt

- Total liabilities increased as of December 31, 2024. The company's total liabilities increased by 17.706 million baht or 16.63%. This increase was due to a rise in current liabilities by 20.595 million baht or 25.37%, resulting from the management of raw material inventory at appropriate prices. This adjustment reflects improvements in the procurement process and inventory management in accordance with the situation.
- Non-current liabilities decreased by 2.889 million baht or 11.43 percent, which is a reduction in the year-end long-term employee benefits reserve (based on actuarial estimates).

## Shareholders' equity

As of December 31, 2024, the company had total shareholders' equity amounting to 620.154 million baht, an increase of 25.330 million baht or 4.26% compared to the previous year. This increase was due to retained earnings from the performance of 2024.



**Liquidity**

Unit : million baht	31 Dec.	31 Dec.	increase (decrease)	
	2024	2023	million baht	percentage
Cash flow from operating activities	109.551	76.584	32.967	43.05
Cash flows used in investing activities	(30.703)	14.486	16.217	111.95
Cash flows used in financing activities	(50.341)	17.789	32.552	182.99
Cash and cash equivalents net increase (decrease)	28.508	44.308	(15.800)	(35.66)
Cash and cash equivalents at the beginning of the year	309.779	265.471	44.308	16.69
Cash and cash equivalents at the end of the year	338.287	309.779	28.508	9.20

In 2024, the company had cash and cash equivalents at the end of the year amounting to 338.287 million baht, an increase of 28.508 million baht or 9.20 percent, as detailed below.

- Cash flow used in operating activities increased by 32.967 million baht. This increase reflects improved performance compared to the previous year.
- Cash flow used in investment activities in 2024 increased by 16.217 million baht. The increased investment indicates the development of assets, investment in machinery, and technology to enhance the efficiency of the production process.
- Cash flow used in financing activities increased by 32.552 million baht from dividend payments, reflecting profit distribution to shareholders, which builds trust and satisfaction among stakeholders.

**In summary**, the company has cash and cash equivalents amounting to 28.508 million baht. When combined with the cash at the beginning of the year amounting to 309.779 million baht, the total cash and cash equivalents remaining at the end of the year amount to 338.287 million baht, which is an increase of 28.508 million baht compared to the previous year, representing a 9.20% increase.



## Key financial ratios

		Financial statements for the fiscal year ended		
	unit	31 Dec. 2024	31 Dec. 2023	31 Dec. 2022
<b>liquidity ratio</b>				
liquidity ratio	equal	5.20	5.97	4.27
quick ratio	equal	4.32	5.01	3.19
Cash flow liquidity ratio	equal	1.20	0.79	0.17
Account Receivable Turnover Ratio	equal	5.18	5.35	6.25
Average collection period	day	70.50	68.20	58.37
Inventory Turnover	equal	12.41	6.14	6.76
Average sales period	day	29.42	59.44	53.96
Account payable turnover	equal	6.00	5.94	4.99
repayment period	day	60.79	61.46	73.10
cash cycle	day	39.13	66.18	39.23
<b>profitability ratio</b>				
margin	%	23.96	15.47	15.35
net profit margin	%	11.14	4.55	5.35
Return on Equity	%	11.62	4.90	6.93
<b>Efficiency Ratio</b>				
Return on assets	%	12.24	5.10	6.90
Rate of Return on Fixed Assets	%	34.30	13.36	16.53
asset turnover rate	equal	0.88	0.90	1.02
<b>Financial Policy Analysis Ratios</b>				
Debt to Equity Ratio	equal	0.20	0.18	0.23
Interest Coverage Ratio	equal	268.17	111.55	144.75
Commitment coverage ratio	equal	1.35	2.37	0.44
Dividend Payout	%	100.99	92.50	102.35



### Liquidity ratio

The liquidity ratio at the end of 2024 is 5.20 times, down from 0.77 times in 2023, with the quick liquidity ratio and cash liquidity ratio at 4.32 and 0.79 times, respectively.

In 2024, the Cash Cycle was 39.13 days, down from 2023 when the Cash Cycle was 66.18 days. However, the average time to collect customer debts in 2024 was 70.50 days, an increase of 2.30 days from 2023 when it was 68.20 days.

### Profitability ratio

In 2024, the profitability ratios, including the gross profit margin, net profit margin, and return on equity, were 23.96%, 11.14%, and 11.62%, respectively. The gross profit margin increased by 8.49%, the net profit margin increased by 6.59%, and the return on equity increased by 6.72%.

### Performance efficiency ratio

In 2024, the return on assets was 12.24%, attributed to increased profits, and the asset turnover rate was 0.88, a decrease of 0.02 compared to 2023. The return on fixed assets for 2024 was 13.36, an increase of 20.95% from 2023, due to higher net profits.

### Monetary policy

At the end of 2024, the company had liabilities of 124.156 million baht and shareholders' equity of 620.154 million baht, resulting in a debt-to-equity ratio of 0.20, an increase from the end of 2023, which was 0.02. The company needs to manage its liabilities carefully to mitigate financial risks.

With a dividend payout ratio of 100.99% in 2024, it demonstrates the company's commitment to creating stability, transparency, and good returns for its shareholders.



## 5 General Information

Company's name	: 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
Telephone	: (034) 332611-2 , (034) 228298-301
Fax	: (034) 332613
Location of Branch	: 55 Moo 1 Buruesi sub-district, Mueng district, Surin province
Home Page	: <a href="http://www.prodigy.co.th">http://www.prodigy.co.th</a>
Email	: <a href="mailto:info@prodigy.co.th">info@prodigy.co.th</a>
Register number	: 0107556000388
Registered capital (GRI 102-7)	297,000,000 common shares, with par value of 0.50 baht per share, Totaling 148,500,000 baht
Paid-up registered capital	: 296,999,929 common shares, with par value of 0.50 baht per share, totaling 148,499,964.50 baht

Office location, telephone number and names of reference

Securities registrar : Thailand Securities Depository Co., Ltd.  
The Stock Exchange of Thailand Building, 93 Ratchadapisek Road,  
Dindaeng, Dindaeng, Bangkok 10400  
Tel. 02-009-9000 Fax. 02-009-9992

Auditors : 1. Ms.Isaraporn Visuthiyarn Certified Public Accountant no. 7480  
Or 2. Mr.Chatchai Kasemsrithanawat Certified Public Accountant no. 5613  
Or 3 Mr.Vacharin Patsarapongkul Certified Public Accountant no. 6660  
EY Office Limited  
193/136-137 Ratchadapisek Road, Klongtoey sub-district, Klongtoey district,  
Bangkok 10110 P.O. Box 1047 Bangkok 10501  
Tel. 02-264-9090 Fax. 02-264-0789-90





## Other Importance Information

The Juristic person that the company holding more than 10% of voting 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
No. of Shares	Common shares 889,471,248 shares
No. of Shares held	94,600,000 shares
Ratio Shareholding	31.85%

### Thai Edible Oil Company Limited

Head Office	3366/6-8 Soi Manorom, 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
No. of Shares	Common shares 13,980,000 shares
No. of Shares held	33,000,000 shares
Ratio Shareholding	11.11%

## Legal dispute

The company has only legal disputes arising from normal business operations, with no cases in which the company is a party or involved in a lawsuit as a defendant with assets exceeding 5% of the shareholders' equity as of December 31, 2024. The company has no cases that significantly impact its business operations and cannot be quantified in monetary terms, or cases that do not arise from the company's normal business activities.



## Business Assets

### Key Fixed Assets

As of December 31, 2024, the list of items and the net book value after the deduction of accumulated depreciation of the key fixed business assets appearing in its financial statements are as follows:

Item	Net book value (million baht)	Types of ownership	Liabilities
Land and land improvements	45,306,536.66	Owner	None
Building and building improvements, as well as office supplies and furniture and fixtures	52,181,275.86	Owner	None
Machinery, equipment and tools in the factories	5,945,020.40	Owner	None
Vehicles	5,945,020.40	Owner	None
Intangibles Assets	18,314.81	Owner	None
<b>Total</b>	<b>175,550,260.69</b>		

The Company's fixed assets outlined above can be classified as follows:

### Land and Buildings and Building Improvements

Location	Characteristics and size	Types of ownership	Objectives of the tenure	Liabilities
<b>Land</b> NakornChaisri district, NakornPathom province	Title deeds: no. 2338, 2339, 2360, 49998 and 50149, with an area of 17 <i>rai</i> and 93 square <i>wa</i> .	Owner	Location of the Company's factories and office	None
<b>Buildings and building improvements</b> NakornChaisri district, NakornPathom province	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	Location of the Company's manufacturing facilities and office	None



Location	Characteristics and size	Types of ownership	Objectives of the tenure	Liabilities
<b>Land</b> Buruesi sub-district, Maung District Surin Province	Title deeds: no193806, 193807 with an area of 15 <i>rai</i> and 302 square <i>wa</i> . total utility space of 2,408 sq.m.	Owner	Location of the Company's manufacturing facilities and office	None

### Machinery and Equipment

Machinery	Location	Objectives of the tenure	Liabilities
<ul style="list-style-type: none"> <li>- PET packaging production machines in 33 production lines, with a total production capacity of approximately 59.5 million bottles per month.</li> <li>- Five automatic labeling machines, with an approximate total capacity of 6 million bottles per month.</li> <li>- Five automatic packing machines, with a total capacity of approximately 9 million bottles per month.</li> <li>- Two set of automatic opp labeling machines with capacity 24 million bottles per month</li> </ul>	NakornChaisri district, NakornPathom province	<p>Used in the manufacturing process of PET packaging and Preform</p> <p>Used for closed the PET bottle label</p> <p>Used for sorted the bottles in bag</p> <p>Used for closed the PET bottle label</p>	None



Machinery	Location	Objectives of the tenure	Liabilities
<ul style="list-style-type: none"> <li>- One set of bottle silk screen machine with capacity 1 million bottles per month</li> <li>- Preform production machine 1 production line, with a total capacity of approximately 20 million pieces per month.</li> </ul>		<p>Used for screen bottle printing</p> <p>Produced preform</p>	

Machinery	Location	Objectives of the tenure	Liabilities
<p>packaging production machines in 2 production lines, with a total production capacity of approximately 2 million bottles per month.</p> <ul style="list-style-type: none"> <li>- PET blowing machines in 1 production lines, with a total production capacity of approximately 3.6 million bottles per month.</li> <li>- 1 Automatic packing machine, with a total capacity of approximately 1.88 million bottles per month.</li> <li>- 1 set of automatic opp labeling machines with capacity 12 million bottles per month.</li> </ul>	<p><b>Buruesi Sub-district, Maung District, Surin Province</b></p>	<p>Used in the manufacturing process of PET packaging</p>	<p>None</p>



**Other Fixed Assets**

Types of assets	Types of Ownership	Net value after depreciation deduction (baht)	Liabilities
Office supplies furniture and fixtures	Owner	544,198.24	None
Tools used in the factories	Owner	14,978,122.98	None

**Intangible Business Assets**

Types of assets	Types of Ownership	Net value after depreciation deduction (baht)	Liabilities
Computer programs	Owner	18,314.81	None



### Insurance Policies

As of December 31, 2024, the Company secured fire and catastrophe insurance policies that provide protection against fire, lightning, gas explosion, explosion, flood, storm, electrical injury, and earthquake. The details of the insurance policies are 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, 2025, at 4.00 pm.
Sum insured	787 million baht
The insured	Prodigy Public Company Limited
Place insured (2)	Branch , No.55 , Buruesi sub-district, Maung district, Surin province
Maturity	November 25, 2024, at 4.00 pm.
Sum insured	150 million baht
The insured	Prodigy Public Company Limited

**Note:** The company renews insurance according to the specified period.



Head Office at Nakornpathom



Branch Office at Surin



## Auditor and Audit Fee

The Audit Committee reviews the selection of auditors and the annual compensation for 2024, considering the selection process. It is by the guidelines and procedures approved by the audit committee, considering the qualifications of the audit office and the auditor, and to enhance confidence in the auditor's independence, that the audit committee has established a policy consistent with the announcement of the Securities and Exchange Commission.

In the past year, the company paid audit fees and other services to The EY Office Co., Ltd. followed as:

Detail of expenditure	2024
	Amount (Baht)
3 quarters reviewed financial statement	510,000.00
Full-year audited financial statement	680,000.00
Others	-
<b>Total</b>	<b>1,190,000.00</b>

The Audit Committee reviewed the auditor's performance in the past year as well as the audit fee and recommended the Board of Directors to proposed to 2024 Annual General Meeting of Shareholders 2024 to appoint.

1. Ms.Isaraporn Visuthiyarn Certified Public Accountant no. 7480  
 Or 2. Mr.Chatchai Kasemsrithanawat Certified Public Accountant no. 5613  
 Or 3 Mr.Vacharin Patsarapongkul Certified Public Accountant no. 6660  
 from EY Office Limited as the auditor of Company for year 2024.

The shareholder meeting unanimously resolved to appoint an auditor. and auditor compensation for the year 2024 (as detailed above).



# Part 2

# Corporate Good Governance





## 6 Good corporate governance policy

The company has established a good corporate governance policy under the guidelines of the Stock Exchange of Thailand, including adjustments to align with the Good Corporate Governance Principles for Listed Companies 2017 (CG Code) issued by the Securities and Exchange Commission. This policy serves as a guideline for the company's directors, executives, and employees in conducting business. It also mandates the review of policies and practices to ensure they are appropriate for changing circumstances, which may arise from business operations, environmental conditions, situations, or laws, and these are published on the company's website.

### Section 1: Shareholder Rights

The company values the rights of shareholders. The company will promote the exercise of these rights by shareholders. The basic rights of shareholders include the buying and selling or transfer of shares, participation in the company's profits, receiving sufficient information, attending meetings to exercise voting rights at shareholder meetings to appoint or remove directors, appoint auditors, and matters affecting the company such as dividend distribution, the establishment or amendment of regulations and articles of association, capital reduction or increase, and the approval of special items, etc.

The company has a policy to take various actions to promote and facilitate shareholders in exercising their rights as follows:

- 💡 The company will invite to the shareholders' meeting along with supporting documents to all shareholders at least 7 days in advance, or according to the period specified by law and various announcements. The invitation will state the date, time, location, company regulations related to the shareholders' meeting, and the agenda, with explanations and justifications for each agenda item, along with the opinions of the company's board of directors. A proxy form as prescribed by the Ministry of Commerce and a list of independent directors will be included, allowing shareholders to appoint a proxy to attend the shareholders' meeting on their behalf in case they cannot attend in person. Additionally, the company will publish important information regarding the shareholders' meeting on the Stock Exchange of Thailand's website and the company's website in advance of the meeting.
- 💡 Before the meeting, the company will inform the assembly about the voting procedures and the method of counting votes during the meeting. Once the information has been provided according to the meeting agenda, the chairperson will allocate appropriate time for shareholders to express their opinions and ask questions to the company. Directors and relevant executives will also attend the shareholders' meeting to answer questions and listen to various comments and suggestions from shareholders. Additionally, the company will allow shareholders to submit questions in advance of the meeting day.



- 💡 In the case where the meeting agenda has multiple items, such as the appointment of directors, the company will arrange for a vote on each item.
- 💡 After the shareholders' meeting, the company will prepare a complete and accurate meeting report, which will include the voting procedures, questions and answers, and the voting results for each agenda item, including the number of votes in favor, against, and abstentions. It will also record the names of the directors who attended the meeting and those who were absent. The company will announce the summary of the voting results on the Stock Exchange of Thailand's website on the same day as the meeting or by 9:00 AM on the next business day at the latest. The shareholders' meeting report will be submitted to the Stock Exchange of Thailand within 14 days and published on the company's website.

## Section 2: Treatment of Shareholders Equally

The company will treat all shareholders equally, including both executive and non-executive shareholders, as well as foreign shareholders. The company has a policy to proceed as follows.

- 💡 The company will prepare the entire meeting invitation in English and publish it along with the Thai meeting invitation.
- 💡 The company will conduct the shareholders' meeting according to the agenda specified in the invitation letter and will not add any agenda items that were not previously announced unnecessarily, especially important items that shareholders need time to review before making a decision.
- 💡 The company will provide an opportunity for minority shareholders to propose individuals for the position of director by submitting the proposed individual's information along with a letter of consent to the chairman of the board of directors, in accordance with the company's specified guidelines.
- 💡 The company will encourage shareholders to use voting cards for every agenda. Voting cards will be collected at the shareholders' meeting to tally the shareholders' votes, and the company will keep the voting cards for transparency and auditability.
- 💡 The company places importance on disclosing information about the company accurately, completely, and timely to all shareholders equally through the Stock Exchange of Thailand's website and the company's website.
- 💡 The company has a policy to prevent directors and executives from using insider information for their own or shareholders' improper benefits.
- 💡 The company has a policy that directors with a vested interest in any agenda item must refrain from participating in the deliberation of that agenda item.



### Section 3: The Role of Stakeholders

The company values the rights of all stakeholders involved, such as customers, employees, partners, shareholders or investors, creditors, and the community where the company is located, as well as other stakeholders like competitors and independent auditors. The company treats these stakeholders fairly, believing that good relationships with all stakeholders will promote sustainable growth for the company.

#### Shareholder

1. The company has the duty to encourage shareholders to exercise their rights. The basic rights of shareholders include the buying or selling of shares, sharing in the profits of the business, receiving sufficient information, participating in meetings to exercise voting rights in shareholder meetings to appoint or remove directors, appoint auditors, and matters affecting the company such as dividend distribution, the establishment or amendment of regulations and articles of association, capital reduction or increase, and the approval of special items, etc.
2. The company has the duty to promote shareholders to exercise their rights in various matters during the annual general meeting of shareholders, such as the right to propose individuals for the position of director and the right to express opinions and ask questions related to the agenda of the meeting, etc.
3. The company should refrain from actions that violate or infringe upon the rights of shareholders, such as failing to send important information or documents before the shareholders' meeting, adding important agenda items, or changing significant information without prior notice to the shareholders, among others.

#### Employee

1. The company provides fair compensation to employees based on their performance, which will be evaluated fairly according to the company's established criteria.
2. The company has a policy to develop its personnel. The company has organized training sessions to provide knowledge to employees and executives and has also sent employees and executives to external training sessions related to their work.
3. The company is responsible for maintaining a hygienic work environment that facilitates efficient work and ensures the safety of employees' lives and property.
4. The company has a duty to maintain the privacy of employees. The company will not disclose employees' personal information, such as salaries and medical history, to external parties, unless required to do so by regulations and laws.



### Customer

1. The company has the duty to build good relationships and long-term cooperation with customers by adhering to the principle of operating with honesty and integrity.
2. The company focuses on creating maximum satisfaction and confidence for customers by providing quality services and products that are safe for consumers, in accordance with the specifications given to customers, and strictly adhering to the conditions and agreements with customers.

### Partners and creditors

1. The company considers equality, fairness, and honesty in its business operations. The company will strictly adhere to the law and the agreements made.
2. The company will uphold business ethics by not soliciting, accepting, or paying any dishonest benefits in trade with partners.

### Business competitors

1. The company has a policy to support and promote free and fair competition.
2. The company will treat its business competitors in accordance with the law and adhere to good practices. The company will not damage the reputation of its business competitors by making unfounded accusations, slandering, or engaging in any other unfair competitive practices.

The company places importance on conducting business ethically towards all parties through a transparent and verifiable process, free from Corruption, without seeking confidential information of business competitors through improper means, without damaging the reputation of business competitors through accusations and defamation, or any other actions that do not adhere to business ethics.

In 2024, there were no disputes or lawsuits between the company and its business competitors.

You can read details about the company's various policies at [www.prodigy.co.th](http://www.prodigy.co.th).

### Government agency

1. The company has the duty to comply with regulations and laws related to its operations.
2. The company places importance on transparency and integrity in dealings with officials and government agencies. The company has a policy to oppose bribing government officials in any form to facilitate or benefit the company and adhere to the anti-corruption policy that the company has expressed its intention to uphold.



### Environment, society, and community

1. The company has a policy to conduct business with environmental responsibility and to conserve natural resources, as well as to promote the efficient use of energy.
2. The company has a policy to conduct its business with consideration for the quality of life of society and the community. The company will strictly adhere to regulations and laws.

Additionally, stakeholders can inquire about the company's information or file complaints on various matters through the company's audit committee. Complaints can be sent via mail to the company's secretary's office at the company's address or via email at [thitikan@prodigy.co.th](mailto:thitikan@prodigy.co.th). The complaint information will be kept confidential. The audit committee will conduct an investigation, propose solutions, and report to the company's board of directors.

### **Section 4: Disclosure of Information and Transparency**

The company places importance on disclosing accurate, complete, timely, and transparent information to ensure that shareholders and stakeholders receive equal and reliable information. The company will regularly update information on its website.

The company has a policy to disclose important information to the public, such as its vision and mission, business operations, list of directors and executives, financial statements, financial position reports, risk factors and risk management policies, including various risk management methods, direct and indirect shareholdings of directors, major shareholders, and senior executives, audit fees and other services of auditors, and compensation for directors and executives, etc.

Currently, shareholders, investors, securities analysts, and the general public can contact the company for inquiries at the investor relations department by calling (034) 332611-2 or via email at [ir@prodigy.co.th](mailto:ir@prodigy.co.th).

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

As of December 31, 2024, the company's management structure consists of the Board of Directors and five sub-committees: the Audit Committee, the Corporate Governance, Nomination and Remuneration Committee, the Strategy, Risk and Corporate Sustainability Committee, the Executive Committee, and the Risk Management Committee, to oversee the company's operations for the long-term benefit of the company and its shareholders as a whole.

The company's board of directors places importance on managing the use of internal information to prevent conflicts of interest and the pursuit of personal gain, as per the company's policy, which has been disseminated to both internal and external stakeholders for their awareness and compliance. It is stipulated that departments with access to such information are prohibited from disclosing it to unrelated departments or individuals, including external parties.



The company has procedures in place according to the policy and guidelines to prevent conflicts of interest.

- Executives of the company who are privy to material information and financial data of the company that affects the price of securities must not take advantage of such information before it is disclosed to the public. This includes prohibiting executives from trading the company's securities for a period of one month before the financial statements or material information are made public. **In the past year**, the company's executives have not engaged in any transactions involving the company's securities.
- Directors and executives are required to report their holdings in the company under Section 59 to comply with the announcement of the Securities and Exchange Commission regarding the preparation and disclosure of securities holdings reports and the Stock Exchange of Thailand regarding the preparation and disclosure of securities holdings reports of directors and executives. **In the past year**, the company's board of directors scheduled an agenda for reporting the securities trading of the board members for the year 2024. This year, no board members engaged in any securities trading, and the securities trading of each director will be reported in the annual report.
- The company imposes disciplinary penalties on those who seek to benefit from using or disclosing internal company information. It may cause damage to the company, and appropriate penalties will be considered based on the circumstances and the intent of the action. That offense  
**In the past year**, no wrongdoing has been found in this matter.

#### Guidelines for preventing conflicts of interest

The company has established guidelines to prevent conflicts of interest. Directors, executives, and employees of the company must report their own interests and those of related parties to avoid opportunities for personal gain from being insiders within the organization.

The company operates in accordance with business ethics, which is part of establishing a control system that is transparent and auditable. Reports are submitted to the audit committee to comply with good corporate governance principles.

The company communicates the guidelines for preventing conflicts of interest to directors, executives, employees, and both internal and external stakeholders, ensuring they are informed and adhere to the business code of ethics, which is transparent and auditable.

**In the past year, there have been no violations or reports related to conflicts of interest. The company has an adequate internal control system, with internal auditors planning comprehensive audits of the company's operations in each department/division. The results are reported to the audit committee and management. If any procedures are found to be incorrect, corrective measures are proposed to ensure clarity and auditability.**



## 7 Corporate governance structure and important information about the board of directors Subcommittee, executives, employees, and others

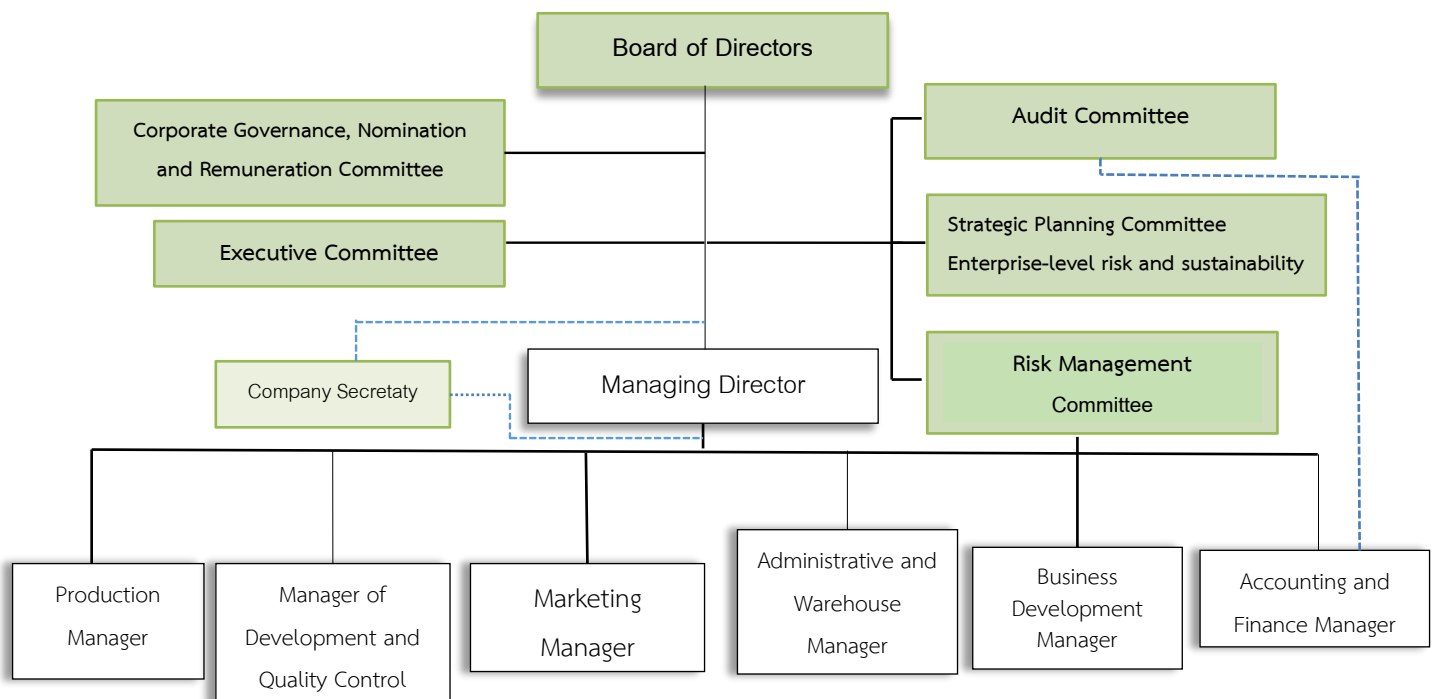
### Policies and procedures regarding the committee

 The independence of the board from management

The board of directors has considered establishing the charters for the board of directors and each subcommittee to ensure clarity and independence in performing their duties under each committee's charter.

### Management structure

As of December 31, 2024, the company's management structure consists of the Board of Directors and five sub-committees, namely the Audit Committee, the Corporate Governance, Nomination and Remuneration Committee, the Strategy, Risk and Sustainability Committee, the Executive Committee, and the Risk Management Committee, as shown in the image below.



## Board of Directors

As of December 31 , 2024 Board of Directors Consists of 9 directors as follows:

Name - Surname	position
1. Associate Professor 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
8. Mr. Vorravuth Tangpiroonthum	director
9 . Mr. Vachara Vitayatanagorn	Director
10.Mr.Pachai Chanpitakasa	Director

## Directors authorized to sign to bind the Company

**Mr. Thongchai Tansutat or Mr. Vachara Vitayatanagorn signed together with Mr. Purnrux Nacob. or Mr. Voravuth Tangpitoonthum or Mr.Pachai Chanpitak and affixed with the Company's seal<sup>1</sup>**

**Note:** At the Board of Directors' meeting No. 3/2023 on July 19, 2023, there was a resolution to increase the number of directors authorized to sign and Change the conditions of directors who are authorized to sign to bind the company. (as detailed above)<sup>1</sup>

## Term of office of the Board of Directors

At every annual general meeting of shareholders 1 in 3 of the total number of directors shall retire from office at that time. If the number of directors cannot be divided exactly into three parts then issue the number nearest to the portion 1 in 3 directors who will retire in the first year and the second year after the registration of that company To draw lots. As for the following years, the director who has been in the position the longest shall retire from office who may be reelected to the position again.





### Scope of authority, duties and responsibilities of the Chairman of the Board of Directors

The scope of authority, duties, and responsibilities of the chairman of the board of directors, which are detailed as follows.

1. The Chairman of the Board of Directors and the Chief Executive Officer (CEO) are different persons.
2. Calling the Board of Directors' Meeting and Shareholders' Meeting by presiding over the meetings of the Board of Directors and shareholder meeting which is in accordance with the Company's Articles of Association.
3. Being the deciding vote in the event that the Board of Directors' meeting has a decisive vote and equal votes for both sides.
4. Play a role in controlling the meeting to be effective. It is in accordance with the regulations of the company. support and give opportunities. The directors express their opinions independently.
5. Support and encourage the Board of Directors to perform their duties with full capacity within the scope of authority duty responsibilities and according to 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 the policy and strategic operational guidelines of the management Including giving advice and supporting the operation Management Business.
8. Be a leader and act as a role model according to the Company's ethical principles and business ethics including promoting, and directing follow-up management on sustainability principles social responsibility, and practice in accordance with measures and guidelines for anti-corruption practices.
9. Strengthening good relations between executive directors and non-executive directors between the board and management.

### Scope of authority, duties and responsibilities of the Board of Directors

The scope of authority and duties of the Board of Directors as follows:

1. Perform duties in accordance with the law, objectives, and regulations of the company. As well as the resolutions of the shareholders' meeting with honesty and care to protect the interests of the company.
2. To consider and determine details and approve the vision business strategy, policy, goal, guideline, 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. Follow up on company performance continually in order to comply with the operational plan and company budget



5. Proceed for the management to set up an accounting system. financial reporting and reliable auditing as well as ensuring that there is an internal control system that is sufficient and appropriate.
6. Review the risk management process and risk management policy. and follow up on risk management performance.
7. Consider approving the acquisition or disposition of assets, investments, and any actions Comply with laws, announcements, requirements and regulations .
8. To consider and approve the Company's connected transactions. Comply with laws, announcements, requirements and regulations.
9. Ensure that there are no conflicts of interest between the Company's stakeholders.
10. To consider matters taking into account the benefits of shareholders and all groups of stakeholders of the company with fairness. The director must notify the company without delay. If there is a stake in the contract made with the company for transactions made with directors or persons who may have conflicts of interest Directors who have interests have no right to vote to approve the transaction.
11. To establish a written policy on good corporate governance in accordance with good governance principles and review the company's corporate governance policy. This is to ensure that the Company is fairly responsible to all stakeholders.
12. To seek professional opinions from external organizations. if necessary in order to make a reasonable decision.
13. To consider appointing the managing director and sub-committees such as the Audit Committee and the Executive Committee, etc., and determine the authority and duties of the Managing Director and such sub-committees to help oversee the management system and internal control system to be in accordance with the established policy.
14. To consider appointing the company secretary to ensure that the Board of Directors and the Company Comply with laws, announcements, requirements and regulations.
15. To consider amending the scope of authority and responsibilities of the Audit Committee Board of Directors and Managing Director as they deem appropriate and necessary.
16. To evaluate the performance of the Board of Directors by the Board of Directors will evaluate their own performance annually and consider ways to increase the performance of the Board of Directors.

In this regard, the delegation of duties and responsibilities of the Board of Directors It must not be a power of attorney or delegate authority to make the Board of Directors and/or an authorized person from the Board of Directors able to approve transactions that he or a person who may have conflicts of interest (as defined in the Notification of the Securities and Exchange Commission or announcement of the Capital Market Supervisory Board) may have a stake or get benefit in any way or there may be conflicts any other benefits to the Company Except for the approval of transactions that comply with the policy and criteria that the shareholders' meeting or the Board of Directors considered for approval.



### Qualifications of Independent Directors

Board of Directors Determine the qualifications of independent directors in accordance with the regulations of the Stock Exchange of Thailand. Regarding the qualifications of independent directors as follows:

1. Holding shares not exceeding one percent of the total number of shares with voting rights of the Company, parent company, subsidiary company, associated company, major shareholder or a controlling person of the company. This includes the shares held by related persons of that independent director as well.
2. Not being or having been an executive director, employee, staff, advisor who receives regular salary or a controlling person of the company, parent company, subsidiary company, associated company, same-level subsidiary company major shareholder or of the person having control over the company unless he or she has vacated the aforementioned position for not less than two years before the date of submission of the application for permission to the Office SEC However, such prohibited characteristics do not include the case where independent directors used to be government officials or consultant of government agencies which are major shareholders or a controlling person of the company.
3. Not being a person consanguinity or by legal registration in a manner that is Father, mother, spouse, siblings and children including spouses of children of other directors, executives, major shareholders controller or a person who will be nominated as a director executive or controlling person of the company or its subsidiaries.
4. Not having or a business relationship with the Company, parent company, subsidiary company, associated company, major shareholder or a controlling person of the company in a manner that may obstruct the exercise of independent judgment, including not being or having been a significant shareholder or a controlling person of a person having a business relationship with the company. Parent company Subsidiary company Associated company Major shareholder or a controlling person of the company Unless he has retired from such a position for not less than two years prior to the date of filing an application for permission with the SEC Office or granting or receiving financial assistance with accepting or lending, guaranteeing, providing assets as collateral for liabilities including other similar behaviors. As a result, the company or the counterparty has an obligation to pay to the other party. From three percent of the net tangible assets of the company or from twenty million baht or more whichever is lower. The calculation of such indebtedness shall be in accordance with the method for calculating the value of connected transactions pursuant to the Notification of the Capital Market Supervisory Board on Rules for Connected Transactions, mutatis mutandis . Including debt obligations incurred during one year prior to the date of business relationship with the same person.
5. Not being or used to be the Company's auditor Parent Company Subsidiaries Associated Companies Major Shareholders or a controlling person of the company and not being a significant shareholder controller or partners of the audit firm which has auditors of the company, parent company, subsidiaries, associated companies, major shareholders or the controlling person of the company is

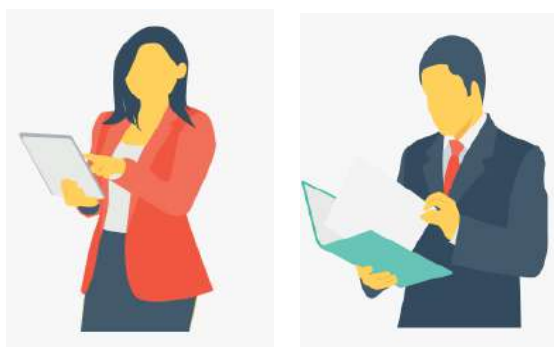


6. affiliated with Unless he has retired from such a position for not less than two years before the date of submission of the application to the Office.  
Not being or having been a professional service provider, including legal or advisory services finance which receives service fees of more than two million baht per year from the company Parent Company Subsidiaries Associated Companies Major Shareholders or a controlling person of the company and not being a significant shareholder controller or partner of that professional service provider as well Unless who has retired from such a position for not less than two years before the date of submission of the application to the Office.
7. Not being a director who has been appointed as a representative of the company's directors major shareholder or shareholders who are related to major shareholders.
8. Do not operate a business that has the same nature and is in significant competition with the business of the Company or its subsidiaries or not being a significant partner in a partnership or being an executive director, employee, staff, consultant who receives regular salary or holds more than one percent of the total number of shares with voting rights of another company which operates a business that has the same nature and is in significant competition with the business of the Company or Subsidiaries.
9. There are no other characteristics that make it impossible to express independent opinions on the operations of the Company.

**Disclosure of the Composition of the Board**

director type	Number (person)	%
Independent Director	4	40.00
Non-Executive Director	5	50.00
Executive Directors	1	10.00
<b><i>total number of directors</i></b>	<b>10</b>	<b>100.00</b>

**All 10 Directors**



**There are 2 female directors**

**as 20.00%**



## Boards' 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	Prof. Prayun Boon Prasert	●			●			●							●		
2	Ms. Tippawan Uthai dawn	●				●			●							●	●
3	Ms.Pikul Taksinwarajarn	●				●				●							●
4	Dr. Thanate Norabhoompipat	●			●		●										
5	Mr.Purnrux Nacob		●		●				●			●			●		
6	Mr.Thongchai Tansutat			●	●				●		●				●		
7	Mr. Pramote Santiwattana		●		●				●	●		●			●	●	
8	Mr.Voravuth Tangpiroonthum		●		●				●				●	●	●		
9	Mr.Vachara Vitayathanakorn			●	●				●	●	●			●			
10	Mr.Pachai Chanpitakasa		●		●							●		●			
	<b>Total</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>2</b>

Diversity of the director structure in terms of gender, age, knowledge and ability, experience in various fields It is something that will help encourage the organization to achieve its goals in sustainable business operations.

In addition, the company also allows shareholders to present names of directors in advance. For the Corporate Governance, Nomination and Remuneration Committee to consider the qualifications of the nominated candidates in accordance with the criteria set by the Company. Including in accordance with the knowledge and competence of the Board of Directors required at that time. Before proposing to the Board of Directors for approval. and presented to the shareholders' meeting to consider the appointment according to the next steps.



### **Board of Director's structure**

The board of directors consists of members with diverse knowledge, skills, and experiences, including gender and age diversity. They are responsible for considering important matters related to the company's strategy and management. All directors have the freedom to express their opinions in meetings and to vote on various agendas to ensure that the company's operations are conducted correctly, efficiently, and transparently.

As of December 31, 2024, the company's board of directors consists of 10 members, including 4 independent directors. The board includes independent directors who make up at least one-third of the total directors and no fewer than 3 members. Among the 4 independent directors, 2 are women and chair two subcommittees. All directors of the company do not have any disqualifying characteristics as per the announcement of the Securities and Exchange Commission, Notification No. KorChor. 8/2553, regarding the determination of untrustworthiness of directors and executives of the company, and other relevant laws.

### **Roles, duties, and responsibilities of the committee**

The Board of Directors is responsible for considering and approving important matters related to operations, such as vision and mission, strategy, financial goals, risks, plans, and budgets. They also oversee, control, and ensure that management operates according to the established policies and plans efficiently and effectively. The Board of Directors will exercise discretion and prudence in decision-making and perform their duties with responsibility and integrity for the long-term benefit of the company.

### **Board meeting**

The board meeting emphasized the importance of monitoring and certifying quarterly performance and reports from the audit committee so that the management can consider and implement actions that will bring the maximum benefit to the company. Additionally, it included reporting significant operational risks of the company at each business period. The board has scheduled quarterly risk assessment reports and operational guidelines to mitigate risks.

Each board meeting will have the board secretary prepare the agenda and send the meeting documents to the board members at least 5 business days in advance. This includes recording the meeting minutes and noting suggestions and comments by each sub-committee, namely the board of directors, the audit committee, and the executive committee. Overall, the company records the meeting minutes and sends them to individual board members as appropriate. The approved board meeting minutes are systematically stored and made available for review by the board and relevant parties.

*In the past year, the company's board of directors has reviewed and updated various policies to align with the organization's context and conduct business sustainably and transparently under good corporate governance.*



## Board of Directors meeting

### Meeting policy

1. The committee has set the annual meeting schedule in advance for the entire year and has notified all committee members at the beginning of the year to allow them to plan their attendance.
2. All board members should attend at least 75% of the board meetings throughout the year.
3. The company has established a policy regarding the minimum quorum required for the board to make decisions. At the meeting, there must be no fewer than 2/3 of the total number of directors present.

In 2024, the meetings were conducted entirely in physical form, and during some of the meetings, there were instances where certain committee members attended. Participate in online meetings with an average attendance of the board of directors in 2024. The entire board of directors accounted for 97.14% of the meetings for the entire year.

In the 7<sup>th</sup>/2567 Board of Directors meeting on December 11, 2567, the chairman set the agenda for reporting the company's stock trading by directors and senior executives to inform the meeting, of the policy on directors' and executives' interests. In 2567, no directors or senior executives traded the company's stocks. Additionally, the Board of Directors considered and unanimously approved the schedule for the 2568 annual meetings, setting a total of 7 meeting dates, including joint meetings of directors without management present and joint meetings of the audit committee with auditors without management present. It was decided that there would be at least one meeting per year to allow stakeholders to discuss and provide feedback, which would be beneficial for future operations.

## Board of Directors Meeting

Details of attendance of the Board of Directors meetings For the fiscal year ended December 31, 2024 is as follows

Name - Surname	Number of meetings attended/total number of meetings	
	position	Year 2024
1. Associate Professor 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 Norabhoompipat	Independent Director	6/7
5 . Mr. Thongchai Tansutat	Director	7/7
6. Mr. Purnrux Nacob	Director	7/7
7 . Mr. Pramote Santiwattana	Director	7/7
8. Mr. Vorravuth Tangpiroonthum	Director	6/7



Name - Surname	Number of meetings attended/total number of meetings	
	position	Year 2024
9 . Mr. Vachara Vitayatanagorn	Director	6/7
10.Mr. Pachai Chanpitakasa	Director	7/7

**Note** - It is a combination of meetings in 2024, both online and on-site.

- Excluding the board of directors meeting without management participation, which is scheduled to be held once a year.

In 2024, the Board of Directors considered various matters as presented by each subcommittee during the Board of Directors meeting for acknowledgment and deliberation to resolve, with the details as follows:

### Board of Directors

The board of directors has reviewed the company's vision, mission, and strategy, and has also monitored and ensured the implementation of the strategy and practice.

1. In the past year, the company's board of directors has prioritized ESG, particularly in terms of the company's vision, mission, and strategy. Comprehensive in the matter and deemed appropriate for planning to accommodate future changes. And it might be used as a goal in business operations.
2. Consider the use of renewable or alternative energy, both currently and in the future, by assigning the managing director to prepare. Plan to invest in the installation of additional solar panels in the future.
3. Consider sustainable business practices
  - 3.1 Preparedness in case the government sets industry-related standards
  - 3.2 Investment consideration to expand the business base alongside the existing operations to achieve growth and competitiveness.

Consider assigning the management team to study the feasibility and present various suitable investment projects. The established guidelines and progress tracking, assigning the managing director to report on the progress in the Board of Directors meeting.

### Audit Committee

1. Present the auditor's review report for each quarter, including inter-company transactions, which Overall The company's board of directors acknowledged the report presented by the audit committee. In 2024, the company prepared the accounts. According to accounting standards, no significant issues were found.
2. Present the internal auditor's report according to the internal audit plan for each quarter in 2024, which in 2024, based on the Evaluate the adequacy of the internal control system; no issues leading to corruption were found.





### **Corporate Governance , Nomination and Remuneration Committee**

1. Present, review, and establish policies to align with good corporate governance principles to ensure the company has The policy is a comprehensive and timely practice, with details as follows.
  - Anti-corruption policy
  - Business ethics
  - Occupational Health and Safety Policy
2. Present for review the self-assessment forms of the committee, both by department and individually, including the evaluation forms. The self of the top executives to align with duties and responsibilities, which will reflect the results. Clear operational procedures, including relevant corrective actions
3. Report on the self-assessment results of the committee, both by department and individually, including the top executives. Consider the suggestions from the committee for further appropriate improvements.
4. Reporting on compliance with guidelines, regulations, and best practices for corporate governance, including guidelines for Revising, improving, and developing various matters appropriately according to the organization's context, in line with the stock exchange's criteria. And the SEC has determined.
5. Development and education for committee members to perform their duties appropriately, which will lead to the sustainability of the organization.
6. Monitoring the progress of the recruitment of the successor to the Managing Director and other key positions of the company.

### **The Committee for Organizational Strategy, Risk, and Sustainability**

Business feasibility study report

- Developing a business towards sustainability with important factors that are appropriate for the Situation.
- Study businesses that have the potential to be profitable, are low-risk, and help in risk diversification Of the original business.
- Study the appropriate investment expansion models.
- Study the information to be prepared for the right moment.

In the progress report on the feasibility study of the business, although there is still no clear conclusion regarding the business will proceed in parallel, but in the past year, the board of directors has engaged in discussions and expressed diverse opinions that are The benefit that allows management to apply various important issues to the organization.



### **Risk Management Committee**

1. Annual Risk Assessment Report 2024.
2. Follow up on the results of the risk assessment and the measures implemented by the management in each department. The one who evaluates the appropriateness and implements it, if any measures still cannot reduce the risk, the management must consider adjusting the measures to effectively reduce risks and report to the risk management committee. Risk is reviewed quarterly. The board of directors considers additional risks related to Climate Change and ESG risks that are currently important issues, including other issues that are likely to arise in the future, which may have a Significant impact on the company's business operations.

### **The report on the company's performance by the Managing Director**

The Managing Director is someone who has a deep understanding of the company's business, making them the appropriate person to communicate the company's situation and performance to the board of directors, as well as to answer various questions to enhance the board's understanding. Additionally, the Managing Director is responsible for conveying the board's policies to subordinates for implementation, which requires monitoring and reporting back to the board of directors.

**In 2024**, the Managing Director reported the quarterly performance to the Board of Directors, including an analysis of factors affecting the performance for the Board's awareness. This also included the risks in various aspects of the company's operations and the management approaches established by each department's management to mitigate negative impacts on the company, in order to achieve the company's set goals and strategies.

This year, the managing director presented an investment project that could help improve operational efficiency and create additional revenue streams for the company. The board of directors considered and unanimously approved the investment budget for the project, which aims to enhance business operations and is seen as a comprehensive measure that can reduce management costs.

In addition, the company's board of directors has utilized the diverse knowledge and experience of each director to jointly consider and propose solutions to the issues arising from both internal and external factors, in order to provide appropriate guidelines that the management can implement concretely.

Furthermore, the board also places importance on the company's internal personnel matters, especially in the recruitment of successors to learn and pass on knowledge, particularly for key positions within the company. This includes the development of the company's personnel in terms of innovation and technology, which is crucial for the organization's sustainability.



**In 2024**, the board of directors scheduled a board meeting without the management present on the date of September 18, 2024, which is a joint discussion presenting the independent opinions of each committee member on the relevant issues. "The uncertain global economic situation and the gradual recovery of the domestic economy with a business operation approach." "PDG for Sustainability" that aligns with the current situation, proposing the following operational guidelines:

- Promote the development of knowledge and skills of company personnel through reskilling and upskilling, as well as the use of technology to enhance work efficiency, serving as a guideline for conducting business towards sustainability and competitiveness.
- Increasing productivity with two main approaches Two approaches are
  - Waste reduction
  - Value addition

As a guideline beyond the assignment to the committee for setting strategies, risks, and sustainability levels. The organization conducted a study to gather information on the feasibility of starting a new business alongside the company's existing operations, or any other approach that could lead to. The organization towards sustainability.

### Audit Committee

As of December 31 , 2024 Audit Committee Consists of 3 members of the Audit Committee as follows:

Name - Surname		position	Number of meetings attended in 2024
1. Ms. Thipawan	Uthaisang	Chairman of the Audit Committee	4 / 4
2 . Assoc.Prof. Prayoon	Boonprasurd	Audit Committee	4 / 4
3. Ms. Pikul	Taksinwaracharn	Audit Committee	4 / 4

*by Miss Thipwan Uthaisang is the Chairman of the Audit Committee who has sufficient knowledge and experience to review the credibility of financial statements and Mrs. Lakkhana Romruen is the secretary of the audit committee. and scheduled meetings 4 times per year*

**In 2024**, the Audit Committee held a joint meeting with the auditors without the management present, so that the Audit Committee could be informed of the issues that arose in the past year. Additionally, it was an opportunity to exchange information, suggestions, and solutions between the auditors and the Audit Committee, as well as to understand the auditors' operational plans for the following year.



### Tenure of the Audit Committee

The term of office of the Audit Committee is 3 years, except in the case of retirement by rotation. According to the company's regulations Members of the Audit Committee who retired by rotation may be re-elected to the position again case the position a member of the Audit Committee is vacant for any reason other than a replacement that retires by rotation to the Board of Directors appointed a fully qualified person to be a member of the Audit Committee. So that the number of audit committee members is complete as specified by the Board of Directors The person who is a replacement audit committee member will be in office only for the remaining term of the audit committee member he/she replaces.

### Scope of authority duties and responsibilities of the Audit Committee

The scope of authority and duties of the audit committee is as follows.

1. Review to ensure the company has accurate and sufficient financial reporting.
2. Review to ensure that the company has an appropriate and effective internal control system and internal audit system, and consider the independence of the internal audit unit, as well as approve the appointment, transfer, dismissal of the head of the internal audit unit, and/or the hiring of an internal audit company or any other unit responsible for internal auditing.
3. Review to ensure that the company complies with securities and stock exchange laws, stock exchange regulations, and laws related to the company's business.
4. Consider the selection, propose the appointment, and dismiss independent individuals to serve as the company's auditors, and Propose the compensation for the individual, including attending a meeting with the auditor without the management present. At least once a year.
5. Consider related items or items that may have conflicts of interest in accordance with laws and regulations Of the Stock Exchange, in order to ensure that the item is reasonable and most beneficial to the company.
6. Prepare the audit committee report and disclose it in the company's annual report. The report must Signed by the chairman of the audit committee and must include at least the following information.
  - 6.1 Opinion on the reliability and completeness of the company's financial report
  - 6.2 Opinion on the adequacy of the company's internal control system
  - 6.3 Opinions on compliance with securities and stock market laws, stock market regulations, or laws related to the company's business.
  - 6.4 Opinion on the suitability of the auditor
  - 6.5 Opinions on items that may have a conflict of interest.
  - 6.6 The number of audit committee meetings and the attendance of each committee member.
  - 6.7 Overall comments or observations received by the audit committee from performing duties according to 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 the performance of its duties, if the Audit Committee discovers or suspects that there are items or actions as follows, which have a significant impact on the financial position and operating results of the company, the Audit Committee shall report to the Board of Directors for corrective action within the time deemed appropriate by the Audit Committee.

7.1 Items that cause conflicts of interest.

7.2 Fraud, irregularities, or significant deficiencies in the internal control system.

7.3 Violation of securities and stock exchange laws, stock exchange regulations, or laws related to the company's business.

8 Any other operations as assigned by the company's board with the approval of the audit committee in the Perform duties within the scope of authority and responsibility for the Audit Committee, which has the power to invite management and executives. Or the relevant company employees report, give opinions, attend meetings, or submit documents that they deem relevant and necessary.

The committee has the authority to amend the scope of powers, duties, and responsibilities of the audit the committee as deemed appropriate and necessary.

The committee has the authority to amend the scope of powers, duties, and responsibilities of the audit committee as deemed appropriate and necessary.

### Corporate Governance, Nomination and Remuneration Committee

As of December 31, 2024, the Corporate Governance Nomination and Remuneration Committee consisting of directors quantity 4 as follows:

Name - Surname	position	Number of meeting attendance in 2024
1. Ms. Pikul Taksinwaracharn	Chairman of the Corporate Governance Normination and Remuneration Committee	4/4
2. Assoc. Prof. Prayoon Boonprasurd	Corporate Governance Committee	4/4
3. Ms. Thipawan Uthaisan	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.*



### **Tenure of the Corporate Governance, Nomination and Remuneration Committee**

The Corporate Governance Committee recruits and sets remuneration for a term of 3 years each time. Corporate Governance, Nomination, and Remuneration Committee who retired by rotation may be re-elected. If the Corporate Governance, Nomination and Remuneration Committee position becomes vacant for any reason other than retirement by rotation, the Board of Directors appoint qualified persons to be members of the Corporate Governance, Nomination, and Remuneration Committee so that the number of the Corporate Governance, Nomination, and Remuneration Committee members is by that of the Board of Directors set by persons who are members of the Corporate Governance Committee. Nomination and Remuneration shall be in tenure only for the remaining term of the Corporate Governance Committee member. Nominate and determine the remuneration that replaces.

### **Scope of powers, duties, and responsibilities of the Corporate Governance, Nomination and Remuneration Committee**

The scope of authority and duties of the Governance, Nomination, and Compensation Committee is as follows:

1. Consider the supervision to ensure that the organization operates and adheres to good corporate governance principles, making it suitable for the business. The objective is to maintain standards develop good corporate governance as the organization's culture, and communicate regularly with directors, executives, and employees about good corporate governance.
2. Review the principles of corporate governance, regulations, business ethics, and the company's code of conduct to ensure they are current, consistent, appropriate for the company's business, and in line with the practices of the Stock Exchange of Thailand and the Securities and Exchange Commission.
3. Consider approving the public relations for the company's governance and the company's information disclosure policy to the general public.
4. Consider and select individuals who are suitable to be nominated as new directors or to appoint the Chief Executive Officer of the group of companies by establishing appropriate and transparent criteria or methods for selection, to be presented to the board of directors and/or the shareholders' meeting for approval.
5. Report on the performance of the Corporate Governance, Nomination, and Remuneration Committee for the Board of Directors' acknowledgment and prepare the report of the Corporate Governance, Nomination, and Remuneration Committee to be disclosed in the company's annual report, which is signed by the Chairman of the Corporate Governance, Nomination, and Remuneration Committee.
6. Consider the guidelines for determining compensation and other benefits, both monetary and non-monetary, for the company's directors and managing director with the aim of ensuring a fair and reasonable compensation review process to be proposed to the board of directors' meeting and/or the shareholders' meeting for approval.



In 2024, the Governance, Nomination, and Compensation Committee reviewed and updated the good corporate governance policy and the self-assessment forms for both individual and collective board members, as well as the self-assessment form for the Chief Executive Officer. This was done to ensure that the evaluation topics are comprehensive and aligned with the organization's context for use in the 2024 assessment.

Additionally, guidelines for determining the Chief Executive Officer's compensation and the annual compensation for the company's directors and sub-committees were established to be proposed to the board of directors and presented as an agenda item in the 2024 annual general meeting of shareholders for approval. This is detailed in the 56 - 1 One Report (on pages 151 - 153).

### Strategy Risk and Sustainability Committee

As of December 31, 2024 Strategy, Risk, and Sustainability Formulation Committee consisting of directors 3 persons as follows:

Name - Surname	position	Number of meeting attendance in 2024
1. Mr.Purnrux Nacob	Chairman of Strategy Risk and Sustainability Committee	13/13
2 . Assoc. Prof. Prayoon Boonprasurd	Strategy Risk and Sustainability Committee	13/13
3 . Dr. Thanet Norabhoompipat	Strategy Risk and Sustainability Committee	13/13

### The term of the Corporate Strategy, Risk, and Sustainability Committee

The Strategy, Risk, and Sustainability Committee has a term of office of 3 years. Upon the expiration of this term, they may be re-elected to serve another term. If the position of a Strategy, Risk, and Sustainability Committee member becomes vacant for any reason other than the expiration of the term, the Board of Directors shall appoint a qualified individual to fill the position. The individual appointed as a Strategy, Risk, and Sustainability Committee member shall serve only for the remaining term of the member they replace.

### The duties and responsibilities of the board for setting organizational strategy, risk, and sustainability.

The powers and duties of the committee for setting organizational strategy, risk, and sustainability are as follows.

1. Its main role is to study the feasibility of businesses that may emerge in the future, running parallel to the main business.



2. Study the extension of the company's core business or any other approach under the framework of creating sustainability for the organization.
3. Study businesses that can help diversify the risk of the main business.
4. Study appropriate investment methods within the constraints of each period.

In this regard, the committee has the authority to amend and change the duties and responsibilities of the committee in setting organizational strategy, risk, and sustainability as deemed appropriate and necessary.

### Risk Management Committee

As of December 31 , 2024 Risk Management Committee Consists of 4 directors as follows:

Name - Surname	position	Number of meeting attendance in 2024
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.*

### The term of the Risk Management Committee

The term of office of the Risk Management Committee is 3 years. Members of the Risk Management Committee who retire by rotation may be re-elected to the position again In the event that the position of the Risk Management Committee becomes vacant due to reasons other than retirement by rotation, the Board of Directors appoint a qualified person to be a member of the Risk Management Committee. So that the number of risk management committee members can be reached as specified by the Board of Directors by a person who is a member of the Risk Management Committee instead will be in office only for the remaining term of the member of the Risk Management Committee he replaces.

### Scope of authority, duties and responsibilities of the Risk Management Committee

The scope of authority and duties of the Risk Management Committee as follows:

1. To set risk management policy, risk management framework to present to the Board of Directors to approve.
2. To plan the operation in accordance with the risk management policy. In order to be able to monitor, evaluate and control the amount of risk of the company. to be at an appropriate level.
3. To consider and approve the use of risk assessment tools. to be appropriate with the risk management policy.





4. To follow up to ensure that the risk management policy is consistently efficient and effective.
5. To manage the adequacy of resources used for risk management.
6. To communicate with the Audit Committee and the Board of Directors. about the company's risk status and guidelines for managing those risks.

### Executive of Directors

as of 31 December 2024 Board of Directors Consists of 4 directors as follows:

Name - Surname	position	Number of times attended
1 . Mr. Thongchai Tansutat	Executive Chairman	12 / 12
2 . Mr. Wimol Wongchan	executive director	12 / 12
3 . Mr. Watchara Vitayatanagorn	executive director	-/12
4. Mrs. Lakkhana Romruen	executive director	12 / 12

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

### The term of the Executive Committee

The Executive Board has a term of office of 3 years. who retired by rotation may be re-elected to the position again In the event that the position of Executive Director becomes vacant for reasons other than retirement by rotation, the Board of Directors appoint a person with appropriate qualifications to be an executive director. In order for the executive director to have the full number as determined by the Board of Directors, the person who replaces the executive director will be in the position only for the remaining term of the executive director he replaces.

### Scope of authority, duties and responsibilities of the Executive Committee

The scope of authority and duties of the Executive Committee as follows :

1. Management and operation of the company To be in accordance with the objectives of the company's business. which the administration and run the business of the company such must be in accordance with policies, guidelines or action plan specified by the Board of Directors
2. To set a vision business strategies, policies, goals, guidelines, and operational plans of the Company in accordance with and suitable for economic conditions and competition to propose to the Board of Directors for approval
3. To check and follow up on policy implementation and management guidelines of the company according to the Board of Directors. that have been approved effectively
4. The authorized to approve and operate a credit line of not more than 10 million baht.
5. Perform any other acts as assigned by the Board of Directors.



However, the delegation of duties and responsibilities of the Executive Committee must not be in the form of delegation of authority or delegate the power of the Executive Committee, and/or the authorized person of the Executive Committee can approve the transactions that they or persons may have conflicts of interest. (as defined in the Notification of the Securities and Exchange Commission or announcement of the Capital Market Supervisory Board) may have a stake or may benefit in any way or there may be conflicts or any other benefits to the Company, except for the approval of transactions under normal business and normal trade conditions.

### **Company Secretary**

The Board of Directors Meeting No. 2/2013 On August 7, 2013, 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 regulations. and laws that inform the Board of Directors.
2. Perform duties in supervising the activities of the Board of Directors responsible for organizing board meetings and the shareholders' meetings Record the minutes of the Board of Directors' meeting and the shareholders' meeting and supervise and coordinate the implementation of the resolutions of the said meeting
3. To prepare and keep the following documents
  - 1) Director registration
  - 2) Board meeting notice Board Meeting Minutes and the company's annual report
  - 3) Invitation letter for the shareholders' meeting and minutes of the shareholders' meeting
4. To keep reports of conflicts of interest reported by directors or executives.
5. To perform other actions as announced by the Board of Capital Market Supervisory



## Executive

As of 31 December 2024 Company's executives Consists of 6 executives as follows:

Name – Surname	position
1 . Mr. Thongchai Tansutat	Managing Director (Acting) Business Development Manager
2. Mrs. Lakkhana Romruen	Accounting and Finance Manager
3. Mr. Chatree Chinsajai	Quality Control and Product Development Manager
4. Mr. Somchai Limppongsawat	Marketing Manager
5. Miss Warunee Buayai	Manager of Administration and Warehouse
6. Mr.Worapoj Soisuriwong	Production Manager

Mr.Wimol Wongchan as Consultant of Managing Director

## Scope of authority, duties, and responsibilities of Managing Director

The scope of authority and duties of the Managing Director are as follows:

1. Supervise, manage, operate, and perform routine tasks according to the normal business of the company. for the benefit of the company and to be by the policies, strategies, and operational plans of the company assigned by the Board of Directors and/or resolutions of the shareholders' meeting
2. To make a vision business strategy, policy, goal, guideline, and operational plan of the company to propose to the Board of Directors for approval and is responsible for reporting the progress of operations to the Board of Directors.
3. Define and modify the management structure. management of the company in accordance with the company's operating policy and the competitive environment of the industry
4. The authority to approve and operate for a limit of not more than 1 million baht and has the authority to approve and operate beyond the specified limit only for administrative expenses such as salaries, welfare, overtime and bonuses, etc., fees and all types of taxes. utility expenses expenses related to the purchase of raw materials and expenses under the contract that have been approved by the Executive Committee and/or the Board of Directors.
5. The authority to hire, appoint, transfer, lay off, terminate employment, and determine remuneration for employees at a level lower than the Managing Director. who can appoint an authorized person to act on his/her behalf.
6. The authority to issue, amend, add, and improve rules, regulations, and orders relating to the operations of the company. to comply with company policy.



7. To consider approving connected transactions that are normal trading conditions, such as trading products at market prices. and provide trading conditions like general customers under the policy approved by the Board of Directors.
8. To perform any other tasks as assigned by the Board of Directors.

However, the delegation of duties and responsibilities of the Managing Director must not be in the form of authorization or delegate the power of the Managing Director and/or the authorized person of the Managing Director able to approve transactions that he or a person who may have conflicts of interest (as defined in the Notification of the Securities and Exchange Commission or announcement of the Capital Market Supervisory Board) may have a stake or may benefit in any way or there may be any other conflict of interest with the company except for the approval of transactions under normal business and normal trading conditions.

Currently, the managing director of the company has not held a position as a director at any other company. Focus on managing the organization to be able to conduct business according to the vision and mission of the organization. by the strategy

#### Recruitment of directors and executives

In the selection of individuals to hold the position of director or executive of the company, the current board of directors will jointly consider and select suitable candidates by evaluating their qualifications to ensure they align with the company's strategy, work plans, and Board Skill Matrix. The individuals must possess appropriate qualifications in terms of knowledge, ability, experience, and dedication of time. Additionally, those appointed as directors and executives of the company must meet the qualifications as stipulated in Section 68 of the Public Limited Companies Act B.E. 2535 (including amendments), announcements by the Securities and Exchange Commission of Thailand, and relevant announcements by the Capital Market Supervisory Board. The appointment of directors and executives of the company must be approved by the board of directors' meeting and/or the shareholders' meeting (as the case may be).



The board of directors has considered and resolved to establish a succession policy for executive and top executive positions. Additionally, the board has monitored the progress of the succession process for the top executive position, as well as other key executive positions within the company, to ensure a smooth transition and handover of responsibilities. The managing director has reported the progress to the board meeting.

In 2024, as the Managing Director received a policy from the Board of Directors regarding the recruitment of



successors, applications were opened to qualified individuals to apply and be selected through various channels. The Managing Director considered candidates from both within and outside the organization to recruit and select suitable individuals for key positions in the company. These candidates will be presented to the Governance, Nomination, and Remuneration Committee for consideration of their selection and suitability for succession plans as defined by the company. This process will screen individuals who align with the organization's business, vision, and mission, and who can contribute to the sustainability of the business. It will also provide time for learning and understanding the company's business, organizational culture, and internal management approach to ensure smooth operations in both work and personnel management, as well as to monitor performance to assess suitability for the position.

### **Development of directors and executives**

To ensure the efficient operation of the company's board of directors, the company has a policy to promote directors and Executives have undergone training both within and outside the organization to develop their potential, ensuring they are ready to perform their duties and align with the organization's strategy. In addition, the company has an orientation program for new directors, which includes factory visits and production process tours. A director's manual is also provided to offer guidance about the company, such as its vision, mission, company regulations, relevant laws, as well as the framework and scope of authority of various committees.

The company has prepared a manual for directors to assist in their decision-making on various matters. Additionally, it encourages participation in training courses related to the duties of being a director and attending seminars on various knowledge areas that can be applied to their responsibilities.

In 2024, directors participated in the director training course with the Thai Institute of Directors Association, with the following details:

#### **Course HOT ISSUE for Director Empowering boards: Enhancing Governance, Standards and Perspectives Financieras**

- Ms. Pikul Taksinvoracharn, Chairman of the Corporate Governance, Nomination, and Remuneration Committee

#### **The course of the Association of Listed Companies on the Market for Alternative Investment (MAI)**

##### **Course: Create Everlasting Company: Sustainability, Succession and Strategy**

- Mr. Thongchai Tansutat, Director/Managing Director

##### **AI for Business Development Course, Batch 2/2024, Sripatum University**

##### **Net Zero CEO Leadership Program, Batch 1/2024, Carbon for Sustainability Institute (CBiS)**

- Mr. Pachai Janpitaksa     Director



### Evaluation of the committee's performance

The board of directors conducts an annual self-assessment to evaluate their performance and consider ways to enhance the board's operational efficiency. For the performance evaluation of the company's board of directors in 2024, the board has reviewed the evaluation topics as considered and proposed by the Governance, Nomination, and Compensation Committee for approval and establishment as the annual evaluation for 2024, including both individual self-assessment and collective self-assessment, as well as the self-assessment of the managing director.



For the self-assessment by faculty, the assessment topics have been reviewed to align with the organization's context and reference the guidelines of the Stock Exchange of Thailand. The assessment can be divided into 8 main topics as follows:

- (1) The structure of the committee
- (2) The readiness of the committee
- (3) The roles and responsibilities of the committee
- (4) Risk management and internal control
- (5) Preventing conflicts of interest and delegating authority
- (6) Board meeting
- (7) The role of the chairman
- (8) Self-development of the committee and executive development

#### With the following evaluation process.

1. Evaluate the operational efficiency of the entire board of directors and individual members at least annually 1 time.
2. The company secretary collects and summarizes the evaluation forms to present the performance evaluation results of the company's board of directors to the Nomination and Remuneration Committee for consideration. The evaluation results will serve as a guideline for improving the board's performance.
3. The Corporate Governance Committee recruits and determines compensation, presents evaluation results, and proposes development and improvement guidelines. Operational performance to the board of directors

In the year 2024, the self-assessment results of the company's board of directors by committee had scores in each category as follows.

Evaluation Topic	%
Section 1 Structure of the Committee	92.75
Section 2 Readiness of the Committee	95.43
Section 3 Role and Responsibilities of the Committee	95.71
Section 4 Risk Management and Internal Control	94.67



Section 5 Management of Conflict of Interest and Assignment Power to Act	96.00
Section 6 Board Meetings	96.00
Section 7 The Role of the Chairman	92.00
Section 8 Self-Development of Directors and Executive Development	90.40
<b>The Average score is expressed as a percentage</b>	<b>94.12</b>

The results of the individual self-assessment of the board of directors, with a total of three main categories for evaluation. Which has scores in each category as follows.

Evaluation Topic	%
Section 1 Knowledge Competence of the Committee	93.33
Section 2 Diligence in Duties and Responsibilities of Directors	96.00
Section 3 Commitment to Business Development	94.50
<b>The Average score is expressed as a percentage</b>	<b>95.05</b>

In 2024, the company's board of directors reviewed the self-assessment topics for the managing director. The assessment topics were revised to align with the organization's context and referenced the guidelines of the Stock Exchange of Thailand. The assessment can be divided into eight main topics as follows:

- (1) Leadership
- (2) Compliance with the strategy
- (3) Financial planning and performance
- (4) Relationship with the committee
- (5) External relations
- (6) Management and employee relations
- (7) Product knowledge
- (8) Personal characteristics



**With the following evaluation process.**

1. The managing director conducts a self-evaluation of the managing director's performance at least once a year.
2. The company secretary summarizes and presents the performance evaluation results of the managing director to the governance, nomination, and remuneration committee for consideration of the evaluation results and recommendations for improving operational efficiency.
3. The Corporate Governance Committee recruits and determines compensation, presents evaluation results, and proposes guidelines for improving operational efficiency to the Board of Directors.



In 2024, the self-assessment results of the managing director have scores in each category as follows.

หัวข้อการประเมิน	คิดเป็นร้อยละ
Section 1 Leadership	100.00
Section 2 Compliance with the strategy	90.00
Section 3 Financial planning and performance	100.00
Section 4 Relationship with the Committee	86.67
Section 5 External relations	93.33
Section 6 Management and Employee Relations	100.00
Section 7 Product knowledge	100.00
Section 8 Personal Characteristics	95.00
<b>The Average score is expressed as a percentage</b>	<b>95.17</b>

In the overall self-assessment of the company's board of directors, both at the committee and individual levels, the evaluation results are used to develop and improve each assessment category. Overall, it shows satisfaction with the board's performance. However, the board continues to perform its duties with full efficiency to focus on achieving positive outcomes for the organization.

## Determining the compensation of the board of directors, subcommittees, and executives

### Compensation for directors and executives

The company has clearly defined the remuneration for the board of directors. This remuneration must be approved by the Annual General Meeting (AGM) of shareholders each year. In cases where the company's directors are assigned additional duties and responsibilities, such as serving as audit committee members, they will receive remuneration that is commensurate with the increased duties and responsibilities assigned to them. This must also be considered in accordance with the company's capabilities.

For the determination of executive compensation, it has been stipulated that it should be linked to the company's performance and the performance of each executive on an annual basis. It is also required to disclose the compensation paid to directors and executives in the annual report 56-1 One Report.

The company's board of directors has established a policy for determining the remuneration of the board members, taking into account appropriateness, duties, and responsibilities assigned, and making comparisons with companies listed on the Stock Exchange of Thailand that operate in similar industries and businesses. The remuneration for the directors is sufficient to incentivize them to perform their duties competently and achieve the company's business goals, with a transparent process that instills confidence in the shareholders.





With the following criteria for considering compensation.

1. Role, scope, authority, and responsibilities of the committee
2. The performance results of the committee (from the committee evaluation results)
3. The company's performance, considering both the type and size of the business.
4. Survey results on the compensation rates of company directors compared to other companies in the same industry by the Thai Institute of Directors Association.

Components of compensation are classified as.

1. In monetary terms
  - 1.1 Monthly compensation to reflect the experience and responsibilities of the director.
  - 1.2 Meeting allowances to reflect the work of the committee members and to encourage them to perform their duties by attending meetings Consistently.
  - 1.3 Annual compensation To reflect the duties and responsibilities of the directors.
2. Non-monetary
  - 2.1 Directors and Officers Liability Insurance to ensure that directors can perform their duties fully and effectively with confidence.

### Director's remuneration

Details of the remuneration received by the directors for the year 2024 ending December 31, 2024, for the year 2023 ending December 31, 2023, and for the year 2022 ending December 31, 2022, are as follows:

Type Of Board	For the year ended 31 Dec. 2022			For the year ended 31 Dec. 2023			For the year ended 31 Dec. 2024		
	Compensation	Meeting allowance	Total	Compensation	Meeting allowance	Total	Compensation	Meeting allowance	Total
1.Assoc.Prof.Prayon Boonprasurd	700,000	290,000	990,000	700,000	300,000	1,000,000	700,000	340,000	1,040,000
2. Ms. Thippawan Uthaisang	460,000	180,000	640,000	460,000	180,000	640,000	460,000	195,000	655,000
3. Ms. Pikul Taksinwaracharn	460,000	180,000	640,000	460,000	180,000	640,000	460,000	190,000	650,000
4 .Dr. Thanet Norabhoompipat	460,000	180,000	640,000	460,000	170,000	630,000	460,000	190,000	650,000
5. Mr. Thongchai Tansutat	100,000	-	100,000	100,000	-	100,000	100,000	-	100,000
6. Mr. Purnrux Nacob	196,000	270,000	466,000	196,000	285,000	481,000	196,000	315,000	511,000
7 .Mr. Pramote Santiwattana	196,000	150,000	346,000	196,000	80,000	276,000	196,000	80,000	276,000
8. Mr. Vorravuth Tangpiroonthum	196,000	80,000	276,000	196,000	80,000	276,000	196,000	70,000	266,000
9. Mr. Vachara Vitayanagorn	100,000	-	100,000	100,000	-	100,000	180,000*	70,000*	250,000
10. Mr.Pachai Chanpitak	-	-	-	64,000	70,000	134,000	196,000	80,000	276,000



Type Of Board	For the year ended 31 Dec. 2022			For the year ended 31 Dec. 2023			For the year ended 31 Dec. 2024		
	Compensation	Meeting allowance	Total	Compensation	Meeting allowance	Total	Compensation	Meeting allowance	Total
D&O Liability Insurance	-	-	200,800	-	-	179,405	-	-	181,900
<b>Total</b>	<b>2,868,000</b>	<b>1,330,000</b>	<b>4,198,000</b>	<b>2,932,000</b>	<b>1,345,000</b>	<b>4,277,000</b>	<b>3,144,000</b>	<b>1,530,000</b>	<b>4,674,000</b>

Note: No other benefits are provided beyond those reported above.

\* In 2024, Mr. Vachara Vitayanagorn resigned from his executive position, thus receiving meeting

### Details of compensation for the year 2024 are divided as

Type of Board	For the year ended 31 Dec. 2022			For the year ended 31 Dec. 2023			For the year ended 31 Dec. 2024		
	Compensation	meeting allowance	Total	Compensation	meeting allowance	Total	Compensation	meeting allowance	Total
<b>Board of Directors</b>	<b>2,868,000</b>	<b>590,000</b>	<b>3,458,000</b>	<b>2,932,000</b>	<b>660,000</b>	<b>3,592,000</b>	<b>3,144,000</b>	<b>740,000</b>	<b>3,884,000</b>
<b>Subcommittee</b>									
- Audit Committee	-	140,000	140,000	-	140,000	140,000	-	175,000	175,000
- Corporate Governance Nomination and Remuneration Committee	-	180,000	180,000	-	180,000	180,000	-	180,000	180,000
- Strategy Risk and Sustainability Committee	-	420,000	420,000	-	365,000	365,000	-	435,000	435,000
<b>Total</b>	<b>2,868,000</b>	<b>1,330,000</b>	<b>4,198,000</b>	<b>2,932,000</b>	<b>1,345,000</b>	<b>4,277,000</b>	<b>3,144,000</b>	<b>1,530,000</b>	<b>4,674,000</b>



Remuneration Criteria for Directors Classified by type of director as follows:

Director type	Compensation type (baht)	
	Compensation	Meeting allowance
Independent Director	2,080,000	915,000
Non-Executive Directors	964,000	615,000
Executive Directors	100,000	-

Details of compensation for the year 2024 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 also serve on sub-committees. Will receive meeting allowances from being a member of the sub-committees according to their position and according to the number of times they attend the meeting.

In addition to the above directors' remuneration Directors will receive benefits in terms of expenses for attending training and seminars related to the performance of their duties as directors of the Company. Including the company Has taken out director and executive officer liability insurance (Directors' and Officers' Insurance or D&O) continuously every year.

### Executive Compensation

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

	For the year ended on 31 December		
	31 Dec. 2022	31 Dec. 2023	31 Dec. 2024
Number (person)	9	9	8
Remuneration (Baht)	12,902,753	13,558,980	13,512,900

\* Note: Includes consultant fees

### Supervision of Subsidiaries and Associated Companies

The Company does not have any subsidiaries and associated companies and operates its business according to good governance principles. Business Ethics and Principles of Good Corporate Governance for business sustainability



## Policy and Guidelines for Shareholders and Stakeholders

### Shareholding Structure and Management

#### Company's securities

The company has a registered capital of 148,500,000 baht, divided into 270,000,000 ordinary shares with a par value of 0.50 baht, and has a paid-up registered capital of 148,499,964.50 baht, divided into the total number of ordinary shares 296,999,929 Shares, par value 0.50 baht

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

First 19 shareholders ( Summary information from the closing date of the book on 23 August, 204 )

Rank	Shareholders	Number of shares (share)	% share
1	Thai Vegetable Oil Public Company Limited	94,600,000	31.85
2	Thai Edible Oil Company Limited	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	Ms.Sudarat Vitayatanagorn	6,600,000	2.22
6	Mr.Thongchai Tansutat	6,600,000	2.22
7	Mr.Pachai Chanpitaksa	6,600,000	2.22
8	Mrs.Pattama Tanpiroonthum	6,600,000	2.22
9	Mr.Vachara Vitayatanagorn	6,600,000	2.22
10	Mr.Veerachai Dechamornthun	5,343,400	1.80
11	Mr.Pornchai Tangjaruwattanachai	3,905,650	1.32
12	Ms.Prinda Tangpiroonthum	3,585,000	1.21
13	Thai NVDR Company Limited	2,930,648	0.99
14	Mr.Vichien Srimuninnimitr	2,211,000	0.74
15	Mr.Vorravuth Tangpiroonthum	2,100,000	0.71
16	Ms.Suparat Sakwararat	1,980,000	0.67
17	Mr.Dhavaj Tantimedh	1,650,000	0.56
18	Mr.Veerakit Apiratprachasin	1,560,240	0.53
19	Mr.Khwanchai Sinpanee	1,523,100	0.51



## Dividend Policy of the Company

The Company has a policy to pay dividends at a rate of not less than 50 % of net profit after corporate income tax. However, the dividend payment rate is subject to change depending on the Company's liquidity, investment plans, and operational plans, as well as the terms and conditions of contracts. to which the Company is bound However, the Board of Directors' resolution approving the dividend payment must be proposed to the shareholders' meeting for approval, except for interim dividend payments. which the Board of Directors Has the authority to approve interim dividend payments.

The company's shares are classified as dividend stocks. The company's shares are listed from the stock dividend arrangement of the stock exchange. The company's shares have been dividends continuously since 2014. In the past, the company has continuously paid dividends to shareholders every year by dividing the dividend payment twice a year, which is an interim dividend payment. (Based on the performance in Jan. - Jun.) and dividend payment from the performance of that year (Jul. - Dec.) by presenting to shareholders for consideration and resolved to pay dividends.

**In 2024**, dividends were paid out twice, with the details as follows:

**The first time** is the payment of dividends from the performance of the year 2023, proposed for consideration by shareholders at the annual general meeting. The annual shareholders' meeting of 2024, where the dividend payment for the 2023 fiscal year was considered and approved.



Dividends at the rate of 0.09 baht (nine satangs) per share to the company's shareholders, totaling 296,999,929 shares. The company has proceeded with the dividend payment as follows:

- The interim dividend payment for the year 2023 at the rate of 0.01 baht per share on September 7, 2023.
- The payment of the remaining dividend from the 2023 fiscal year at a rate of 0.08 baht per share on May 21, 2024.

**The second time** is the payment of dividends from the performance of the year 2024 (Jan – Jun 2024) as an interim dividend. The company's board of directors has resolved to pay an interim dividend at the rate of 0.09 baht (nine satang) per share to the company's shareholders. The total of 296,999,929 shares will be paid dividends on September 5, 2024.



## 8 Report on key performance in corporate governance

The company adheres to the principles of good corporate governance as a guideline for conducting sustainable business, based on five fundamental principles of good corporate governance as follows:


1. Integrity is the management of honesty, trustworthiness, and adherence to correctness.
2. Fairness is treating the stakeholders of the organization justly.
3. Transparency is the operation of disclosing information transparently to stakeholders and being subject to verification.
4. Responsibility is the performance of one's duties and roles with wisdom and Full capabilities, dedicated to achieving success and improving work.
5. Accountability is the responsibility and obligation for the outcomes that arise from actions and directives. Assignment and decision-making according to one's own roles and responsibilities, with the ability to clarify and explain.


The company's good corporate governance policy is divided into 5 categories as follows.

### Section 1 Shareholders' rights

The company gives importance to the rights of shareholders. The company will encourage shareholders to exercise their rights. The basic rights of shareholders are buying, selling or transferring shares. share of the profits of the enterprise receiving sufficient information Participation in the meeting to exercise the right to vote at the shareholders' meeting to appoint or remove directors appoint an auditor and issues affecting the company such as dividend allocation prescribing or amending the 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 company will send the invitation letter to the shareholders' meeting together with supporting documents to all shareholders at least 7 days in advance or according to the period specified by law. The notice of the meeting will specify the date, time, place, company regulations related to the meeting of shareholders. and meeting agenda with explanations and reasons for each agenda. Along with the opinion of the Board of Directors Proxy form as specified by the Ministry of Commerce and list of independent directors so that shareholders can appoint proxies to attend the meeting on their behalf in the event that the shareholders cannot attend the meeting in person. In addition, the company will disseminate important information regarding the shareholders' meeting through the SET's website. and company website in advance of the meeting

 Before conducting the meeting The company will inform the meeting about the voting criteria and the vote counting method in the meeting. and when information is provided according to the meeting agenda The chairman of the meeting will allocate appropriate time for shareholders to express their



opinions and ask the company Relevant directors and executives attended 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 the event that there are many items on the agenda, such as the agenda on appointment of directors The company will arrange a vote for each item.
- 🌱 After the shareholders' meeting, the company will prepare accurate and complete minutes of the meeting which will specify the voting process, questions and answers, and voting results for each agenda, both agree, disagree, and abstain, and will record the list of directors attending the meeting and those absent from the meeting.

The company will report the resolution summary report on the SET's website within the same day as the meeting date or at the latest by 9:00 a.m. on the following business day. The minutes of the shareholders' meeting will be delivered to the Stock Exchange of Thailand within 14 days and published on the Company's website.



Including channels for shareholders to inquire about various information regarding the company through different means such as Email: [ir@prodigy.co.th](mailto:ir@prodigy.co.th), Line, or by phone at 034-332611-2.

In 2024, the company organized the 2024 Annual General Meeting of Shareholders in an online format (E-AGM). Information was provided by creating dissemination documents regarding compliance procedures for shareholders attending the meeting to be informed and follow through communication channels on the company's website. These were included as attachments to the meeting invitation letter. Additionally, a Call Center was set up to answer questions and provide further information to shareholders who did not understand or wanted more details.

On the day of the meeting, details regarding the voting process were explained to shareholders and proxies, including how to cast their votes. There was also a session for questions to be addressed by directors or executives to clarify any doubts. Additionally, staff were assigned to handle any issues that might arise during participation via the E-AGM system, ensuring that shareholders and proxies could attend the meeting as desired throughout the session.



## Section 2 Equitable Treatment of Shareholders

- 🌱 The Company will treat all shareholders equally. Both executive and non-executive shareholders including foreign shareholders The company has a policy to proceed as follows.
- 🌱 The company will prepare the meeting invitation letter in English and distribute it together with the meeting invitation letter in Thai language.
- 🌱 The Company will conduct the shareholders' meeting according to the agenda specified in the meeting invitation letter and will not add unnecessarily unannounced agenda items. An especially important agenda is that shareholders must take time to study information before making a decision.
- 🌱 The company will allow minority shareholders to nominate a person to be a director. by submitting the information of the nominated person 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 voting cards in every agenda. The ballots will be collected at the shareholders' meeting. to be used to calculate the votes of shareholders and the company will keep the ballot for transparency and can be checked.
- 🌱 The Company places great importance on disclosing information about the Company in an accurate, complete, and timely manner. to all shareholders equally through the website of the Stock Exchange of Thailand and the Company's website
- 🌱 The Company has a policy to prevent cases where directors and executives use inside information for their benefit or wrongful acts of shareholders
- 🌱 The Company has a policy for directors who have interests in any agenda. Refrain from participating in the meeting to consider that agenda.

In 2024, the company provided shareholders with the opportunity to nominate individuals for the position of director by submitting the individual's information. Propose the name along with the letter of consent to the chairman of the board of directors under the company's specified guidelines, and also propose an agenda to open up opportunities. Shareholders propose agenda items for the meeting under the company's guidelines. However, since no shareholders proposed any agenda items last year. And no individuals have been nominated to serve as directors.

The company has sent out meeting invitations and set the meeting agenda in full detail, providing sufficient information for shareholders to consider. Meeting invitations have been prepared in both Thai and English and published on the company's website.

At the end of the meeting, the company published the meeting resolutions within the timeframe set by the Stock Exchange, and also made them available on the company's website. Additionally, the meeting minutes were published on the company's website for shareholders to view.





### Section 3 Roles of Stakeholders

The Company places importance on the rights of all stakeholders involved such as customers, employees, business partners, shareholders or investors, creditors, and the communities in which the Company is located. Including other stakeholders such as competitors and independent auditors, etc. The Company will treat these stakeholders fairly. The company believes that a good relationship with all groups of stakeholders will help promote enable the company to grow sustainably.

#### Shareholder

1. The company has a duty to encourage shareholders to exercise their rights. The basic rights of shareholders are buying, selling or transferring shares. share of the profits of the enterprise receiving sufficient information Meeting attendance to exercise voting rights in the shareholders' meeting to appoint or remove directors appoint an auditor and issues affecting the Company such as dividend allocation Prescribing or amending the Articles of Association and Memorandum of Association capital reduction or capital increase and approval of special items, etc.
2. The company has a duty to encourage shareholders to exercise their rights in various matters. In the 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 meeting agenda, etc.
3. The company has a duty to refrain from any act that violates or deprive shareholders of rights, such as not sending important information or documents before the shareholders' meeting and adding important agenda items or changing important information without notifying shareholders in advance, etc.

#### Employee

1. The company gives fair compensation to employees. by referring to the performance of employees. The company will measure the performance of employees fairly according to the criteria set by the company.
2. The company has a policy to develop its personnel. The company has organized training to educate employees and executives. Including the company has sent employees and executives to train with external organizations in work-related matters.
3. The Company is responsible for maintaining a hygienic working environment. conducive to working efficiently and is safe for the life and property of employees.
4. The company has a duty to protect the privacy of employees. The company will not take personal information of employees. such as salary, medical history to disclose to outsiders Unless the company has a duty to disclose such information. According to regulations and laws.



**Customer**

1. The Company is committed to building good relationships and long-term cooperation with customers based on the principle of operating with integrity.
2. The company focuses on creating maximum satisfaction and confidence for customers by providing quality services and products that are safe for consumers according to the specifications given to customers. Additionally, the company strictly adheres to the terms and agreements with customers. Every year, the company sends out a customer satisfaction survey for customers to evaluate and respond to the company. The company will then consider the survey results to improve its operations for efficiency and effectiveness, thereby creating customer satisfaction. The evaluation topics are divided into three main categories.

In the year 2024, the company received evaluation results from customers, with the details as follows. (GRI 102-43, 102-44)

<i>Evaluation Topic</i>	<i>Year 2024 (Evaluation Score)</i>	<i>Year 2023 (Evaluation Score)</i>	<i>Year 2022 (Evaluation Score)</i>
1. Product Quality	3.52 points	3.65 points	3.63 points
2. Delivery of goods	3.54 points	3.63 points	3.62 points
3. Service	3.61 points	3.64 points	3.64 points
4. Environmental aspect	3.44 points	3.58 points	3.58 points
<b>Average Score</b>	<b>3.53 points</b>	<b>3.63 points</b>	<b>3.62 points</b>



**Business partners and creditors**

1. The company considers equality, fairness, and honesty in conducting business. The company will comply with the law and the agreement strictly defined together
2. The company will uphold business ethics by not soliciting, accepting, or paying any benefits that are not honest in trade with partners
3. The company conducts vendor evaluations every year to select high-quality partners in terms of both price and service. Additionally, can still plan for the replacement of goods or services to avoid impacting business operations.



### **Commercial competitor**

1. The Company has a policy to support and promote free and fair trade competition.
2. The company will treat competitors according to the law and adhere to good practice principles. The company will not damage the reputation of trade competitors by accusing slander without truth. or any other acts that are unfair to competition.

\*You can find more information about policies regarding partners, creditors, and business ethics at [www.prodigy.co.th](http://www.prodigy.co.th)

### **Government agency**

1. The company has a duty to comply with regulations and laws related to the operation of the company.
2. The Company values transparency and honesty in dealing with officials and government agencies. The Company has a policy against bribery of government officials in various forms to facilitate any benefits to the company and comply with the anti-corruption policy that the company has expressed its intention.

### **Environment, Society, and Community**

1. The company has a policy to conduct business responsibly Environment and conservation of natural resources, including Promoting the efficient use of energy, the company aware of the use of natural energy efficiency, therefore, solar panels have been installed to bring Solar energy is converted into electricity used for Production, which is the efficient use of renewable energy and helps reduce electricity consumption, which is a major cost of production.
2. The company has a policy to conduct business with consideration for the quality of life of society and the community. The company will comply with regulations. And strictly adhere to various laws to prevent any impact on the surrounding community.
3. The company manages the water generated from production to meet the specified standards before releasing it into public water sources. The company conducts water meter inspections every month.



## Section 4 Disclosure and Transparency

The company places importance on disclosing accurate, complete, timely, and transparent information to ensure that shareholders and stakeholders receive equal and reliable information. The company will regularly update information on its website.

The company has a policy to disclose important information to the public, such as vision and mission, business operations, list of directors and executives, financial statements, financial position reports, risk factors and risk management policies, including various risk management methods, direct and indirect shareholdings of directors, major shareholders, and senior executives, audit fees and other services of auditors, and compensation for directors and executives, among others.

Currently, shareholders, investors, securities analysts, and the general public can inquire about the company's information through the Investor Relations department by calling 034 332 611-2 or via email at [ir@prodigy.co.th](mailto:ir@prodigy.co.th).

In 2024, the company, through its executives, gave interviews to analysts (public) and also conducted interviews through the media to inform investors and stakeholders about the progress of the company's operations. Additionally, a newsletter was prepared and published on the company's website. For those interested, more details can be found at [www.prodigy.co.th](http://www.prodigy.co.th), and a snapshot was prepared and published through Setlink and the company's website.

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## Section 5 Responsibilities of the Board of Directors

As of December 31, 2024, The management structure of the company consists of the Board of Directors, and 5 sub-committees, namely the Audit Committee, Corporate Governance, Nomination and Remuneration Committee, Strategy Risk and Sustainability Committee, Executive Committee and Risk Management Committee. To supervise the business for the best long-term benefits of the company and shareholders as a whole.

### The Board's structure

The board of directors consists of members with diverse knowledge, skills, and experience in various aspects, including gender and age. They are responsible for considering important matters related to the company's management. All directors have the freedom to express their opinions in meetings and to vote on various agendas to ensure the company's operations are conducted correctly, efficiently, and transparently.

As of December 31, 2024, the company's board of directors consists of 10 members, including 4 independent directors. The board comprises at least one-third independent directors and no fewer than 3 members. Furthermore, all directors of the company do not possess any disqualifying characteristics as per the announcement of the Securities and Exchange Commission Notification No. KorChor. 8/2553 regarding the determination of the characteristics of untrustworthiness of directors and executives of the company and other relevant laws.

### Roles, duties, and responsibilities of the Board

The Board of Directors is responsible for considering and approving important matters related to operations, such as vision, mission, strategy, financial goals, risks, plans, and budgets. They also oversee, control, and ensure that management operates according to the established policies and plans effectively and efficiently, which will lead to the sustainability of the organization. The Board of Directors will exercise discretion and prudence in decision-making and perform their duties with responsibility and integrity for the long-term benefit of the company.

### Compensation for directors and executives

The company has clearly defined the remuneration for the board of directors, which must be approved by the Annual General Meeting of shareholders each year. In cases where the company's directors are assigned additional duties and responsibilities, such as serving as audit committee members, they will receive remuneration that is commensurate with the increased duties and responsibilities assigned to them. This must be considered based on the company's performance, including the determination of executive remuneration, which is linked to the company's performance and the individual performance of each executive on an annual basis. (Details of the remuneration for directors and executives on pages 151 - 153)





### Board meeting

In 2024, the company board of directors held a total of 7 meetings, with one meeting conducted without the management present. For each meeting, the chairman of the board considers the appropriateness of the agenda and sends out meeting invitations and supporting documents for the board to review in advance within the specified period before the meeting date. The meetings in the past year were conducted in both online and onsite formats, including hybrid meetings, to facilitate all directors' participation.

The committee places importance on monitoring and certifying quarterly performance and reports from the audit committee, as well as risk reports from the risk management committee, including tracking progress on various significant matters.

The committee has reviewed and proposed additional policies that are appropriate for the organization's context and align with the current situation, as presented by the Governance, Nomination, and Compensation Committee. These proposals are for the executives to consider, disseminate through various company channels, and monitor the implementation of these policies to maximize benefits for the company.

Additionally, in the past year, the committee has continuously monitored the progress of the recruitment and succession plans for key positions in the organization, which is part of building sustainability for the organization.

Every board meeting will have the board secretary prepare the agenda items for the meeting, to be presented to the chairman for consideration before they are finalized as the meeting agenda. This also includes recording the meeting, noting the suggestions, comments from the directors, and the resolutions of the board for each agenda item.

Overall, the company has recorded meeting minutes and systematically stored the board meeting minutes that have been approved by the board of directors, making them available for review by the company's board and relevant parties.



### Managing the use of internal data and conflicts of interest

The company has a policy to prevent cases where directors and executives use internal information for their own or shareholders' improper benefits as follows:

1. The company has established measures to prevent the misuse of company information by prohibiting departments that have access to the information from disclosing it to unrelated departments or individuals, including external parties.
2. Executives of the company who are privy to material information and financial data of the company that affects the price of securities must not take advantage of such information before it is disclosed to the public. This is enforced by prohibiting executives from trading the company's securities for 1 month before the financial statements or material information are made public.
3. When the company's securities are listed on the Stock Exchange of Thailand, the company has stipulated that directors and executives are responsible for reporting their securities holdings and the Stock Exchange's regulations regarding the preparation and disclosure of directors' and executives' securities holdings report under Section 59. This is to comply with the announcement of the Securities and Exchange Commission regarding the preparation and disclosure of directors' and executives' securities holdings reports. The number of securities that executives must report includes the securities holdings of the executives, their spouses, and their minor children, whether held directly or indirectly. Ultimately, if it is found that the executives, their spouses, and their minor children are the actual owners of the securities, such as holdings by others in a nominee capacity or holdings through personal funds, etc.
4. The first four directors or executives of the company who wish to buy or sell securities must notify the board of directors or the designated person at least one business day in advance. They are also required to report any changes in their securities holdings to the Securities and Exchange Commission (SEC) within three business days from the date of the change, through the SEC website, and to report to the board of directors at the next meeting.
5. The company has established disciplinary penalties for those who seek personal gain by using or disclosing internal company information, which may cause damage to the company. Penalties will be determined according to the severity of the case, including verbal warnings, written warnings, reprimands, and termination of employment due to dismissal, discharge, or resignation. The penalties will be considered based on the intent of the action and the severity of the offense. Interested parties can find details about the internal data usage policy for seeking benefits at [www.prodigy.co.th](http://www.prodigy.co.th).

### Guidelines for Preventing Conflicts of Interest

To prevent conflicts of interest, the company has established guidelines for conflict of interest prevention. Directors, executives, and employees of the company must report their own interests and those of related parties to avoid opportunities for personal gain from being insiders within the organization. The following are the practices for directors, executives, and employees of the company:



1. If it is necessary to conduct a transaction related to the benefit of the company, it is reasonable to treat that transaction as if it were with an external party. Directors or executives of the company who have an interest in that transaction should avoid participating in the approval process.
2. Do not use documents or information obtained from being a director, executive, or employee of the company in business that competes with or is related to the company.

To ensure that operations comply with business ethics standards, it is part of the system setup. Control should be conducted transparently and be auditable, with reports submitted through the audit committee to ensure compliance. Principles of good corporate governance.

**In 2024**, there were no stock trades of the company by insiders, such as directors and senior executives, and no violations related to insider trading.

For related transactions or transactions that may cause conflicts of interest between subsidiaries and other related parties, the company operates based on principles of prudence, reasonableness, and fairness, which are standard business practices. This includes considering the company's best interests and sufficient disclosure of information to comply with the regulations of the Stock Exchange and the Securities and Exchange Commission. Transactions that occurred in 2024 have been audited by external auditors and internal auditors, and the audit results have been reported to the Audit Committee. Additionally, the Board of Directors has reviewed and approved the quarterly operational results, which have been disclosed to stakeholders through the Stock Exchange's operational reports and the company's communication channels.





## Review and revision of policies

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

Prodigy Public Company Limited, the “Company”, recognizes the importance of transparent business operations, Fairly and with honesty. Because corruption is a problem and obstacle to national development, the company has announced its intention to join the Thai private sector's collective action in combating corruption. and has been approved to participate in the project from December 16, 2015 onwards.

The Board of Directors Has established an anti-corruption policy. To serve as a guideline for practice and development towards a sustainable organization. The company's business operations and in accordance with the principles of good corporate governance. Every year the Board of Directors Considered and reviewed the anti-corruption policy. To be consistent with the current situation with determination to conduct business in a transparent, fair, responsible, and careful manner under relevant laws, rules, regulations, and standards.

Anti-corruption policy (Anti-Corruption Policy) of Prodigy Public Company Limited has details as follows.

#### 1. Objectives of the policy

- 1.1 Shows the direction and framework of the company's operations. About resisting and preventing Corruption. According to principles and good practices it is accepted that it is appropriate for adaptation to the economic environment and society of the country.
- 1.2 Enhance knowledge, understanding, and cooperation of directors, executives, employees, and related persons. Anti-corruption policy to be a guideline and promote the company manage organization efficiently, code of business ethics, code of conduct.
- 1.3 The Company hasn't defined participation in any form of corruption and cooperates with other organizations in combating corruption.

#### 2. Policy scope

- 2.1 Establish a policy against corruption and all forms of corruption. both inside and outside the organization by complying with relevant laws and regulations, such as disclosing and reporting important company events. Including financial reports that are accurate, transparent, and timely.
- 2.2 Clear operations based on a good internal control system. Including inspection by the company's internal auditors. According to the internal audit plan set each year. and the financial statements are audited by independent external auditors who comply with the rules of the Securities and Exchange Commission. To prevent and eliminate corruption problems within the organization.
- 2.3 Review operational guidelines and requirements to be consistent with business changes, rules, regulations and legal requirements.

#### 3. Define "corruption and bribes"

“Corruption” means the dishonest use of power or authority for the benefit of oneself or others. This includes bribery, extortion, fraud, deception, conspiracy, cartel, embezzlement, money laundering, and other acts. that have similar characteristics.



“Bribe” means any form of action that is offering, promising, giving, accepting, or demanding that creates **benefits in various forms**. In a manner that **induces any action** that is contrary to the law or contrary to duties and responsibilities.

**Benefits in various forms Giving** includes gifts, services, cash, or any other form of giving that may be given directly. or through another person or for other people as well

**Inducing any action** This shall include actions against government officials or private sector officials as well.

### 3.1 Patterns of corruption and bribes and other related policies

#### 3.1.1 Political Contribution

Refers to providing financial support or encouraging employees to participate in political activities on behalf of the company. To support political parties, politicians or people involved in politics. whether directly or indirectly To obtain special privileges or illegitimate benefits or business advantages. (However, this does not include employees participating in political activities according to the principles of individual rights and freedoms). Political contributions that comply with the law are allowed. This must be done transparently. and is disclosed appropriately and has been approved in principle by the Company's Board of Directors or Executive Committee.

#### 3.1.2 Charitable Contributions

means donating money or things or any other benefits to any person or juristic person established such as an association, foundation, public organization, temple, hospital, educational institution or organization that benefits society. The objective is to provide public benefits to society without expecting anything in return. or do not expect benefits from the organization that goes into provide support Charitable donations are part of the company's corporate culture. To help the underprivileged in society To relieve the suffering for those affected by natural disasters. or to promote the quality of life universally both now and in the future. However, such charitable donations must approved. According to the process that the company set and act transparently along with a clear objective of the donation, there must be no donation made in order to evade corruption and bribes.

#### 3.1.3 Providing Support (Sponsorship)

Refers to money paid to or received from customers, business partners, associations, foundations, charities. or non-profit organizations The objective is to promote the brand or reputation of the company. which is beneficial to building trade credibility Helps strengthen business relationships and suit the occasion.

Providing support in general It is done to promote the image or reputation of the organization. This is usually done through various activities. Funding must be based on transparent making decision criteria. There is a valid contract or proof of payment. This must be approved according



to the process set by the company and must not provide any financial support that is done in the face of evading corruption and bribes.

#### 3.1.4 Gift fees, welcome service fees and other expenses related

Refers to various expenses that is paid for the value of any item at financial value This includes things that are substituted for cash and things that can be exchanged for goods or services.

Gift fee, welcome service fee and other related expenses It may lead to the risk of corruption.

Therefore, all directors and employees Must not accept or provide gifts or hospitality.

It is generally realized that there is hope for results that will lead to corruption. However, if receiving or giving gifts or hospitality There is no obligation or burden to create the feeling that there must be compensation for corruption and consistent with customs and traditions that are normally practiced It is something that can be done if it is in accordance with the criteria and code of ethics set by the company. If you are in a situation where You may not refuse to receive such gifts or benefits at that time. The recipient must notify the supervisor immediately.

#### 3.1.5 Facilitation fee (Facilitation Payment)

Refers to a small sum of money paid informally to a government official. In order for government officials to carry out the process or expedite the process. The process does not require the discretion of government officials. and it is an action that is in accordance with the duties of that government official.

#### 3.1.6 Hiring Government Employees (Revolving Door)

Refers to a person who is or used to be a government official/politician/advisor of a government agency. and went to work for the company and may rely on relationships or inside information to benefit the company or cause conflicts of interest in the performance of duties by the government agencies or business regulatory organizations with the Company. that is under supervision The result of that action is to gain an unfair business advantage. or setting policies conducive to the benefit of the company that former government officials worked.

#### 3.1.7 Conflict of Interests

Refers to a conflict between personal and public interests, situations or actions of directors, executives, employees and employees of the company who have personal interests that affect decision-making or the performance of duties in the position for which that person is responsible. and affect the public interest This action may occur consciously or unconsciously. Either intentionally or unintentionally Which has many different forms until it has become a common practice without seeing anything wrong with it. to the point of causing that person to lack fair decision-making Because they are based on their own personal gain.



### 3.1.8 Change

Refers to money that the private sector must pay back to individuals involved in the corruption process. In return for receiving approval of the budget for the project. The rate to be repaid has been agreed upon in advance. This causes the private sector to propose a project value in a higher budget than it should be. So that the project can still be carried out after paying the money to the relevant people. and often results in the quality of that project being lower than the budget received.

## 4. Anti-corruption measures and guidelines regarding anti-corruption and bribery

The Company is committed to implementing effective measures to combat corruption and bribery. This measure must be approved by the Board of Directors and communicated to all directors and employees. As well as outsiders are regularly informed to cultivate a culture. That does not accept corruption and bribes.

Directors, executives, and employees do not accept corruption in all forms, both direct and indirect. This policy covers all businesses and related departments that have the practice reviewed and follow the anti-corruption policy regularly. It also includes reviewing the practice guidelines and operating requirements to comply with business changes, rules, regulations, and legal requirements.

## 5. Scope of application

This policy applies to directors, executives, and employees of the company with the following definitions:

5.1 Company directors include directors of the company. appointed by the general meeting of shareholders or Board of Directors meeting.

5.2 All sub-committees appointed by the Board of Directors.

5.3 Company employees Including employees of all positions and levels, including managers and executives. High-level consultants, both full-time and temporary employees.

## 6. Duties and responsibilities

6.1 The Board of Directors Has duties and responsibilities to set policies and supervise the company to have a system that supports effective anti-corruption efforts To make the management aware and give importance to anti-corruption and instilling it into organizational culture.

6.2 Audit Committee as assigned by the Board of Directors Has duties and responsibilities to review the internal control system of various work systems in the company to ensure that they are operated efficiently and without corruption. Including reporting the results of corruption investigations to the Board of Directors.

6.3 Executive Committee and Executives Has duties and responsibilities for setting up systems and promoting and supporting anti-corruption policies. Including communicating with employees and all relevant parties. Review the appropriateness of the system and various measures. To comply with changes in business, rules, regulations, and legal requirements.

6.4 Internal auditor Has duties and responsibilities to inspect and review operations to ensure that they are in accordance with Correct, consistent with policy, guidelines, and authority Regulations, laws



and regulations. Regulatory agencies To ensure that there is a control system that is appropriate and adequate for Corruption risks that may occur and report to the Audit Committee.

6.5 All employees must perform their duties in accordance with this policy. In case of doubt or witnessing a violation of this policy, it must be reported to the supervisor. or through specified reporting channels.

#### 7. Other policies and practices that support anti-corruption measures

The company has internal control measures. To prevent corruption in high-risk matters by Directors Executives and employees of the company All levels must follow the guidelines for implementing the anti-corruption policy as follows:

##### 7.1 Gifts, Hospitality, and Other Expenses related

The company has a policy prohibiting company employees from receiving or giving gifts, entertainment or hospitality services and other expenses Including benefits in any form for the company's customers and business partners. the government agency or Officials or people related to business with the company To gain business or influence government officials acting incorrectly in the performance of duties For the benefit of the company or has an impact on the operations of Company.

Guidelines for operations are as follows:

a) Giving or receiving gifts, entertainment or hospitality services, and other expenses related.

This can only be done if it is the receipt of property or any other benefit. According to business ethics or given according to etiquette practiced in society and must be performed on appropriate occasions.

b) Company employees Must follow the approval, control, and reporting procedures in accordance with the company's regulations.

c) The company records expenses and has receipts or certified evidence.

##### 7.2 Charitable Contribution, Donations, and Grants In Aid

The Company has a policy for donating to charity. The Company can donate money or any property for charity. Helping individuals, communities, foundations, charitable associations, or any other legal entities to help Society and support various projects for society.

Guidelines for operations are as follows:

a) The donation must be able to be verified and proven to have activities according to the project.

For such charity And there is action To support the success of the project objectives. and truly bring benefits to society or meet the objectives of operating with social responsibility.

(Corporate Social Responsibility: CSR)

b) The donation must be proven to be for charity and not involve any reciprocal benefit to any person or organization.



### 7.3 Support funds (Sponsorship)

The company has a policy of providing financial support to individuals or juristic persons. with the objective for business operations. Promote the reputation and good image of the company.

Guidelines for operations are as follows:

- a) The financial support must be proven that the person applying for the financial support has actually carried out activities according to the said project. and is carried out to support the success of the project's objectives. and truly bring benefits to society or to meet the objectives of operating with social responsibility (Corporate Social Responsibility: CSR)
- b) The financial support must be proven as providing financial support or any other benefit that can be calculated in monetary terms, such as providing accommodation and food, etc.
- c) Providing support All supporting documents must be attached to the company's approval authority for approval.

### 7.4 Facilitation fees (Facilitation Payment)

The company has a policy of prohibiting payment of facilitation fees to government officials in any case. Due to payment Facilitation fees paid to government owners are at high risk of becoming bribes. Or it's an expense that is unlawful.

Guidelines for operations are as follows:

- a) Company employees are prohibited from giving, requesting, or accepting that they will provide facilitation fees. or bribes in the form of property or any other benefits to government officials To induce action, not action, or delay action. which affects the operations of the company.
- b) All dealings with the government sector must be transparent. Be honest and must strictly comply with relevant laws.
- c) The company should clearly communicate such prohibitions to company employees. and those who have business ties with the company Acknowledged thoroughly.

### 7.5 Political Contributions

The Company has a policy of not providing financial or material support to political parties, politicians, or candidates. Make any political choice, whether direct or indirect, in order to gain special rights. or benefits which is unlawful or to facilitate business benefits for the company.

### 7.6 Conflict of Interests

The company has a conflict of interest policy. To focus on correct actions by directors and Executives. And employees at all levels must consider the best interests of the organization as important. Under the framework of accuracy according to Laws and Business Ethics Avoid conflicts of interest both externally and within the organization. That may affect decision making and performance of duties.



Guidelines for operations are as follows:

- Company Director and executives must notify the company Know the relationship or related transactions in businesses that may cause conflicts of interest or seek personal benefits, such as Participating in shares in the company's competitors.
  - Joint investment or holding a position with a partner who does business with the company.
  - Doing business or providing services to the company directly or through others.
- a) Avoid making transactions related to Related persons As specified by the Capital Market Supervisory Board that may cause conflicts of interest with the Company and/or its subsidiaries (that may occur in the future) in the event that it is necessary to make that transaction The related transactions must be presented to the Audit Committee. To consider giving opinions before submitting to the Board of Directors for approval. According to the principles of good corporate governance and regulations at the Stock Exchange and the Securities and Exchange Commission determines.
- b) Directors, executives and employees must comply with the Company's regulations. and business ethics of the company This is an important matter that must be strictly adhered to. for the company It is trusted and trusted by all stakeholders. and arrange for the dissemination of information to relevant parties. and adhere to it universally.
- c) Directors, executives and employees must not seek benefits for themselves or others by relying on the Company's confidential information. Including important information of the company. For personal benefit.
- d) The Company requires that directors and executives who have significant interests in a manner that may prevent such directors or executives from expressing their opinions freely. and does not take part in considering items in which he has a conflict of interest. Including having no authority to approve the entry into transactions on that agenda.

#### 7.7 Hiring government employees (Revolving Door)

The company has no restrictions on hiring government employees. To hold the position of director, executive, employee or Company's advisor There must be a selection process. Employment approval Determination of remuneration and control process To ensure that such employment It will not be in return for receiving any benefits. To benefit the company Destroys the image of trustworthiness and honesty of practice Duties which are at corruption risk

Guidelines for operations are as follows:

- a) Hiring government employees There must be a selection process. Employment approval The determination of remuneration must be transparent. and control processes to ensure that hiring does not benefit the company. or any reciprocal benefits.
- b) There is a process for checking the history (Due Diligence) of the people at the company will recruit and appoint to the positions of directors, consultants and executives of the company. To examine what may be a conflict of interest before appointment.



- c) There is a prohibition on performing duties that are an abuse of power. or who have conflicting interests, such as disclosing secrets of government agencies to which they were formerly affiliated, or lobbying to gain illegitimate benefits. Being assigned to contact the same agency that you used to belong to, etc.
- d) Appointed By disclosing the names and history of people who were former government officials. who have been appointed as advisors, directors, and executives of the company.

#### 7.8 Procurement

Procurement operations of the company Must be transparent, honest, comply with policy and Company purchasing regulations as specified.

#### 8. Anti-corruption risk assessment (Corruption Risk Assessment)

The company conducts a corruption risk assessment. That may occur in many different forms. Focusing On Performance of employees at all levels with opportunities for interaction or contact to work with government agencies, state enterprises, or outsider.

Guidelines for operations are as follows:

- a) The company has assessed the risk of corruption that may occur. with both specifying measurement criteria. Risks regarding impact (Impact) and likelihood of occurrence (Likelihood Occurrence) are specified risk from related operations and currently existing internal controls.
- b) Provide measures to reduce and control risks. To ensure that the risk is at a level acceptable to the organization.
- c) Company executives must understand the risks that may arise from corruption.
- d) The management must regularly assess potential corruption risks at least once a year. And review risk management measures to ensure they are appropriate to prevent risks to an acceptable level. Presented to the Risk Management Committee.

#### 9. Internal Control System

The company will maintain an effective internal control system to combat corruption. By acting accordingly with internal control To help build confidence in being able to comply with international standards and covers all sides. Finance and the operation of accounting processes and record keeping including other related processes with anti-corruption measures.

Guidelines for operations are as follows:

- a) The company prepares financial reports. and the operation of the accounting process correctly and transparently can be checked.
- b) The company has a document storage system. Evidence of financial transactions and various information to be ready for inspection. To confirm the correctness of the process according to anti-corruption measures.





#### 10. Accounting audit and data storage

The company has an account audit process. and data storage To support the policy against corruption to be effective and prevent all forms of corruption. By striving to maintain standards regarding Work system, data communication system which is an important basis for creating an efficient control system by Carry out various matters To ensure that Work system data and database systems are protected and maintained. Ready to use or ready for inspection at any time in the company's business.

Guidelines for operations are as follows:

- a) The company has a process for checking accounting transactions. and appropriate approval is given before recording transactions into the accounting system, which will be checked according to various company policies, regulations, related laws, contracts or agreements to ensure compliance with accounting standards and appropriate accounting policies.
- b) operating expenses and investment expenses Evidence must be provided correctly and completely and must be approved according to the credit limit level by the designated approval authority.
- c) Financial reports must be accurate, truthful and reliable. and must disclose important information correctly and completely Including information on related transactions and liabilities that may arise.
- d) The Company has adequate and safe control over the storage of accounting documents for immediate auditing. Access to accounting information is controlled. And backup files are stored safely.

#### 11. Human Resources Management

The company has a human resource management policy to support the anti-corruption policy. Create efficiency and prevent all forms of corruption.

Guidelines for operations are as follows:

- a) The Company applies this policy to personnel management. From the employee selection process The selected employees must not commit any disciplinary offenses. or have not been punished for an offense related to corruption. In addition, promotion Performance evaluation and giving rewards The company must consider performance results to be consistent with the policy. and has no history of committing corruption or behavior that impedes compliance with this policy.
- b) The company does not demote, punish, or have negative consequences for employees who refuse to commit corruption. Even though that action will cause the company Lost business opportunity.
- c) The company provides training on anti-corruption measures and knowledge to employees at all levels. To gain understanding and be able to truly put it into practice.
- d) The company has thoroughly communicated the policy to employees. Including explaining the penalties for violating this policy to employees at all levels of the company.



## 12. Creating awareness

The company will arrange for the dissemination of knowledge. with business related persons and stakeholders, including individuals Others who must perform duties related to the company or may have an impact on the Company in matters that must be complied with Anti-corruption policy by publishing the company's policies and guidelines.

## 13. Training and Communication

The company places importance on communication. and organizing training which is necessary to prevent corruption in order to create Knowledge, understanding and awareness of the importance of following the anti-corruption policy through. The company has communication channels such as orientation courses for new employees. Providing training for employees, closing. Announcement to know and understand the policy against all forms of corruption. and risks from participating in Corruption and how to report it or report clues in case of seeing or suspected of corruption.

The company will communicate the anti-corruption policy to Company directors, executives, employees, shareholders, customers. Partners, all groups of stakeholders Business related people and business representatives are informed through the communication channels appropriate, such as circulars, public relations brochures. So that all employees are informed and sign compliance. Company policy and can see details about the policy. Additional information through various channels of the company such as Intranet system, website, various social media channels of the company and annual report form 56-1 One Report.

In addition, for business partners, customers or business associates, the company has prepared a letter to notify them. Cooperate in complying with the anti-corruption policy that the company has set, as well as request that business partners, customers or business associate Sign to acknowledge and abide. Ready to send back the signed letter of acknowledgment to Company.

## Supervision, monitoring and review

Risk Management Committee Must assess risks and review this policy annually and Propose to the Audit Committee and Board of Directors Consider and approve changes, including supervision and Follow up on the implementation of this policy. and give various advice continuously Internal auditors must regularly review internal control systems and processes. to be confident that the internal control system is effective in combating corruption. The results of the inspection will be discussed with relevant persons to find appropriate solutions and will be reported. Let the management and the audit committee be informed further.



15. Consideration of punishment in case of violation of anti-corruption policy

If the directors, executives, or employees of the company Violating the anti-corruption policy must be punished Discipline: The Company will appoint an investigation committee as appropriate to the case.

Employees should understand the contents of this policy. If followed correctly, the company will consider Punish employees who violate the policy and cause damage to the company.

16. Policies and guidelines

General chapter

16.1 Company directors, executives, and employees at all levels Must comply with the anti-corruption policy and the company's business ethics and not making claims or being involved in any form of corruption form, whether direct or indirect by covering all departments and all external agencies Government agencies, state enterprises, and various private agencies in which the Company is involved.

16.2 Employees should not be negligent or negligent when they see actions that are considered corruption related to the Company. Notify the supervisor or responsible persons and cooperate in investigating various facts. If you have any doubts or inquiries, please consult with your supervisor. Or a person designated to be responsible for Following up on compliance with the company's business ethics through the designated channels.

16.3 Those who commit corruption It is a violation of the company's business ethics. Which must be considered and punished. Disciplinary action as specified by the company, which may include termination of employment. Compensation for damages and civil penalties or criminal.

16.4 The company will be fair and protect personnel who refuse. Or report corruption-related matters. The company uses measures to protect complainants or those who cooperate in the investigation.

16.5 The Company is committed to creating and maintaining an organizational culture that adheres to corruption as being unacceptable. Transact with the public and private sectors

16.6 Senior management must be a good role model and direct employees to comply with the specified Measures

17. Measures and channels for reporting clues or complaints

The company provides measures for reporting clues or complaints regarding Illegal acts, ethics Business or behavior that may indicate corruption By organizing various communication channels to Provide opportunities for employees and stakeholders to report clues or complaints to the company.

Through the channel for receiving matters that the company specifies as follows:





By mail

Send it to the Chairman of the Board of Directors or the Chairman of the Audit Committee.

Prodigi Public Company Limited

7/3 Village No. 3, Bang Krabao Subdistrict Nakhon Chai Si District Nakhon Pathom Province 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)



Box for receiving suggestions/comments/complaints within the company

The Company will protect the rights of complainants and informants. It will maintain the information of the complainant and the provider. Keep information confidential and protect it. In order to prevent the complainant and information provider from being affected in any way. When the facts have been examined and a decision has been made, the Company will inform the results of the investigation to the informant and the complainant.

This will be effective from February 14, 2024.

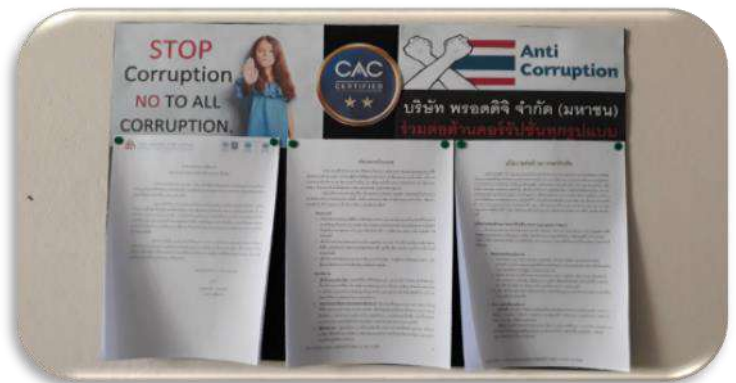
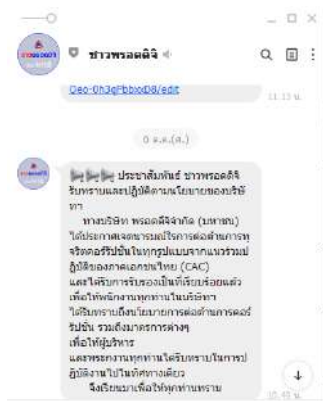
Assoc.Prof.Prayoon Boonprasurd  
Chairman



### Reviewing anti-corruption policies

The company's board of directors has reviewed the anti-corruption policy to ensure it comprehensively covers various forms of corruption and provides clearer implementation guidelines. The policy was approved on February 14, 2024, and is to be fully adhered to by the board of directors, management, and employees. The management has been tasked with communicating and disseminating the policy through the company's communication channels and requesting cooperation from both internal and external stakeholders to acknowledge and comply with the company's policy thoroughly.

The company has communicated and disseminated policies within the organization through various communication channels, such as bulletin boards and line Officials, and by having employees sign to acknowledge their understanding and compliance with the company's policies. Additionally, orientation and training sessions have been conducted to ensure that employees understand and adhere to the company's policies in a unified manner.



Regarding partners and customers, a letter has been sent to inform them of the company's policy and request their strict compliance with the company's policy.



The company promotes and disseminates practices, anti-corruption policies, and whistleblower policies in the form of a QR Code for interested parties to download and study the policy further. When misconduct is found, do not remain indifferent. Help monitor and oversee to reduce. Opportunities for misconduct, with measures to protect and maintain the confidentiality of the complainant, have a system for inspection, monitoring, control, and imposing penalties. The perpetrator and the various clear processes have an assessment of the risks related to corruption within the company, believing that the factors that Corruption can be controlled by organizing work systems and clearly defining job responsibilities, making it possible to Check & Balance can be done.

From the internal audit conducted over the past year, no issues that could lead to corruption have been found, including "no" complaints regarding corruption both within and outside the company.

PDG NEWS 11/11/2024

### CAC CERTIFICATION CEREMONY 2/2024

บริษัท พรอดดิจี้ จำกัด (มหาชน)  
Prodigy Public Company Limited "PDG"

เป็นหนึ่งในบริษัทที่ได้มีโอกาสเข้าร่วมงานรับใบประกาศนียบัตรในงาน CAC Certification Ceremony ครั้งที่ 2/2024 รูปแบบงาน "Navigating ESG : The Power of Integrity" เป็นงานที่จัดขึ้นเพื่อประกาศเกียรติคุณให้กับบริษัทที่ผ่านการรับรองในไตรมาสที่ 1 และ ไตรมาสที่ 2 ประจำปี 2567 ที่จัดขึ้น ณ โรงแรมสยาม เคมปินัสที่ กรุงเทพฯ เมื่อวันที่ 11 พฤศจิกายน 2567



โดยมีคุณธัชชัย ต้นสุกข์ดี กรรมการผู้จัดการ และคุณทีกุล ทักชัยวรจากร ประธานกรรมการบริษัท กิบาล สรรพมา และกำหนดคำตอบแทน เป็นผู้แทนของบริษัทในการเข้ารับประกาศนียบัตรในครั้งนี้

In 2024, the company applied for the renewal of its membership certification with the CAC for the second time, and the company was certified. The second membership renewal of the Thai Private Sector Collective Against Corruption in the second quarter of 2024. Committed to conducting business with transparency and opposing corruption in all forms.

From the aforementioned guidelines, the company continues to adhere to them. Continuing with the lack of support for the company's employees or executives. Receiving or giving gifts, property, hosting, providing assistance Convenience, or any other benefits from individuals, companies, or stores. As well as business partners. Or are about to start a joint business together. It might lead to corruption.



## Human rights policy

Prodigy Public Company Limited operates its business based on corporate governance with fairness and adherence to business ethics. Be responsible for society and all groups of stakeholders. Taking into account good practices towards all parties with sincerity respect and kindness indiscriminately have equal equality and honor each other.

The Company believes that respect for the human rights of all stakeholders in the business value chain is the foundation for promoting the sustainability of business and society. The company therefore values and respects the law and fundamental human rights principles. Without discrimination, including sex, race, religion, political rights beliefs, or any other matters based on the Universal Declaration of Human Rights ( UDHR)

The company is committed to promoting stakeholders both inside and outside the organization to be aware by communicating knowledge. and to be accepted take it into practice To be effective in operating the business in a sustainable manner.

### Operational aspects and operating environment

1. Directors, executives, and employees will perform their duties with regard to "Human equality" which is the heart of important principles of human rights that is an international standard within the framework of the law without discrimination.
- 2 . The company will treat employees in terms of employment. compensation for work provision of welfare, development, and Training, consideration of job promotion Determination of discipline and punishment, termination of employment or retirement Based on the rules, regulations , and policies of the company. Used as the same standard throughout the organization.
- 3 . The company will consider wages and welfare, including professional advancement of the company's personnel. Fairly indiscriminately and not giving wrongful benefits by prescribing criteria for evaluation work, which will not take into account natural sex, gender expression, age, race, language, religion Culture, disability, and economic conditions were assessed at all levels.
3. The company will avoid using child labor by establishing suitable working hours according to the law and business ethics.
5. The company provides opportunities for its personnel's freedom of thought or participation in any activities carried out activities without violating business ethics and do not affect the image of the company because the company There is no policy to support or be involved in politics at any level.
6. The company will provide stability in work. as well as encouraging the Company's personnel to develop knowledge and ability according to the potential of each person by providing both internal and external Training organization.
7. The company pays attention to safety standards. Occupational health and working environment by Preventive care to reduce and avoid accidents Injuries and illnesses arising in the workplace



Perform duties in accordance with the standards set by relevant laws.

8. The company will provide protection and care for vulnerable employees, such as providing suitable employment for pregnant women. People with disabilities and elderly people By organize events that are appropriate to their physical and ability by avoiding Work that may be dangerous.
- 9 . The company will support and facilitate care and coordination with social security agencies for the personnel of the company Have a good working condition.

### **Environmental**

The company will operate while maintaining the environment and good health and be suitable for the work of personnel of the Company including business associates and vulnerable groups taking into account for the prevention of pollution elimination of toxins wastewater Waste and air pollution greenhouse gas emissions including reducing the consumption of resources such as water and energy consumption.

### **Ethics**

1. The company will communicate Disseminated through various communication channels of the company so that stakeholders are aware and Cooperate in the implementation of the company's policies.
- 2 . The company will provide fairness and have measures to protect complainants or those who cooperate in reporting .violation of human rights It will protect privacy. and reassurance to complainants.

### **Action measures of personnel within the company**

1. Company personnel must acknowledge their rights, duties, and scope of human rights and Persons involved in business by adhering to and strictly complying with this policy. without any exceptions.
2. Company personnel must not ignore When it is found that other personnel of the Company or business-related persons Operate the business without neglecting or violating human rights policy.
3. Company personnel who commit human rights violations, including those involved or involved, must be Disciplinary action according to the Company's rules and may be punished according to the law. However, the accused will not Held guilty until proven guilty.

The company has organized training to provide knowledge related to respect for human rights, such as the Labor Protection Act 2008. (Revised edition) Section 11/1 Changing the Policy Plan Labor laws for employees.





### Whistleblowing or Complaints

1. Matters receiving clues or complaints

1.1 Human Rights Violations as set out in this Policy that are directly related to the organization; or indirect.

1.2 Actions that ignore or violate human rights according to the Company's policy or affect the control system within the business operation of the company Until it may be suspected that it is a means of human rights violations.

1.3 Illegal actions, immorality, business ethics

2 . Whistleblowing channels

All personnel of the Company must report to the commander (in hierarchical order)/

The department assigned to take care of receiving clues or complaints when human rights violations

are seen, including external complaints relating to the Company's business operations, with channels for whistleblowing/complaints are as follows

1.1 supervisors by line

1.2 comment box

1.3 Via Email: [thitikan@prodigy.co.th](mailto:thitikan@prodigy.co.th)

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

### Conducting investigations and punishments

1. When a clue has been notified Internal Audit Working Group Will be a screener, investigating the facts during the investigation will periodically inform the results of the progress of the whistleblower or the complainant knows The working group will discuss the results of the investigation with relevant parties to find a solution to appropriate and will report to the management and the audit committee for further acknowledgment.

2. If the fact-finding investigation reveals that information or evidence exists, there is reasonable ground to believe that the accused person has actually violated the policy. The company will give the right to the accused aware of the allegations, and give rights to the accused to prove yourself by seeking information or additional evidence showing that you are not involved in the wrongdoing as alleged

3. If it is proved that the complainant has committed an offense, the company will consider it an offense. Company policy must be subject to disciplinary action according to the regulations set by the company and if it is an offense according to Law The offender may be punished according to the law.

In this regard, the company will protect the rights of whistleblowers/complaints and information providers. The information of whistleblowers will be kept. Complaints and information providers are kept confidential. Including protecting so that whistleblowers/complaints will not be affected in any way; and when



checking the facts and the decision has already been made. The company will notify the results of the investigation of the notifier clues/complaints.

### **Remedy**

In case it can be proven that the company or personnel of the company has violated the human rights of any complainant by the company is the one who assigns or orders the personnel within the company to take action then the company the remedies will be considered on a case-by-case basis. And preliminary guidelines to prevent repeat violations both intentionally and unintentionally. To provide an efficient and sustainable approach to human rights policy implementation.

### **Dissemination of Human Rights Policy**

The policy will be published. through various channels of the company as follows:

1. The company will post a human rights policy announcement. Stakeholder company personnel who related to acknowledge all over
2. The company will publicize human rights policy. Through the Company's communication channels such as Intranet Announcement, circular , email, and website for internal and external stakeholders to receive know and practice.
- 3 . The company will arrange a regular review of human rights policy. to cover and comply with the current situation

### **Follow up and review**

The risk Management Committee must assess risks and review this policy annually, and the Governance Nomination and Remuneration Committee and the Board of Directors. to approve changes, including directing and monitor the implementation of this policy and give advice continually.

### **Data recording and retention**

The Company operates in relation to information in accordance with the Company's policy. Which is committed to maintaining standards about work system, data communication system which is an important basis for building an effective control system by take action on various matters to ensure that System information and database systems have been protected and maintained in readiness.to be used or available for inspection at any time in the business of the company by supervising to be in accordance with Appropriate to the risk of information, work systems and database systems.

### **Disclosure**

The company discloses information to employees, executives, shareholders, customers, business partners, all groups of stakeholders and related parties through Annual Report 56-1 One Report Company's website or other methods as appropriate to ensure that the Company has transparent operation can check



### Operational guidelines

The company focuses on conducting business under the company's policy on human rights and labor practices. To prevent human rights violations of all stakeholder groups from conducting business throughout the supply chain. Including strictly following labor laws.

The company is committed to comprehensive human rights operations (Human Rights Due Diligence: HRDD) in all business processes, including promoting comprehensive human rights operations among business partners and key suppliers. This is achieved through raising awareness of respect for and adherence to human rights principles (Human Rights Impact Assessment: HRIA) with the organization's high-risk units, as well as reviewing the organization's human rights risks (Human Rights Risk Assessment) throughout the company's value chain, covering personnel, company activities, products, suppliers, business partners, and all stakeholders, by the United Nations Guiding Principles on Business and Human Rights. This ensures awareness of potential human rights risks and continuous alignment of the company's operations with its commitment to human rights. It also aims to make all stakeholders aware of the ongoing commitment to respect human rights.

In 2024, the company disseminated its human rights policy and guidelines to the organization's personnel through circulars, announcements, and the "Pradigi People" Official Line account. The Risk Management Committee assessed human rights risks covering all business operations to enable planning and the development of measures, including risk reduction strategies. This initiative aims to raise awareness among stakeholders throughout the supply chain, ensuring they do not overlook these issues and cooperate in reducing risks while adhering to human rights principles.

In the past year, the company has not received any complaints regarding human rights violations, and there have been no reports of human rights abuses. Within the company, including partners and customers, in any way.



## Treatment of Employees and Labor

### Personnel

#### Number of personnel (GRI 102-8)

Employees of the company (excluding executives) as of December 31, 2024 and December 31, 2023. There are a total of 272 people and 270 People, respectively, can be divided into the following job lines:

main line	Number of Employees (Person)	
	31 Dec. 2024	31 Dec. 2023
Production and Engineering staff	184	194
Administration and Warehouse staff	48	47
Accounting staff	5	4
Marketing staff	6	6
Quality control and product development staff	16	17
Business Development Division	-	2
<b>together</b>	<b>259</b>	<b>270</b>

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

### Employment

The Company has established an employment policy that does not discriminate and provides equal opportunities for all genders, persons with disabilities, or other underprivileged groups as appropriate for each position and there is no child labor or illegal labor. The company will not violate labor rights. By in employment will prepare an employment contract properly and by labor law standards

The company complies with labor laws and promotes and develops the quality of life for people with disabilities has given opportunities to disabled people to become employees with the company at many rates. Which exceeds the standard set by law.

In addition to this, the company also sees the importance of respecting equal rights. It does not discriminate against employees based on race, gender, or religion, and allows all employees to express their opinions and make complaints through the Company's communication channels.

In 2024, the company implemented the Persons with Disabilities Empowerment and Development Act B.E. 2550, Sections 33 and 35, with 5 male employees who are persons with disabilities. Most of the disabled employees have physical disabilities (arms or legs) and are aged between 40-70 years. The company considers assigning them to positions suitable for their physical condition. Additionally, the management pays attention to ensuring a good quality of life and the rights entitled to them by law, assigning the administrative and warehouse managers to thoroughly oversee these rights for the disabled employees.



## Employee compensation

Remuneration for employees of the company (Excluding executives) can be summarized as follows.

type	Employee Remuneration (Baht)	
	For the year ended 31 Dec. 2024	For the year ended 31 Dec. 2023
Employee salary	66,238,571	67,156,178
Employee bonus	9,030,773	5,839,473
<b>Total salary and employee bonuses</b>	<b>75,269,344</b>	<b>72,995,651</b>
Employee benefits	3,873,082	3,644,969
<b>Total employee compensation</b>	<b>79,142,426</b>	<b>76,640,620</b>

## Provident fund

The company encourages employees to know how to save money for the future after retirement. Therefore, the company has set up a provident fund for employees. The company has established a provident fund since August 21, 2013.

Fund Accumulation	2024	2023	2022
Provident fund (Baht)	2,133,226	2,422,248	2,487,310
Number of participating employees (people)	165	179	199
A proportion/total number of employees (%)	54.64	52.15	59.02



### Employee welfare ( GRI 102-41)

Employees of the Company are not formed by Employee unions. But has arranged for the election of representatives of employees to be a welfare committee in the workplace. According to the Labor Protection Act, B.E. 2541 the person who selects the employee representative who applied to those who are selected as employee representatives will have a term of office of 2 years in the company. It has a policy to treat all employees fairly. And legal and encourage the Welfare Committee It is a medium to receive information from employees. To report to the management of the company in considering taking appropriate actions, the company has a good relationship with employees.

The company has a guideline for creating an organizational culture that fosters employee engagement, with the following initiatives to promote employee commitment:

1. Implementation of career development activities (Career Development)

Considering the potential of employees to grow within their career paths, with an understanding of the desire to grow. In the field of work, opportunities are provided for target employees to prove their potential, learn the job, and create. Acceptance from colleagues

2. Training and Upskilling

In the company's training program, there will be a rotation to ensure that all employees in each department/division have the opportunity to participate in training and development. Complete skills

3. Supporting work-life balance

It is about maintaining the quality of life for employees, reducing stress, and increasing work efficiency, which the company believes. Physical and mental health are important, so regular annual health check-ups are mandated, and health insurance is provided. Employees. Additionally, the company disseminates information about various diseases through communication channels to ensure employees are informed and Basic self-defense

4. Organizing activities to strengthen workplace relationships (Team Bonding & Social activities)

The company has designated a Bing Cleaning Day every year to encourage all employees in each department/division to participate in activities together. Cleaning and organizing the place.

5. Family Support Programs

The management places importance on education, so they have arranged for educational assistance for employees' children. Consider granting it continuously each year.

**In the past year 2024**, the company's board of directors considered the compensation, salary, wages, and annual bonuses for the managing director, employees, and workers of the company each year by setting an increase in the budget each year, taking into account appropriateness based on performance. The compensation rates can be compared to listed companies on the Stock Exchange of Thailand that are in the same industry and businesses of similar size. The compensation is sufficient to attract and retain quality personnel who perform well, resulting in achieving the company's business goals and direction.



## Treatment of employees (GRI 401-2)

The company recognizes that human resources are a valuable asset of the organization. Therefore, caring for human resources is an important matter. It is of utmost importance to the company, so we have implemented a strategy to create an organizational culture that fosters employee engagement. This has been carried out continuously every year and reviewed to suit the circumstances at that time. Taking care of employees' physical and mental health is crucial, as good physical health can reduce illness and lower personal medical expenses. The company is ready to provide this to all employees. If any employee has work-related issues, they can submit complaints through various communication channels, including reporting to supervisors or even having suggestion boxes.

### *Compensation and Welfare*

The company gives equality and fairness to employees. Everyone at all levels is equally under the rules and regulations set by the company. The recruitment of employees in each job position will consider their suitability based on their knowledge, ability, and responsibility in each position. There will be an assessment of the performance of each employee twice a year to be used in considering the annual remuneration. The compensation and bonus payment to the employees, the company considers from the company's performance. And employee performance appraisal results that are in line with the remuneration of personnel in similar industries.

### **Appropriate welfare arrangements for employees**

Employees of the company will receive welfare benefits basic company provides for employees equally because of that employees have good physical and mental health. Will inevitably affect work efficiency for various rights that employees will receive through the company. This will be communicated to all employees in the orientation and in the employee handbook. The company provides basic welfare for employees as follows.

- Obtaining a staff uniform when passing the trial with work equipment (especially for employees in the production line and related work areas that need to have specific work equipment for use in their work)
- Providing safety equipment for employees who have to lift heavy objects to avoid injury from work
- Health benefits and life insurance The company provides annual health check-ups for employees. Including life insurance in the form of group accident insurance
- Medical treatment If an employee gets sick on the job, they can reimburse medical expenses. The administrative department and the warehouse will take care of it. And coordinating with social security in filing a claim and advising employees.
- Establishment of a provident fund To encourage employees to save money in the long run. in order to have money saved for retirement



In 2024, the results of the employee engagement and retention operations showed an average employee turnover rate of 2.39% of the total number of employees (as of December 31, 2024, there were a total of 267 employees).

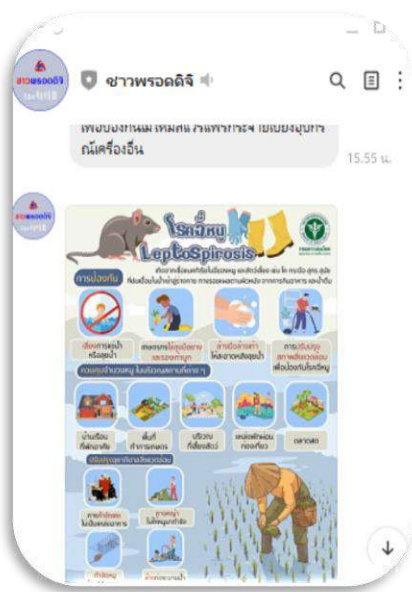
### Quality of life

The Company encourages all employees to have good health both physically, mentally, and socially, including annual health check-ups for all permanent employees. Check the working environment in each area for employees to work in a safe environment, have a good quality of work life, no illness, injury, or illness from work. Able to operate at full efficiency and live happily.

Besides that, The company provides basic welfare for employees as specified. The company also helps the families of employees who have suffered losses from the death of a family member according to the rights of employees set 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 treatment rights The company has assigned the Administration and Warehouse Department. It is a unit that provides information and public relations on such matters for employees to acknowledge and answer questions on various issues. So that all employees are aware of their rights. According to the law, he should have and understand the exercise of the rights available to the utmost benefit Including acting as a coordinator for employees in filing or delivering documents to obtain the rights that employees should receive.

In the past year, the company has prioritized disseminating various types of knowledge, such as health knowledge from different causes, to ensure that employees are informed and understood. This way, if they or someone close to them shows symptoms, they can provide initial treatment or prevent various diseases from occurring.



Including the dissemination of knowledge and information through various company media. Additionally, the company has assigned the administration and warehouse departments to oversee and coordinate with local health authorities to implement current measures within the company to reduce the spread of diseases that may occur within the company.





*work safety*

The company set a policy including various welfare arrangements for employees to comply with the law and human rights principles. Whether it is a policy on administration and management of safety, occupational health, and working environment, as well as Morning Talk events to raise awareness and remind employees. Especially the production staff in giving importance to safe work operations, including the establishment of an occupational safety and health committee. And working environment (Safety Officer) by holding regular board meetings every quarter and safety officers at a professional level (Professional Safety Officer) continuously train employees to have knowledge of work safety by safety, occupational health, and environmental measures. Strictly and according to standards.

**Occupational safety and health (GRI 403-1)**

The company focuses on the organization to be an organization that is free from work accidents. Which is one of the matters concerning risk management in employees' operations. The company attaches importance to work safety and has set it as the topic of the company's main KPI that must be reported every month. The executives will follow up and review safety performance every month.

The company is aware of safety and reducing accidents that may occur in all aspects whether it is the use of tools, or machines, which have been informed of details and procedures for use by the operators. To work with negligence

In addition, The company organizes training in fire fighting and first aid for employees annually. So that employees know and understand when experiencing an incident including being able to help colleagues in the event of any emergency.



**In the year 2024**, there were no work-related accidents that required taking time off. With a total accident-free period of 366 days (GRI 403-5)



### Occupational Health and Safety and Work Environment Policy (GRI 403-3)

In 2024, the committee reviewed the quality, occupational health, safety, and environmental policies, considering their appropriateness and significance. Therefore, to ensure clarity, the practices were revised and established as the "Occupational Health, Safety, and Environmental Policy."

Prodigy Public Company Limited. places great importance on employee safety, including operations related to all stakeholders. Therefore, it is committed to conducting business sustainably based on social responsibility, prioritizing the health and safety of employees in every work process. Consequently, the following safety policy guidelines have been established:

1. Working with consideration for safety, occupational health, and the work environment, which is everyone's responsibility. Employees, partners, contractors, and visitors must strictly adhere to all relevant laws and regulations.
2. Committed to preventing and managing risks to reduce the likelihood of work-related injuries and illnesses. Including the outbreak of emerging diseases that may affect work, with the development of an efficient and timely occupational health and safety management system.
3. Define objectives, indicators, and safety goals Occupational health and working environment. To achieve continuous improvement in management efficiency.
4. Provide support in resource allocation, including personnel, budget, tools, and necessary equipment. Improve and resolve issues related to safety, occupational health, environment, and society to be sufficient and appropriate.
5. Communicate and train to raise awareness in order to achieve correct understanding among employees and stakeholders for implementation. Creating workplace safety effectively
6. Committed to preventing injuries and occupational diseases, and developing an occupational health management system. And continuous safety.
7. The policies on quality, occupational safety and health, environment, and society have been disseminated to employees and stakeholders. Gained a share
8. Encourage all employees to participate in occupational health, safety, and environmental activities or projects. The company's operations and the right to suggest improvements to working conditions and methods are Safe.
9. Policies are continuously reviewed and updated to be appropriate for the current situation, taking into account the impact of employees and stakeholders.



### การยกสิ่งของ 1 คน



Source: Jor Por TODAY

### Personnel Development Policy

The company places great importance on the development of human resources, as quality human resources are a key factor in the company's success in its operations to this day. The company focuses on developing skills in management, administration, service, engineering, and teamwork. In the past, the company has organized training and seminars conducted by knowledgeable and capable instructors from both within and outside the company.

In 2024, the company organized both theoretical and practical training sessions to ensure that participants understood the operations. And to enhance knowledge, develop potential, as well as learn about standardized system work and innovation, so that personnel can combine their knowledge with their own abilities to create work and improve work efficiency in a tangible way.



In terms of developing the knowledge and capabilities of executive-level personnel, they should undergo training to enhance and increase their knowledge and experience, which will be beneficial for performing their assigned duties and for the organization.

In terms of basic training and company orientation, Since the company has opened a branch in Surin Province, the company has organized an online orientation to reduce employee travel and to utilize the communication system effectively for work.



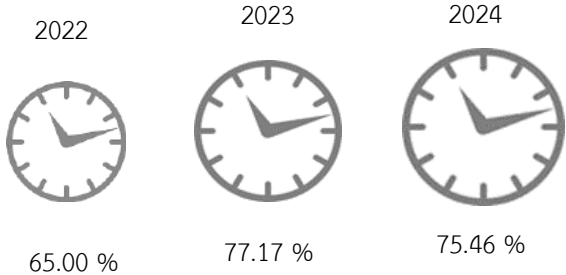
In addition to developing knowledge for personnel, the management also sees the importance of sharing knowledge with everyone in the organization to ensure comprehensive learning. This provides a channel for each individual to share their knowledge with colleagues, allowing them to learn more through the "Knowledge Sharing" feature in the company's information system.

Additionally, it provides employees with the opportunity to present creative knowledge and ideas, encouraging bold thinking and action to foster new innovations in their work through One Point Lesson (OPL). It is also designated as one of the key topics in the KPI, focusing on the application of new innovations to work processes to achieve maximum efficiency.

In 2024, management emphasized communication and knowledge sharing with all employees at every level, ensuring they could receive and be informed of internal organizational information, announcements, and various activities through the Line Official system under the group name "Proud Digi People." This medium effectively reaches all employees and aligns with their daily lives, receiving positive feedback from employees. In the past year, personnel at all levels have undergone training and knowledge development in various courses, both within and outside the organization.

Performance indicators for human resource development (GRI 404-1)

The number of employees who attended the 6-hour training.



The average training hours of employees in 2024  
**12.40 hours per person per year**

Employee training in 2024 will include both internal and external sessions, with training topics aligned with current work conditions and relevant situations. This aims to ensure employees have knowledge and understanding of the changing regulations and standards, leading to improved efficiency and skills in their work. The company will comply with the Department of Skill Development's requirement for 2024, which mandates 6 hours of training for no less than 50% of the total workforce.



In 2024, the company organized 20 main training topics, categorized as follows:

In-House Training: 14 Topics

1. The problem-solving process based on data analysis (Problem Solving)
2. Requisitos de la Versión 6.0 de GHPs/HACCP Edición 2022
3. Reducing the 7 Wastes to Increase Productivity (7 Wastes)
4. Collaborative work with fruitful outcomes
5. Effective coordination
6. Working with hazardous chemicals and emergency response to chemical spills
7. Working effectively as a team
8. ISO 9001:2015 standard requirements
9. Environmental Management System Standard ISO 14001:2015
10. Internal Audit
11. Crane operator, signalman
12. Firefighting and basic first aid methods
13. Cultivate awareness of energy and environmental conservation
14. Training on the preparation of organizational greenhouse gas emission data

In the past year, we received cooperation from our partners in providing training to employees about the raw materials used in production. The differences between PET and rPET, which are essential for both current and future operations, are Prepared to expand the business to meet the needs of partners with knowledge and understanding of the products and can convey to customers to understand before choosing to use the product.

Additionally, there were two more training sessions conducted by internal staff as instructors, providing knowledge and practical guidance.

The company's policy is as follows.

#### 1. Information Technology Security Policy

It is to educate the company's personnel on the effective use of database systems and information systems, including. Raising awareness of various forms of cyber threats, as well as adhering to the established emergency plans.

#### 2. Anti-Corruption Policy and Whistleblower Reporting

It is about providing knowledge and understanding to the company's personnel regarding the various forms of corruption that may occur. It arises from the performance of one's duties and responsibilities, including proper conduct and reporting clues through various channels.



Sending personnel to participate in external training seminars on 4 topics.

- 1. Wastewater Management Personnel Capacity Development Training Program
- 2. Calibration of scales, selection of weights, and maintenance of scales
- 3. Basic workshop training on organizational carbon footprint assessment and ISO 14064-1 version 2 standards
- 4. Training course on risk management related to the environment, society, and governance, including risks on the human rights aspect of the business sector.



In 2024, the company has no disputes related to employees and labor.



**Guidelines for managing company employees**

Since most of the company's employees are residents of the surrounding community and have worked with the company for a long time, trust is a fundamental aspect of working with the company, and there is a bond as if it were a second home.

Therefore, the company places great importance and care in looking after its employees by laying the foundation of trust on three main pillars: sincerity, empathy, and rationality. This is to create a bond with employees, as employee trust is a crucial foundation that enables them to work efficiently and participate actively, fostering creativity and increased productivity. This contributes to the company's sustainable growth. **It can be said that we will step forward and grow together, and in any year when the company performs well, employees also have the opportunity to receive good returns.**

With the executives' care, they have assigned the HR and administrative departments to prioritize observing and inquiring about employees and providing advice in various areas. Additionally, the company has opened a channel for receiving employee complaints through a suggestion box. If there are any complaints, the executives will personally consider them, investigate the facts as stated in the complaints, and inquire about the facts from the HR and administrative departments to understand the truth and address the issues correctly.

In the year 2024, the company did not receive any employee complaints.



## Responsibility to Customers (GRI 412)

### Policies and practices regarding customers

The company is committed to providing quality, standard products, and services that meet customer needs. Customers are confident and trust in the quality of the company's products, the accurate and timely delivery of goods and services, and the transparent and equitable adherence to contracts, agreements, or various conditions with customers. Additionally, we pay attention to the diverse needs of customers in each industry, with a marketing team that contacts customers to provide advice and listen to their suggestions or feedback. This includes the implementation of customer confidentiality practices, with the following regulations and guidelines.

1. Adhere to and uphold integrity as a principle in conducting business.
2. Comply with various standards related to the company's business operations according to business ethics principles.
3. Conduct business by the law and regulations of the authorities, and will not provide assistance, promote or support any activities and transactions that are illegal.
4. Monitor the developments and changes that occur, and initiate innovative creations to ensure satisfaction. Customers, as well as dedicating their efforts and capabilities to their work.
5. Use knowledge, ability, expertise, caution, and attention in providing quality products to customers. Professionally
6. Store and manage customer confidential information securely and appropriately, and will not disclose confidential information. The secret is to other individuals unless consent is obtained from the customer or it is carried out by the law. Communicate information about the company's products or services to ensure customers have a correct understanding.

### The company's responsibilities toward customers

1. The company must build good relationships and long-term cooperation with customers by adhering to principles of operation with honesty, and transparency, and treating all customers equally. It produces high-quality products that meet customer standards at fair prices, providing knowledge and understanding about the products to give customers the information they need to choose the right products that meet their needs.
2. The company focuses on creating maximum satisfaction and confidence for customers by providing quality services and products that are safe for consumers, by the specifications given to customers. Additionally, the company strictly adheres to the conditions and agreements made with customers. Every year, the company sends out a customer satisfaction survey for customers to evaluate and respond to, so that the company can consider the survey results to improve its





Operations for efficiency and effectiveness, thereby creating customer satisfaction. The evaluation topics are divided into three main categories.

**Customer satisfaction (GRI 102-43)**

The results of the customer satisfaction assessment comparing the years 2022, 2023, and 2024 are as follows (GRI 102-43, 102-44).

<i>Evaluation Topic</i>	<i>Year 2024 (Evaluation Score)</i>	<i>Year 2023 (Evaluation Score)</i>	<i>Year 2022 (Evaluation Score)</i>
<b>1. Product quality</b>	3.52 points	3.65 points	3.63 points
<b>2. Delivery of goods</b>	3.54 points	3.63 points	3.62 points
<b>3. Service</b>	3.61 points	3.64 points	3.64 points
<b>4. Environmental aspect</b>	3.44 points	3.58 points	3.58 points
<b>Average score obtained</b>	<b>3.53 points</b>	<b>3.63 points</b>	<b>3.62 points</b>

Note: Full score of 4 points  
The evaluation results from customers are 80% of the total number of customers who received the survey.



The company has divided the customer satisfaction assessment results into four parts.

1. Product quality is divided into 2 categories: the product meets the quality standards required by customers, and the neatness of Packing.
2. Delivery of goods is divided into 4 topics: timely delivery as scheduled, accuracy, and completeness of the goods. The condition of the products and packaging, the health of the delivery staff.
3. Service is divided into 5 categories: the health of order-taking staff and sales staff, and attentiveness. Eager and willing to serve customers, quick in problem-solving, and coordinating various matters. After-sales service



4. Environmental aspects are divided into two topics: compliance with customer environmental regulations and integrity. The condition of the company's delivery trucks that come into contact with customers, such as oil leaks, black smoke, loud noise disturbances, etc.

The company has conducted a customer satisfaction survey as a tool for data collection by sending evaluation forms to both large and small customers for assessment. In addition to the evaluation, the company has also considered the suggestions provided by customers in the evaluation forms to improve and enhance operational efficiency and better meet customer satisfaction levels. In terms of communicating the impact of products or services on customers, the company has opened communication channels for customers and external parties regarding product inquiries, product complaints, and other product-related information. The marketing department has assigned marketing administrative staff to respond to inquiries and provide product information to customers, as well as handle complaints. The company has opened contact channels through social media such as the website, email, Line, and Facebook.

In addition, the company is developing products and services that prioritize the health and safety of customers and pass them on to consumers as follows:

1. The company sends products for testing according to the Ministry of Public Health Announcement No. 435 B.E. 2565 regarding quality standards or Standards for plastic containers to ensure customers' confidence in hygiene safety standards.
2. The company sends products for inspection according to EU standards (Regulation on the Registration, Evaluation, Authorization, and Restriction of Chemicals and Plastics in Contact with Food in the European Union).
3. The company controls production to comply with GMPs and HACCP principles.
4. The company conducts a Swap Test on the equipment used to inspect packaging to ensure compliance with standard criteria.

In 2024, there were only customer complaints regarding the products that the company and the customers could jointly address and resolve, which is considered normal in business operations. Additionally, all product-related complaints Enter the CAR issuance system to identify the causes of the deficiencies that occurred and the corrective actions to be implemented. The established requirements are set as KPIs and must be reported monthly. In the past year, there have been no severe or significant complaints at all.





Source: <https://techsauce.co/tech-and-biz/pdpa-preparation-from-ichi>

### Customer data protection (GRI 418)

The company recognizes the importance of customer safety and privacy. Therefore, the company places great emphasis on managing personal data, which is crucial for business operations, to instill confidence in customers and partners that personal data will be safe from dissemination or threats. Cyber in various forms.

In 2024, the company implemented measures to ensure security and prevent the use of customer data without prior consent. Additionally, it stipulated that each relevant department could only use customer data for the purpose of selling products and providing services to customers and that the data could not be disclosed externally without authorization (more details can be found at <https://www.prodigy.co.th/pdpa-th>).

### CSR Project for the year 2024

The company has continuously engaged in CSR activities alongside its business operations. The company has a business approach that allows it to coexist with the community, society, and stakeholders by minimizing negative impacts and ensuring smooth business operations.

Therefore, implementing community engagement through various activities during each occasion or festival can enhance relationships with the community.

CSR in the process The company recognizes the social responsibility inherent in its work processes and has taken action by

1. Develop the production process to be efficient.
  - Reduce the amount of waste from production, set it as a main KPI and Action Plan, and monitor the results regularly every month.
  - Creating new innovations, such as developing lightweight PET bottles to reduce the amount of plastic pellets used and Reduce weight, which will help lower production costs and reduce carbon footprint.
  - Investing in technology tools and equipment in the production process to reduce waste.
  - Focusing on producing high-quality products that meet standards and customer needs



- The implementation of production waste management in accordance with the specified standards to reduce the impact on stakeholders and the Community, such as checking wastewater parameters to meet standards before releasing it into public water sources.

2. Operations with environmental awareness

- The use of electrical energy produced from solar panels (Solar Cell)
- Wastewater management from production and consumption before being discharged into the public water sources.
- Management by ISO 14001:2015 standards.
- Waste separation and proper disposal or recycling to reduce environmental impact.
- Conduct the preparation of the greenhouse gas emission report to apply for certification from the Office of Natural Resources and Environmental Policy and Planning (ONEP), with the hiring of a consultant. In providing guidance on proper data storage, which is part of the process of preparing greenhouse gas emission reports. The three scopes of the mirror will use the data from the year 2024 is the base year and the year for the certification submission.

3. Effective resource management

- The company's engineering department creates works by repurposing leftover materials to make usable items. Work can replace buying new items, such as document shelves, etc.

Management from the inside out. The company recognizes the importance of raising awareness in various aspects among employees at all levels within the organization. This is to enhance work efficiency, which will lead to better effectiveness and have a positive impact on the organization's stakeholders.



The company continues to prioritize CSR after the process, and in the past year, it has been carried out through the following activities.

1. PDG participated in the SABINA project under the name “New Life Bra CYCLE” to Recycle old bras into clean energy

It is undeniable that the problem caused by fast fashion, which is rapidly growing worldwide, comes with environmental issues. Especially in Thailand, 40% of Thais wear clothes only once and then discard them due to various factors. The same applies to undergarments, panties, etc. The products from these textiles thus become a massive pile of waste that needs urgent addressing due to their impact on the environment and society at large.

The New Life BRA CYCLE campaign, which involves recycling old bras into energy, a collaboration between Salina and Insee Eco-Cycle, to make the world a better place by properly destroying old bras to convert them into clean energy, helping to reduce greenhouse gas emissions. Additionally, participants can contribute by donating new underwear to various foundations or organizations in Sabina.

From the above concept, the company recognizes and wishes to be part of the solution to help reduce the problem. Therefore, it has joined the project by inviting employees within the organization and interested individuals outside the organization, such as customers, partners, or visitors who wish to participate in the project. They can donate items by placing them in the donation boxes set up by the company, which will collect and deliver them to SABINA for proper disposal. This is part of the effort to reduce waste, minimize environmental destruction, and contribute to creating clean energy for the world.



2. PDG donated old desk calendars to be delivered to the Foundation for the Blind in Thailand.  
Under royal patronage, to produce media for the visually impaired.

Every year, there are a large number of used desk calendars that become worthless waste. Therefore, the company has established the "PDG Donate Old Desk Calendars" project with the objective of donating them to the Foundation for the Blind in Thailand Under the Royal Patronage. This initiative aims to produce materials for the visually impaired and also helps reduce waste, conserve resources, and combat global warming.



**Business ethics**  
**Prodigy Public Company Limited**

The company is committed to conducting business and managing with ethics. who are aware of the importance of social responsibility as a whole by encouraging all directors, executives , and employees of the Company to perform their duties under

**6 principles of business ethics**

**1. Compliance with the law**

The Company realizes that compliance with the law is the primary principle. That adheres to conducting business by the ethical norms accepted by society as a whole.

**2. Social Responsibility and Community Engagement**

As an entrepreneur, the company conducts business with fairness along with social responsibility as a whole. The company will behave as a good community member Supporting activities that benefit society and local communities.

**3. Respect for human rights**

The company operates on the basis of respect for human rights, without discrimination of nationality, race, religion, and other discrimination. (According to the human rights policy that the company has published through the company's website).

**4. Environmental responsibility**

The company operates its business by taking into account the conservation of natural resources and the environment. By adhering to the principle of not creating pollution for society. Reducing the use of natural resources and creating a good environment.

**5. Relationship to Stakeholders**

The Company conducts business with transparency and morality with honesty, caution, and prudence for the benefit of shareholders and all groups of stakeholders.



**6. Management of conflicts of interest**

The Company has established a strict management system that does not allow the use of authority to seek benefits for one's own group or relatives. By using transparent and fair business practices and can be verified as a criterion.



In 2024, the company will conduct its business by adhering to ethical business practices. It has been an ongoing process since the announcement of the business ethics code 2552 From the continuous actions based on correctness and appropriateness, it will be Instilling in all employees in the organization to adhere to these practices will shape them. A good organizational culture has emerged, which will serve as the foundation for leading the organization towards sustainability.





## Code of Business Conduct





**Vision** : We aim to produce quality products with responsibility towards consumers and society.

**Mission** : We will focus on improving the quality of products and services to meet customer satisfaction.

With modern technology and continuously trained personnel, thus Considering the benefits that society and the community will receive, including being environmentally friendly.

### Quality and Environmental Policy

: Leading in the packaging business with quality and professional service, while considering environmental Management. Standard-compliant

-  Being a leader means the company's commitment to producing quality products.
-  With quality means products that meet standards and are accepted by customers.
-  Providing professional service means creating customer satisfaction.
-  Standard environmental management means managing environmental issues in accordance with regulations and laws.

**The organization's strategy leads to sustainability**, that is, the aim for both the organization and society as a whole, which includes all internal and external stakeholders. The external environment is positively impacted by the organization's operations.

### Section 1 Business Operation Policy

The company aims to achieve growth by conducting business within the framework. The ESG concept aims to create sustainability in business operations with transparency for stakeholders. Sustainable stakeholder interests of the company, developing production processes to be efficient. According to international standards, conduct business with responsibility towards society, the community, and the environment. Having ethics, as well as reducing various risks, to minimize the impact on stakeholders in all sectors equally.

### Section 2 Policy on Stakeholder Treatment

2.1 Policy on Practices and Responsibilities to Shareholders.

2.1.1 The company has the duty to encourage shareholders to exercise their rights. The basic rights of shareholders. Receiving information that is sufficient, appropriate, and timely, and attending meetings. Shareholders exercise the right to vote for the appointment or removal of directors and the appointment of auditors. Including consideration of matters that impact the company, such as the allocation of dividends.

The establishment or amendment of regulations and articles of association, the reduction or increase of capital.



- 2.1.2 The company has the duty to encourage shareholders to exercise their rights on various matters in the meeting. Shareholders, such as the right to nominate individuals for the position of director and the right to express. Opinions and inquiries related to the agenda of the meeting.
- 2.1.3 The company has the duty to refrain from actions that violate or infringe upon the rights of shareholders. For example, not sending important information or documents before the shareholders' meeting and adding agenda items. Important matters or changes in significant information without prior notice to shareholders, etc.
- 2.1.4 Provide multiple channels for disseminating information and news through various platforms. The stock exchange, including providing information on the company's website for shareholders to access. Information is readily available and presented in an easily understandable language.
- 2.1.5 Provide a channel for reporting dishonest actions, complaints, and suggestions. Through various channels as follows

By mail through      the chairman of the Audit Committee  
Prodigy Public Company Limited  
7/3 Moo 3, Bang Krabao Subdistrict, Nakhon Chai Si District  
Nakorn Pathom Province 73120

By phone:              034-332-611-2

E-mail                  : [ir@prodigy.co.th](mailto:ir@prodigy.co.th)

In this regard, the complaint information will be kept confidential by the review committee. Ordering an investigation of the information, proposing solutions, and reporting to the company's board of directors.

## 2.2 Customer Treatment Policy

- 2.2.1 The company has to build good relationships and long-term cooperation with customers. Principle of operation with integrity.
- 2.2.2 The company focuses on creating maximum satisfaction and confidence for customers. We will provide services and produce high-quality products with care for the environment and safety. Consumers according to the terms provided to customers, including compliance with conditions and agreements. That is strictly towards customers.
- 2.2.3 The company places importance on maintaining customer confidentiality to prevent any impact on the customer.



### 2.3 Partner Treatment Policy

2.3.1 The company places importance on selecting appropriate partners to ensure that the Process. The selection and treatment of partners are conducted equally and fairly.

2.3.2 The company places importance on transparent procurement by not soliciting or Accept gifts, including any rewards, that may lead to being selected as a partner. With the company

2.3.3 The company places importance on adhering to good corporate governance principles to Ensure. In accordance with the company's business operations, without any violations of labor laws. And do not violate human rights, including cooperating in adhering to the policy. Opposing corruption as defined by the company, which is something that the company's partners. In complying with various policies as specified by the company.

2.3.4 The company and its partners jointly develop their potential to become business allies that will help Promote sustainable business growth.

### 2.4 Policy on Treatment of Creditors

2.4.1 The company has fair and responsible practices towards creditors, especially regarding Collateral for working capital management and measures to prevent default.

2.4.2 The company shall comply with the various terms and conditions of the contract and financial obligations. Strictly, including the repayment of principal, interest, and the management of collateral. Various matters under the relevant contract

2.4.3 The company will not use dishonest methods to conceal information or facts that would Cause. The creditor suffered damage.

2.4.4 In the event that the company is unable to comply with any one of the conditions, it will promptly notify the creditor. In advance, to jointly consider finding a solution.

### 2.5 Policy on Conducting Business with Competitors

2.5.1 The company considers equality, fairness, and honesty in conducting its business. The company will strictly adhere to the law and the mutually agreed terms.

2.5.2 The company will treat its business competitors in accordance with the law and adhere to principles. Good practice is that the company will not damage the reputation of competitors by making accusations. Slander without any basis in fact, or any other unfair actions against Compete.

2.5.3 The company will not seek confidential information from competitors through improper means. Honest or inappropriate.

2.5.4 The company will operate according to a transparent, verifiable process free from Corruption.



## 2.6 Employee Treatment Policy

- 2.6.1 The company provides fair compensation and benefits to employees, based on the employees' performance, the company will evaluate the employees' work performance. Fairly according to the company's regulations.
- 2.6.2 The company has a policy to develop its personnel, and the company has organized training for them. Knowledge for employees and executives is provided through various channels. Various communications to ensure employees are informed and can implement them, including the company sending Employees and executives to attend training with an external agency on work-related matters.
- 2.6.3 The company has the duty to ensure that employees have a good quality of life and safety In Working to maintain a hygienic work environment conducive to productivity. Effectively and safely for the lives and property of employees.
- 2.6.4 The company has the duty to maintain the privacy of employees. The company will not use the information. The personal information of employees is disclosed to external parties unless the company has an obligation to do so. Disclose the information as required by regulations and laws.
- 2.6.5 The company has the duty to comply with laws and regulations related to employment. Termination and adherence to principles regarding basic human rights and benefits and the benefits that employees are entitled to.
- 2.6.6 The company offers employment opportunities to those with knowledge and abilities without restrictions or Discrimination based on gender, religion, and culture without excluding people with disabilities. Other disadvantaged groups
- 2.6.7 The company has opened communication channels with employees to allow them to communicate and file complaints. In various matters, the company will consider them and ensure fairness for all parties involved.

## 2.7 Policy on Conduct Towards Government Agencies

- 2.7.1 The company has the duty to comply with regulations and laws related to Company Operations.
- 2.7.2 The company values transparency and integrity in its dealings. Transactions with officials and government agencies, the company has a policy to oppose Corruption involving state officials and public agencies in all forms to facilitate. Convenience or any benefits to the company.



## 2.8 Environmental, Social, and Community Policy

- 2.8.1 The company has a policy to conduct business with environmental responsibility and Conserve natural resources by controlling, preventing, and treating existing pollution. Environmental impact as well as promoting the efficient use of resources.
- 2.8.2 The company has a policy to conduct business with consideration for the quality of life of society and The surrounding community by the company will comply with regulations and various laws Strictly.
- 2.8.3 The company fosters a sense of awareness among its personnel to help take care of each other. Environment, social responsibility, and community.

## Section 3 Policy on Internal Data Use and Conflict of Interest Management

### 3.1 Internal Data Usage and Conflict of Interest Management Policy

- 3.1.1 The company has established measures to prevent the misuse of its data by stipulating that The agency that knows the information must not disclose it to unrelated agencies or individuals.
- 3.1.2 The company's executives who have been informed of the essential information and financial data of the company that affects the change in securities prices must not take advantage of The aforementioned information before being disclosed to the public, by prohibiting executives from taking action. Trading of the company's securities for a period of 1 month before the financial statements or information. The essential information will be disclosed to the public.
- 3.1.3 When the company's securities are listed on the Stock Exchange of Thailand The company has assigned the directors and executives the duty to report holdings. Securities in the company under Section 59 to comply with the office announcement The Securities and Exchange Commission regarding the preparation and disclosure of the report on the securities holdings of directors and executives. The number is The securities that executives must report must include the holdings of the executives and their spouses. And children who have not yet reached the age of majority, whether directly or indirectly, When Upon thorough consideration, it was found that the actual executives, spouses, and underage children The status of being the owner of the securities, such as holding by another person in a manner Nominee or holding through a personal fund, etc.
- 3.1.4 The company has established disciplinary penalties for those who seek to exploit information for personal gain. Within the company, use or disclose it in a way that may cause damage to the company. By considering the punishment appropriate to the case, includes a verbal warning and a reprimand. In writing, suspension, as well as termination of employment.



Employees due to dismissal, termination, or layoff. The punishment will be considered.

From the intention of the act and the severity of the offense.

3.1.5 Directors and executives have the duty to disclose information regarding their shareholdings And Involved parties to allow the company to consider transactions that may have conflicts of interest. In the interest of the company and able to make decisions for the overall benefit of the company.

3.1.6 Items that may have a conflict of interest must comply with the guidelines. Methods and disclosure of items that may have a conflict of interest according to The law is strictly enforced.

Section 4 Human Resource Development Policy

The company places importance on human resource development because quality human resources are essential. It is considered a crucial factor that has led the company to its success in operations up to today. Focusing on developing personnel skills in various areas to have skills, knowledge, and abilities, which is seen as personnel. Knowledge and skills will be the essential foundation for building strength and enhancing work efficiency. Additionally, the company also encourages its employees to develop their knowledge and skills. Their own, thinking outside the box, creating and inventing new innovations that can be applied in work. And the continuation to develop the business sustainably.

Section 5 Information Technology Security Policy


The company places importance on the security of its information systems, therefore focusing on governance. Operations to manage and ensure that the information system is always accurate, complete, and ready for use. Including the prevention of threats that may cause damage to the company.

In addition, the company also disseminates knowledge and understanding and provides training to its employees to enhance their knowledge. Understanding database security, therefore, involves backing up audit data and conducting assessments. Information risk to respond promptly to events and have contingency plans in case of emergencies to ensure the company Can proceed with the work.

Section 6 Sustainable Development Policy





The company has a policy of conducting sustainable business operations with consideration for all stakeholders through implementation. According to the principles of good governance appropriate to the organization's context, business ethics, and compliance. Laws and regulations in various areas, including the management of expectations of stakeholders in each group. Appropriately, based on honesty and fairness, with transparency, the following practices are in place:

Driving business for sustainability




 The company will manage its value chain.

In every activity throughout the value chain of the company's business operations, to enhance work efficiency and add value to the company's products and services.



-  The company collaborates with business partners to enhance competitive capabilities.
-  The company places importance on managing the impacts on key stakeholders in the business value chain and managing the expectations of each stakeholder group.
-  The company must manage key sustainability issues in line with the organization's context and the current situation.
-  The company places importance on integrating work processes to cover the entire life cycle, from raw material procurement to management at the end of the product's life, considering sustainability factors in every activity without focusing solely on the company's part. This approach can help reduce negative impacts that encompass stakeholders in each process of the supply chain, leading to sustainable supply chain management (Sustain Supply Chain Management: SSCM).

#### Respect for human rights principles

-  The company supports the provision of basic rights freedoms, and equality, and will not discriminate based on physical differences, race, religion, gender identity, social status, disadvantaged status, or any disabilities unrelated to work performance, giving equal importance to all.
-  The company is considering establishing business practices that align comprehensively with human rights protection principles according to national laws and international standards.
-  The company should conduct its business without violating human rights, with effective mechanisms for protection, remediation, and redress when incidents occur.

This business code of ethics has been reviewed by the board of directors in the board meeting.

Meeting No. 3/2024 on July 31, 2024, effective from August 7, 2024.



(Associate Professor Prayoon Boonpraurd)

Chairman of the Board



# ESG Report








## The company's 2024 ESG report

Prodigy Public Company Limited is not just a manufacturer and distributor of PET bottle and preform packaging for customers and partners. The company aims to deliver high-quality PET bottle and preform packaging that meets the needs of customers and partners while considering the positive impact on all stakeholders in every dimension.

### Goals

-  Environmental aspect
-  Social aspect
-  Governance

### Vision

Leading in the production of high-quality and environmentally friendly products to promote sustainable development in all aspects of operations.

### Mission

Committed to producing and selling quality products, promoting the use of innovation in the production process with modern technology and continuously trained personnel, which helps reduce environmental impact, while supporting sustainable social and economic development.

### Strategies

1. Innovation and Research
2. Supply Chain Management
3. Resource Management
4. Stakeholder Engagement

The company's business strategy encompasses operations in the ESG area that are related to business processes. The company's strategy, which aligns with the 17 SDG goals, is as follows.

1. Strategy for delivering value with consideration for various stakeholder groups.  
Building infrastructure that is resilient to change, promoting comprehensive and Sustainable industrial development, and fostering innovation (Industry, Innovation and Infraestructura)



The company has set a strategy to invest in efficient production technology by incorporating tools and equipment into the production process to reduce waste and industrial waste, thereby minimizing environmental impact.



In addition to manufacturing products, the company also collaborates with customers to design packaging to ensure satisfaction. This includes providing advice on the use of packaging in terms of volume and shape that suits the customer's needs, as well as innovations to reduce bottle weight and the amount of plastic pellets used while maintaining the properties of PET bottles. This will help in cost management for customers and contribute to reducing the use of plastic pellets and greenhouse gas emissions.

Create guarantees for sustainable production and consumption patterns  
(Responsible consumption and producción)

In the past year, the company collaborated with the PET raw material supplier to conduct training for employees and executives to provide information about rPET, ensuring they have basic knowledge and understand various limitations in preparation for future production planning that may arise from customer demand.



In designing the company's packaging, if it is specific to each customer, it will be tailored according to the customer's requirements. Before finalizing the design in terms of shape and volume, the company will provide information and recommendations to help the customer make an informed decision that suits their product type. Most of the company's customers prefer clear bottle packaging with labels rather than screen printing colors on the packaging. This makes the waste separation process for consumers—bottles, caps, and labels—easier for recycling.

2. Strategy for expanding the awareness of customer needs (Customer Value Proposition) to societal needs (Social Value Proposition)

In addition to the characteristics of packaging, price, quality, and service that are accepted by customers, the company also considers Health, safety, customer confidentiality and privacy, human rights, and environmental friendliness, etc.

Health and Safety (Good Health and Well-being)

**Strategy: Develop packaging safety standards to be free from Hazardous substances and consideration for consumer health**



The company sends packaging for inspection according to the standards set by the Ministry of Public Health Announcement No. 295 B.E. 2548 regarding quality requirements and standards for plastic packaging, as well as the Ministry of Public Health Announcement No. 435 B.E. 2565, which was announced on June 1, 2565, specifying the types of plastics that can be used for food packaging and can use recyclable materials as stipulated in the announcement. The company complies with standard criteria, such as contaminant testing (BPA-free), to ensure customer confidence in the packaging. Additionally, the company disseminates knowledge and creates understanding among the general public about the use of plastic bottle packaging through the company's social media, website: [www.prodigy.co.th](http://www.prodigy.co.th), Facebook, and Line, to promote understanding and proper use at each stage of the process and consumer use.





การใช้ขวด PET บรรจุน้ำดื่มให้ปลอดภัยและเป็นมิตรต่อสิ่งแวดล้อม



In terms of supporting employee health care to ensure safety in the factory, the company organizes annual health check-ups for employees, as well as providing appropriate work equipment that matches their responsibilities to prevent work-related diseases and reduce work accidents. Additionally, the company provides knowledge and information about diseases that are prevalent at that time, so employees have the information needed to take care of themselves and their close contacts. This is communicated through the company's Official Line, which is an effective tool for reaching and communicating with employees, making it a suitable communication channel for today's society.

In 2024, the company organized training courses on working with hazardous chemicals and emergency response to chemical spills within the company. This was to ensure that employees who have related duties are aware of the correct methods and practices, including initial treatment or first aid when an incident occurs.

### Clean Water and Sanitation

**Strategy : Manage water use efficiently in production and treatment processes.**

#### Wastewater before being discharged into the environment

The business operations of the company, which is a manufacturer of PET plastic packaging, are interconnected. With the water used in the production process, the water used in the company's production has been tested using the Industrial Product Standard for Drinking Water, TIS 257/2002, which is an industrial product standard covering water for general consumption and water used in the food industry.



Water quality inspection according to standards GHP emphasizes the importance of water quality used in the production process, especially in the PET plastic packaging and preform industries. Water plays a crucial role in cleaning equipment, cooling, and other processes. If the water is contaminated, it can affect the quality and safety of the packaging. Therefore, quality control is necessary to prevent the growth of microorganisms, and there



should be no contaminants that could cause rust or stains. Consequently, the water used in production will be treated with an RO water filtration system for water that comes into direct contact with the product.

Additionally, the company conducts inspections of the types of wastewater sources from industrial plants as specified. The company will be involved with wastewater from the production process of water used in industrial plants, and the water quality must be inspected to meet the specified standards before being discharged into public water sources. The discharge of water into public water sources is reported to the Marine Department every month.

In 2024, the company sent its personnel to participate in a training program to develop their wastewater management capabilities with external agencies, in order to apply the knowledge gained to improve the work system to be appropriate and up to standard.

**Affordable and Clean Energy**

By focusing on providing everyone with access to reliable, modern, sustainable, and affordable energy. To reduce dependence on fossil fuels and environmental impact.

For the company's business, it is one of the industries that consume a lot of energy in the production process, such as molding, preform injection, and recycling. Therefore, managing energy efficiently and sustainably is essential to reduce costs, lower greenhouse gas emissions, and enhance competitive capability.



**Strategy: Use renewable energy and improve energy efficiency.**

- 💡 Installation of solar panels
  - Use solar energy in the production process to reduce dependence on electricity from fossil fuels.
  - Check and monitor energy consumption in real-time to test the efficiency of electricity production and plan electricity usage appropriately in the future.
- 💡 Improving energy efficiency within the company
  - The implementation of replacing the light bulbs used in the factory with energy-saving bulbs that have a long lifespan to cover the entire factory.
  - Planning maintenance for machinery on a scheduled basis to ensure a long lifespan and maintain operational efficiency.
- 💡 Creating employee awareness and engagement
  - Organized an Energy Day event in the company to raise awareness among employees.
  - The campaign to turn off lights when not in use, including educating on the proper selection of energy-saving appliances with a 5-star rating.
  - Training sessions within the company on the topic of instilling awareness of energy and environmental conservation.



In 2024, the management has continuously prioritized electricity production from solar panels. The supervisor has continuously reported the electricity production, and the team closely monitors the electricity production program to check the efficiency of the solar panels, as well as to schedule maintenance according to the set intervals.

By improving energy efficiency within the company, it has been an ongoing project. Changing the light bulbs from fluorescent to LED can save energy by 40-50%. It has a lifespan of over 50,000 hours (if used for 8-10 hours), with a lifespan of no less than 10 years. The replacement will be done gradually at each point and distributed throughout the factory. It is expected that this initiative will help reduce electricity consumption by 2-3% and also reduce hazardous waste (light bulbs). Changing the type of light bulb, will not only reduce electricity consumption and hazardous waste but also lower the cost of purchasing light bulbs and reduce electricity bills.

**Considering confidentiality and privacy, human rights**

Reducing internal and international inequalities

**Strategy: Reduce disparities within the organization, supply chain, and surrounding communities By Focusing on creating equal opportunities, respecting human rights, and development. Comprehensively covering all sectors.**



**1. Promoting equality within the organization.**

With fair employment practices, without discrimination based on gender, gender identity, age, religion, or disability. The company considers qualifications and suitability for the position to ensure efficient performance without hiring. Child labor and illegal labor, for which employment contracts will be properly drafted and information will be clearly explained. And answer the questions on the issues that are unclear to ensure both parties have a correct and mutual understanding.

In addition, the company complies with labor laws and promotes and develops quality of life. People with disabilities have been given the opportunity to join the company as employees at several rates, exceeding the standards set by law.

In 2024, the company implemented the Promotion and Development of Quality of Life for Persons with Disabilities Act, B.E. 2550. Section 33 and Section 35, with all employees being male persons with disabilities, totaling 5 people, most of whom have physical disabilities (arms) or leg who are in the age range of 40 – 70 years. The company has considered job positions that are suitable for their physical condition and has arranged areas for their duties. Work to facilitate this group of employees.

In terms of employing the elderly, the company considers employees who have reached retirement age as per the company's policy. Set at (55 years), but still effective and able to perform and adapt to new technologies. The company will assign the department manager to consider the suitability to propose employment contracts for employees who reach retirement age, which will be annual contracts.



🌟 Providing equal opportunities for self-development.

The company organizes various training courses to provide employees at all levels with the opportunity to participate in training and skill development. It recognizes that every employee in the organization is an important part of making the organization complete. If every position performs its duties well and efficiently, it will have a positive impact on both the organization and the individual.

In the selection of personnel at the managerial and supervisory levels, the company considers abilities and provides opportunities for internal employees to grow in their careers according to their capabilities and suitability. Additionally, the company opens job positions to allow interested individuals to apply and be selected based on the criteria.

🌟 Fair compensation and benefits.

The company has set criteria for salary adjustments, with salary rates based on standards and industry benchmarks. The same type, to ensure similarity. In terms of the criteria for salary adjustment, it is something that all employees use the same criteria. It is the same standard and the results of past performance, which the company has set to review performance twice a year.

In terms of employee benefits, employees will receive comprehensive and equitable benefits, such as company uniforms, various types of leave (as per the established criteria), accident insurance, etc. All employees will receive appropriate benefits.

## 2. Supporting equality in the supply chain.

🌟 The company provides opportunities for small entrepreneurs, including local entrepreneurs, to enter the system. The company's procurement considers the criteria of demand, product quality, price, and appropriate trade conditions as specified, in order to obtain a good supplier and receive products that meet the usage requirements.

🌟 The company requests cooperation from the Supplier in adhering to the company's published policies. By sending a letter requesting cooperation and adherence to the company's policies, which are disseminated through various company channels, the Supplier will sign to acknowledge and comply with the company's policies, particularly regarding business ethics and human rights, to avoid actions that may be illegal.

🌟 The company respects the confidentiality and privacy of its customers. Therefore, in conducting business transactions. Customer secrets, especially regarding products, such as the product labels of each customer that are used as components of the product, will be produced specifically for that customer (most of the time, the customer contacts the supplier directly to order the labels). However, for the bottle molds (which are specific to each customer), the company will not use them to produce products for other customers.



**3. Enhancing economic opportunities for the community**

Most of the company's employees reside in the surrounding community and the company recognizes the opportunity to create careers and generate income will positively impact the quality of life in the community, which is a good thing and will be able to create sustainability for the community.

**4. Promoting an inclusive and diverse organizational culture**

- 💡 Creating a safe working environment Employees of the company will be cared for and treated appropriately according to their assigned duties, so that all employees can work safely, such as
  - The engineering team's operations must include various safety equipment, such as safety shoes, insulating gloves, etc.
  - Workers in the production process must wear earbuds and sneakers.
- 💡 Organizing activities to strengthen relationships and understanding within the organization
  - Every year, the company organizes an activity for all employees from every department, called Big Cleaning Day. All employees participate in cleaning and clearing their work areas to maintain orderliness, aligning with the activity's concept. It is a positive recreational activity where everyone collaborates to achieve the set goals and ensure that the work areas are orderly, neat, and clean.
- 💡 Develop communication tools that are accessible to everyone in the organization.
  - The company has developed a communication tool that can reach everyone in the organization through the company's official Line account under the name "Chao Prodigy." This communication tool is effective and accessible to everyone in the organization, and it also significantly helps reduce paper usage.

**Sustainable cities and communities**

Making cities and human settlements inclusive, safe, resilient to change, and sustainable.




**Strategy: Efficient resource management and reducing the impact of pollution Air and waste by creating a resident-friendly environment Surrounding the Community.**


- 💡 Efficient waste management and recycling  
Since the company is a manufacturer of PET bottles, which are a type of plastic that can be 100% recycled, the company has implemented waste management practices by categorizing waste within the company to ensure clear disposal procedures, thereby reducing waste disposal in the environment.



In 2024, which is the year data collection was conducted to assess the Carbon Footprint of the Organization across all three scopes, data was gathered to examine the processes that contribute to the Carbon Footprint and the approaches for reduction. The data from 2024 will be used as the baseline year to minimize negative impacts.

 The efficient use of resources and energy

The company has undertaken the design of lightweight products while maintaining quality and performance that meet customer needs. Currently, several customers have switched to using reduced-volume packaging, which helps lower costs for them (in terms of product pricing). Additionally, for the company, it means developing packaging that uses less plastic. Considering the transportation process, it also helps reduce energy consumption during transportation.

 Reducing the impact of air pollution and ensuring a safe environment in the surrounding community. The company has established a standard system for pollution control. The company complies with the standards set by law and has been certified as a Level 3 Green Factory and ISO 14001:2015, which is an environmental standard system.

Last year, the company organized CSR activities in collaboration with the community to collect PET plastic bottles and aluminum waste for CSR projects. The plastic bottle waste was sent to the Green Road project to be used for building roads in public places, while the caps were made into tables and chairs, turning waste into useful and valuable items. The aluminum waste was donated to Don Tum Hospital to be used for making prosthetic limbs for the disabled, which improves their quality of life and allows them to live normally. Both projects received a very positive response from employees and outsiders alike.

 Planning transportation routes for goods

The company has managed the delivery routes for customers to reduce fuel consumption and air pollution. Additionally, this can lower transportation costs and extend the lifespan of the engines.




**Sustainable production and consumption**

Creating guarantees for sustainable production and consumption patterns.

**Strategy: Promote sustainable production and consumption patterns, reduce waste, and use resources efficiently. Effectively and reducing environmental impact Throughout the life cycle Product details.**






-  **Efficient resource utilization**  
By maximizing the use of PET plastic pellets through lightweight packaging design without compromising quality, we can adequately meet customer needs.
-  **Preparing for the transition to using rPET materials**  
The company and the supplier have collaborated to conduct training sessions on rPET plastic pellets to ensure that the team and management are informed and understand the material. This preparation is to meet customer demands and government regulations, as well as to get ready for potential future machinery and production changes.
-  **Reducing waste from the production process**  
It is one of the production approaches that management prioritizes and sets KPIs for the production department to manage.  
Manage to meet the specified KPIs, and if they are not met, the production department must create a plan.  
Reduce waste from the production process as specified.  


In the past year, the company has implemented technology to assist in the production process for defect detection.  
Packaging materials to reduce waste and ensure production meets ISO 9001:2015 standards.

**Climate change Action**

Urgent action to combat climate change and The impact that occurred  
**Strategy: Accelerate actions to address climate change and its impacts.**  
**That occurred intending to reduce greenhouse gas emissions and build resilience in Dealing with change.**



-  **Reduce greenhouse gas emissions from the production process.**  
The company has used technology to enhance the efficiency of the production process in detecting packaging defects to reduce waste.  

As the company has been using clean energy in production, it has installed solar panels on the factory building's roof to generate electricity for the production process. This reduces the use of fossil fuel electricity. The management places importance on and regularly monitors the efficiency of electricity production every month. Additionally, there may be consideration for further solar panel installation projects, which will be evaluated for their suitability.
-  **Addressing climate change is a priority for the risk management committee as it impacts business operations throughout the entire supply chain. Risk management will focus on preventing and mitigating environmental risks, both in the short and long term, to ensure**



business continuity, and compliance with international standards, and to enhance sustainability in the organization's value chain.

- Climate change affects the supply chain.  
Natural disasters such as floods and droughts affect the procurement of raw materials, transportation, and factory operations.
- The increase in energy and resource costs  
Energy, electricity, and water prices are trending upward, resulting in higher production costs and diminishing competitiveness in the market.
- The strictness of environmental regulations  
The government and customers want the company to take serious environmental measures and reduce greenhouse gas emissions. If the company does not have clear measures and does not implement them, it may lose business opportunities and incur additional costs according to government regulations.
- Impact on the image and confidence of stakeholders  
Currently, consumers, investors, and stakeholders place great importance on environmental management and ESG operations. This has led companies in the market to urgently adapt to meet the demands and respond to the needs of stakeholders comprehensively.

3. Strategies that create value in internal processes (Internal Process) and external processes (External Process) The company focuses on creating value in management, operations, production, and the delivery of products and services to customers, as well as building customer relationships and innovating in products, services, and processes.

**In building customer relationships (GRI 418-1)**

Decent Work and Economic Growth

🌳 The company participates in resolving issues with customers. In the case where the customer's machinery encounters a problem and cannot produce goods, the company will send a team of technicians to survey and collaborate in solving the issue with the customer. If the problem is due to a fault in the company's product, the company will accept the return of the problematic product and proceed according to the agreement with the customer to minimize potential impacts.



🌳 The company collaborates to enhance the potential and capabilities of its partners by jointly developing products or innovations, which benefit both the company's and the partners' businesses. This creates the ability to operate sustainably together with partners, demonstrating qualitative results and performance.



🌳 Join us in building a strong community by declaring our intention to be a "White Factory" (anti-drug) and to combat corruption in all forms. We encourage stakeholders to participate in monitoring and reporting any suspicious activities to the company, and to act according to the established guidelines. We seek cooperation from all stakeholders to adhere to the company's policies. This message has been communicated and disseminated through the company's communication channels to ensure awareness and collective adherence.



**In the field of innovation development**

🌳 The management has implemented OPL (One Point Lesson) as a KPI to be presented every month. In the past, employees have collaborated to devise methods to enhance work efficiency, which can be concretely applied in the work process.



In the year 2024, a total of 156 OPLs were presented, and 4 of them were implemented in actual work (KAIZEN). Each of these was filtered to ensure they could be practically applied and yield results. In addition to implementation, various data were collected and compiled into Knowledge Sharing for broader knowledge dissemination through the company's information system, allowing interested parties to study the information or build upon it.

**Effective communication at all levels within the organization and helping to reduce paper usage (Paperless).**

🌳 The company has used communication channels with employees in the organization through Line Official to inform employees about announcements or any company activities, allowing employees to access and participate. Additionally, it serves as another channel for receiving employee complaints.



🌳 Using Center Drive for updating information or any other documents that each party can share through PDG Share, such as updating specifications or modifying packaging information, allows all stakeholders to be informed in the same direction. This concretely reduces paper usage and waste, among other benefits.



**4. Strategies that promote learning and lead to growth (Learning and Growth)**

Each year, the administration and warehouse department, which oversees the development of personnel within the organization receives Policy from the administration to promote the development of personnel to have knowledge, skills, and capabilities. Developing potential, with the management supporting the organization of personnel development training. Continuously every year, the administration will consider the training topics in each course to align with the circumstances of each year. To ensure that those who attend the



Training will benefit and be able to apply it in their work and operations. Daily life can be organized through both internal company training and external training.

The company does not restrict opportunities and acts by the standards set by labor welfare and protection.

For the year 2024, the number of employees who underwent 6 hours of training accounted for 75.46% of the total 273 employees, which exceeds the standards set by the Labor Welfare and Protection Department. The focus is primarily on the development of the company's personnel.



**Guidelines for CSR In Process to drive the business towards sustainability and environmental friendliness.**

In 2024, the company emphasized CSR in Process, focusing on internal activities to build strength and understanding within the organization. Beyond various quality standards, it also prioritized environmental aspects by adhering to ISO 14001:2015 standards and reducing greenhouse gas emissions through the Carbon Footprint of the Organization across all three scopes. The year 2024 was set as the base year, using its data to apply for CFO Certification from the GHG Management Organization (Public Organization). Consultants were hired to ensure the company was prepared and understood how to accurately collect data and implement CFO practices, aiming to drive the business towards sustainability and environmental friendliness.

Cause and effect in the implementation

1. To sustainably reduce environmental impact from upstream to downstream.
2. To reduce costs and increase production efficiency by using resources efficiently, reducing waste, and lowering energy costs.
3. To build confidence among stakeholders that the company has clear ESG practices.
4. To conduct business by laws, international standards, and relevant regulations.
5. To enhance competitiveness by utilizing technology and innovation in the production of products that meet the needs. Customer and market demand.

**Focusing on energy conservation**

1. **Installing solar panels (SOLAR ROOFTOP) to reduce electricity consumption from fossil fuels.**

Due to the company's continuous emphasis on energy conservation and the installation of panels The company's solar panels are a pilot project by entrepreneurs in the Bang Krabao sub-district, making them the first to install solar panels. This is another source of pride for the company, as it sets an example of using renewable energy, which is natural energy, for the community in the area where the company is located. Organizing activities to raise awareness among the organization's personnel to cooperate in reducing electricity consumption.

Reduce electricity costs while utilizing energy from natural sources. This includes prioritizing the use of renewable energy that is naturally abundant, helping to reduce CO2 emissions, not causing pollution, and being environmentally friendly. From this project, it is expected to reduce the company's electricity expenses by approximately 300,000 baht per month.

In 2024, it is expected to produce 783,185 kWh of electricity from the Solar Roof Top for use in production. The engineering department will be responsible for maintenance to ensure the Solar rooftop panels operate at maximum efficiency.



Installation of solar panels on the roof of the production Building Off the company, a total of 3 buildings



## 2. Maintenance, improvement, and upkeep of machinery and electrical appliances within the company

Regular maintenance of machinery according to the schedule can effectively reduce energy consumption, including Improving or modifying processes and equipment to be more efficient will also help reduce energy consumption.

Actions related to the production process will help reduce energy consumption, which in turn will reduce the amount of greenhouse gas emissions from production as well.

## 3. Waste management within the company

The company manages sound by classifying waste according to legal requirements and has a contamination prevention system. Environment, from storage, transportation, and disposal

- 🌳 Hazardous waste includes used solvents, degraded light bulbs, and used lubricating oil. The company will contact legally authorized contractors to handle the process correctly and safely for the environment.
- 🌳 Waste segregation: The company has provided waste bins, categorizing them according to the type of waste around the factory so that each type of waste can be processed correctly.

## 4. Noise pollution

The company conducts sound quality measurements to assess the average noise level from the factory over 24 hours and to measure the noise pollution level. Every month, the noise level emitted complies with legal regulations. The results of the 24-hour average noise level measurement from the factory and the disturbance level were found to be within the specified standards.

- 🌳 The average sound level over 24 hours (LAeq) does not exceed the standard of 70 decibels A (dBA).
- 🌳 The noise level (dBA) is at the standard level of 10.



**Additionally, activities are organized to raise awareness and build an organizational culture for sustainability among employees.**

1. The internal energy-saving campaign "Turn Off When Not in Use" promotes the efficient use of resources. This ongoing activity aims to raise awareness among the organization's personnel to participate in reducing electricity consumption.
2. Creating an organizational culture for sustainability by organizing training and educating employees about sustainability and the environment.
3. Employment with value and economic growth by promoting a good working environment and fostering environmental awareness within the organization for everyone to practice.
4. CSR in business terms for stakeholders



It is the integration of CSR with business operations.

1. Selection of suppliers with transparency and fairness towards partners  
By providing an opportunity for both large and small partners, both in the nearby area and from different locations, to submit their prices for the company to consider their suitability and alignment with the company's needs.
2. The production and sale of products without exploiting customers, by considering price reductions for customers when raw material prices significantly decrease. Even if raw material prices increase, the company will inform customers in advance before raising prices, allowing customers time to plan and manage.
3. The management of the accounting and finance department has a stringent system of checks and balances to ensure accountability to creditors and debtors.
4. Marketing management involves presenting products to customers and providing information about the products, and their features so that customers can consider and see the overall picture of the entire Supply Chain system, which can be further developed and create added value. This is something the company does not overlook.
5. Eco-friendly Product Design by designing thinner bottles while maintaining performance according to customer needs, including experimenting with rPET to produce bottles, to understand its limitations and prepare to meet potential future customer demands.

The company recognizes that providing knowledge-based information as experts to customers will contribute to the creation of widespread knowledge, which can be continuously developed and lead to innovations. This is part of demonstrating social responsibility, which is considered creative CSR. Additionally, it involves stakeholders participating in business-related CSR activities.



Implementing CSR in Process is an important tool that helps companies producing and selling PET bottle and preform packaging to drive their business to grow sustainably and be environmentally friendly by integrating social responsibility into every step of the operational process.

In addition to helping reduce environmental impact and operational costs, it also builds confidence among stakeholders and enhances competitiveness in the market.

## CSR After Process

The main objective of CSR is focused on social and environmental aspects.

### 1. PDG participated in the SABINA project under the name “New Life Bra CYCLE” Recycle old Bras into Clean energy

It is undeniable that the problem caused by the rapid growth of Fast Fashion worldwide comes with environmental issues. Especially in Thailand, 40% of Thais wear clothes only once and then discard them. Due to various factors, the same applies to undergarments, underwear, etc. The products from these textiles have become a massive pile of waste that needs urgent addressing due to their impact on the environment and society at large, and it is something that must be urgently resolved. Many countries have implemented control measures.

The New Life BRA CYCLE campaign, which involves recycling old bras into energy, a collaboration between

Sabina and Insee Eco-Cycle, is aimed at making the world a better place. By properly disposing of old bras to convert them into clean energy, it helps reduce greenhouse gas emissions. Additionally, it allows participants to contribute by donating new underwear to various foundations or organizations supported by Sabina.

Based on the above concept, the company recognizes and wishes to be part of the solution to help reduce the problem. Therefore, it has joined the project by inviting employees within the organization and interested individuals outside the organization, such as customers, partners, or visitors who wish to participate in the project. They can donate items by placing them in the donation boxes set up by the company for items like underwear, swimwear, tops, and boxers, regardless of brand or condition. The company will collect and deliver these items to SABINA for proper disposal, which is part of the effort to reduce waste, minimize environmental damage, and contribute to creating clean energy for the world.





## 2. PDG donated old desk calendars to be delivered to the Foundation for the Blind in Thailand.

Under the royal patronage, to produce media for the visually impaired.

Every year, there are a large number of used desk calendars that become worthless waste. Therefore, the company has established the "PDG Donate Old Desk Calendars" project with the aim of donating them to the Foundation for the Blind in Thailand Under the Royal Patronage. These calendars will be used to produce materials for the visually impaired, such as Braille and teaching aids, to promote education for the visually impaired. This initiative also helps reduce waste, conserve resources, and combat global warming.



**3. PDG participated in the mai Forum 2024 (8th mai People Power Festival).**

The event was held on Saturday, June 22, 2024, at Centara Grand at CentralWorld by the mai Association. The company's purpose in participating in this booth was to meet and provide information to investors and the general public, the media, stakeholders, and entrepreneurs. During the event, in addition to the executives and investor relations providing various information and answering questions from investors and interested parties, it also aimed to build confidence among stakeholders regarding the company's business direction, which considers ESG aspects and maintains transparency in its operations.

Additionally, the company took the opportunity to set up a booth to showcase environmentally friendly products, such as lightweight bottles that maintain performance to meet customer needs. This innovation addresses social and environmental issues, thus creating shared value for both society and business. CSV (Creating Shared Value)



**Social responsibility**

The company aims to promote employment for people in the community and nearby areas, creating a good economy for the community. Most of the company's employees reside in the community and nearby areas. The company is well aware that developing people's potential, promoting a good quality of life, and providing jobs and income for people in the community will help reduce various problems that arise in the community.

The company sees that providing opportunities for people in the nearby community to become employees (through selection based on the company's criteria) and allowing them to be part of the organization will benefit both the organization and the community. Specifically, employees with a good quality of life will be more efficient in their work. Additionally, while working, employees will be aware of the environmental impact, which will help in taking care to prevent any negative effects on the environment both within the organization and in the nearby community where they reside.

In addition to the personnel within the organization, the company also provides opportunities for educational institutions to send students for internships and to visit and study various operational systems of the company every year.



**Setting policies for safety, occupational health, and working environment (GRI 403-3)**

Prodigy Public Company Limited places great importance on employee safety, including operations related to all stakeholders. Therefore, we are committed to conducting business sustainably based on social responsibility, prioritizing the health and safety of employees in every work process. Consequently, we have established the following safety policy guidelines:

1. Working with consideration for safety, occupational health, and the working environment, which is the duty and responsibility of everyone—employees, partners, contractors, and visitors must strictly adhere to relevant laws and regulations.
2. There is a commitment to preventing and managing risks to reduce the likelihood of injuries and occupational diseases, including the outbreak of emerging diseases that may impact work, by developing an effective and timely occupational health and safety management system.
3. Set objectives, indicators, and goals for safety, occupational health, and work environment to ensure continuous improvement in management efficiency.
4. Provide support in resource allocation, including personnel, budget, tools, and equipment necessary for improving and resolving issues related to quality, occupational safety, health, environment, and society to be sufficient and appropriate.
5. Communicate and train to raise awareness, ensuring correct understanding among employees and stakeholders, to implement effective workplace safety practices.
6. Encourage all employees to participate in the company's occupational health, safety, and work environment activities or projects, and grant them the right to suggest improvements for a safer working environment and working methods.
7. Continuous monitoring, reviewing, and updating of policies are conducted to ensure they are appropriate for the current situation, taking into account the impact on employees and stakeholders.

The company places great importance on work safety, both for employees and for contractors working on the company's premises. Contractors working on the company's premises must strictly adhere to the company's regulations.

**In the past year, there have been no work-related accidents involving both employees and contractors working in the company's area.**



**Overall performance results in 2024**

The comprehensive performance across all dimensions of ESG from the past year has shown effective reduction in resource waste usage, no work-related accidents, and no occupational diseases. Additionally, there has been continuous support for training and development, keeping up with current events. In terms of governance, the company has demonstrated transparency and good oversight, reflecting its commitment to driving the business towards sustainability and building long-term trust among stakeholders.

<p style="text-align: center;"><b>Environmental</b></p>	<p><b>-Preparation of greenhouse gas emission data</b>                  In 2024, the first year the company hired a consultant to provide advice on data collection for certification with the Office of the National Anti-Corruption Commission (NACC).</p> <p><b>-Innovation to reduce the use of plastic pellets</b>                  The company uses innovation to produce lighter PET bottles while maintaining performance that meets customer requirements, thereby reducing the amount of plastic pellets used.</p> <p><b>-Using resources efficiently</b>                  The company uses resources efficiently. The engineering department will take leftover materials to produce furniture or office supplies, thereby adding value to waste and helping to reduce costs.</p> <p><b>-Waste management</b>                  The company manages waste by sorting it into categories for proper disposal according to each type of waste.</p>
<p style="text-align: center;"><b>Social</b></p>	<p><b>-Employee safety and health</b>                  The company places great importance on the safety and health of its employees by continuously conducting annual health check-ups. In terms of employee safety, the company has established safety KPIs that cover both the number of work-related accidents and the duration of accident-free periods each year. Additionally, the company provides equipment suitable for work duties to reduce accidents and work-related illnesses. In the past year, there were no work-related accidents among employees.</p> <p><b>-Staff development</b>                  The company places great importance on developing personnel to be efficient by promoting creativity that can be applied to enhance work efficiency. Additionally, it encourages further knowledge development in AI technology to keep up with the current era and to serve as a tool to support work.</p>



	<p><b>-Diversity and inclusion</b></p> <p>The company promotes gender equality by selecting employees for each position based on their abilities and suitability for the role. It provides opportunities for capable individuals to work with the company, including employees with disabilities, who receive equal benefits as other employees in the company.</p>
<p style="text-align: center;"><b>Governance</b></p>	<p><b>-The company's board of directors is diverse and highly skilled.</b></p> <p>The company's board of directors has diversity in many aspects, as referenced by the Board Diversity Matrix, which discloses information on the diversity of directors in terms of gender, age, expertise in various fields, and work experience. This allows stakeholders to see an overview of the diversity within the company's board of directors.</p> <p><b>-Transparency and disclosure</b></p> <p>The company operates with transparency in its operations and reporting. The company reports its quarterly performance, which has been reviewed by the Audit Committee and approved by the Board of Directors. The results are reported through the Setlink system and disseminated through the company's communication channels, such as the website and Snapshot Newsletter. Additionally, communication channels for investors and interested parties are provided, with designated personnel available to provide information.</p> <p><b>-Compliance with requirements, regulations, laws, and rules</b></p> <p>The company has certified various standards in systems such as ISO 9001:2015, ISO 14001:2015, HACCP, GMP, labor laws, and industry-specific business operation standards. These are requirements that the company must adhere to in order to instill confidence in customers and stakeholders regarding its operations.</p> <p><b>- Anti-corruption</b></p> <p>The company requires employees at all levels, including the board of directors, to adhere to the company's anti-corruption policy and communicate it to all stakeholders, requesting their cooperation in following the company's policy.</p>

The implementation of ESG operations this time is an important step that helps the company grow sustainably and builds trust among all stakeholders. The company will continue to develop its operations to create positive impacts for all stakeholders sustainably.



## 9 Internal control and intercompany transactions

### Internal control system

The company places great importance on having a good internal control system and adhering to good corporate governance principles, which means having a transparent, fair, reliable operational system with checks and balances that can be audited. This will lead to the greatest benefits for shareholders, employees, partners, the community, and all stakeholders involved.

The company has appointed AT&A Management Co., Ltd. to audit and assess the internal control system of the company. AT&A Management Co., Ltd. has conducted an audit of the company's internal control system, and the company has continuously used the audit and assessment results to improve and develop its internal control system. To enable the board to effectively monitor the company's operations, the audit committee meeting has scheduled a quarterly internal audit report for the board's acknowledgment. Additionally, in terms of operations, the accounting and finance manager has been assigned to coordinate between the audit committee, internal auditors, and various departments within the organization.

The auditor's observations regarding the company's internal control system in the accounting system. The company's auditor is EY Office Limited, which is the auditor for the financial statements for the year 2024. The auditor has provided comments on the internal control system in the accounting area. In the audit of the company's financial statements for the year ended December 31, 2024, according to auditing standards, to express an opinion on whether the financial statements present the financial position and performance accurately in all material respects according to the financial reporting standards. The office has studied and assessed the effectiveness of the company's internal control in the accounting area as deemed necessary to determine the scope of the audit work to be thorough and appropriate. The office did not find any significant deficiencies in the internal control system in the accounting area that would have a significant impact on the opinion on the financial statements as of December 31, 2024.



### Evaluation of the adequacy of the internal control system

At the first board of directors meeting of 2025 on February 19, 2025, all audit committee members participated in the meeting to evaluate the adequacy of the company's internal control system for the year 2567. This evaluation covered all five areas: organizational internal control, risk assessment, operational control, information and communication systems, and monitoring systems, including fraud and corruption. The audit committee concluded that the company has an adequate and appropriate internal control system that aligns with the internal control adequacy assessment of the Securities and Exchange Commission. Additionally, there is no risk of fraud and corruption within the company. The results were reported to the board of directors.



## Company's inter-company transaction policy

The company's board of directors has established a policy for inter-company transactions to prevent conflicts of interest and to ensure that such transactions are in the best interest of the company as follows:

1. The company's directors and executives will prepare a report on their own and related parties' interests for the company.
2. When the company engages in related transactions, such transactions must be approved by the Board of Directors, the Company Board, or the shareholders' meeting (as the case may be), except for transactions with commercial agreements that are general trade conditions, which have already been approved in principle by the Company Board. The company will comply with the transaction guidelines.
3. Related according to the announcement of the Capital Market Supervisory Board.
4. In considering related party transactions, the company may appoint an independent appraiser or an independent financial advisor (as the case may be) to provide opinions on significant related party transactions.
5. Transactions between the company must set prices and conditions as if they were transactions with external parties (Arm's Length Basis), which must be fair, reasonable, and yield the maximum benefit to the company.
6. Stakeholders involved in the related transactions will not be able to approve and vote on the matter.



As it has been disseminated to stakeholders both within and outside the organization through all communication channels of the company.

**The follow-up results for the year 2024** show that the company has significant business transactions with related individuals or entities, which are in accordance with the commercial terms and criteria agreed upon between the company and the related individuals or entities, and are conducted in the normal course of business. These transactions have been duly reviewed by the auditors, and the summary is as follows:





**Related Items**

Summary of items between Significant differences between Prodigy Public Company Limited and persons who may have conflicts in the fiscal year ending December 31, 2024, compared with the fiscal year ending December 31, 2023.

Persons who may have conflicts of interest	Relationship	Item characteristics	Transaction value (million baht)		Necessity and reasonableness
			fiscal year ends Date 31 Dec. '24	fiscal year ends Date 31 Dec. '23	
<b>1. Thai Vegetable Oil Public Company Limited (TVO)</b> Engages in the business of producing and distributing soybean oil and soybean meal.	To be a major shareholder of the Company and there are common directors with the company Including Mr. Vatchara Vitayatanagorn Mr. Vorravuth Tangpiroonthum And Mr.Pachai Chanpitak	The company sells packaging (bottles) to TVO. The Policy determines the selling price and conditions trade according to the market price as the same other. Selling to other customers sale discount product	240	208	The sale of such packaging (bottles) is a normal business transaction of the Company. Whereby the Company sells packaging (bottles) at prices and conditions trade as the company sells to other customers. The Audit Committee is of trade as the company sells to other customers. The Audit Committee is of the opinion that such transactions are normal transactions and reasonableness.
			quoted 38	quoted 41	
			increase 240	increase 208	
			Paid <u>230</u>	Paid <u>211</u>	
		Product sales discount payable	Remaining <u>48</u>	Remaining <u>38</u>	
<b>2. Thai Edible Oil Co., Ltd. (TEO)</b> Engages in the business of manufacturing and selling rice bran products high quality rice bran oil oil bran and Other rice bran products.	To be major shareholder of the Company and There are common directors with the company, namely Mr. Pramote Santiwattana	The company sells packaging (bottles) to TEO. There is a policy to determine the selling price and conditions. Trade according to the market price, the same as the other.	49	44	The sale of such packaging (bottles) is a normal business transaction of the Company. Whereby the Company Selling packaging (bottles) at prices and conditions trade as the company sells to other customers.



Persons who may have conflicts of interest	Relationship	Item characteristics	Transaction value (million baht)		Necessity and reasonableness
			fiscal year ends Date 31 Dec. '24	fiscal year ends Date 31 Dec. '23	
					The Audit Committee is of the opinion that Such transactions are normal transactions and are sensible.
		Trade accounts receivable from sales of	quoted 5	quoted 4	
		packaging (bottles)	increase 49	increase 44	
			paid <u>49</u>	paid <u>43</u>	
		Product sales discount payable	remaining <u>5</u>	remaining <u>5</u>	



# Part 3

# Financial Statement



Prodigy Public Company Limited  
Report and financial statements  
31 December 2024

## **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 2024, 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 material accounting policy information (collectively "the financial statements").

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 2024, 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, and with special consideration given to expanding the scope of the testing of the internal controls which respond to the risk of revenue recognition. 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.

Isaraporn Wisutthiyan

Certified Public Accountant (Thailand) No. 7480

EY Office Limited

Bangkok: 19 February 2025

**Prodigy Public Company Limited**

**Statement of financial position**

**As at 31 December 2024**

		(Unit: Baht)	
	<u>Note</u>	<u>2024</u>	<u>2023</u>
<b>Assets</b>			
<b>Current assets</b>			
Cash and cash equivalents	7	338,286,993	309,779,133
Trade and other receivables	8	101,244,512	97,186,358
Inventories	9	76,315,440	64,689,606
Material supplies	9	10,904,562	11,145,827
Other current assets		2,678,141	1,478,119
<b>Total current assets</b>		<u>529,429,648</u>	<u>484,279,043</u>
<b>Non-current assets</b>			
Property, plant and equipment	10	204,564,888	206,945,300
Deferred tax assets	16	9,613,403	9,292,049
Other non-current assets		701,870	758,198
<b>Total non-current assets</b>		<u>214,880,161</u>	<u>216,995,547</u>
<b>Total assets</b>		<u><u>744,309,809</u></u>	<u><u>701,274,590</u></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 2024**

		(Unit: Baht)	
	<u>Note</u>	<u>2024</u>	<u>2023</u>
<b>Liabilities and shareholders' equity</b>			
<b>Current liabilities</b>			
Trade and other payables	12	87,659,146	72,262,364
Income tax payable		10,057,855	6,230,385
Other current liabilities		4,055,046	2,684,133
<b>Total current liabilities</b>		<u>101,772,047</u>	<u>81,176,882</u>
<b>Non-current liabilities</b>			
Provision for long-term employee benefits	13	22,383,657	25,273,351
<b>Total non-current liabilities</b>		<u>22,383,657</u>	<u>25,273,351</u>
<b>Total liabilities</b>		<u>124,155,704</u>	<u>106,450,233</u>
<b>Shareholders' equity</b>			
Share capital			
Registered			
297,000,000 ordinary shares of Baht 0.5 each		148,500,000	148,500,000
Issued and fully paid up			
296,999,929 ordinary shares of Baht 0.5 each		148,499,965	148,499,965
Share premium		156,342,080	156,342,080
Retained earnings			
Appropriated - statutory reserve	14	14,849,996	14,849,996
Unappropriated		300,462,064	275,132,316
<b>Total shareholders' equity</b>		<u>620,154,105</u>	<u>594,824,357</u>
<b>Total liabilities and shareholders' equity</b>		<u>744,309,809</u>	<u>701,274,590</u>
		-	-

The accompanying notes are an integral part of the financial statements.

**Prodigy Public Company Limited**  
**Statement of comprehensive income**  
**For the year ended 31 December 2024**

		(Unit: Baht)	
	<u>Note</u>	<u>2024</u>	<u>2023</u>
<b>Profit or loss:</b>			
<b>Revenues</b>			
Sales		631,350,026	631,528,315
Other income		2,151,895	2,885,595
<b>Total revenues</b>		<u>633,501,921</u>	<u>634,413,910</u>
<b>Expenses</b>			
Cost of sales		480,092,874	533,848,219
Selling and distribution expenses		20,576,421	23,306,016
Administrative expenses		42,500,897	43,854,061
Allowance for expected credit losses	8	3,761,073	60,868
Reduction cost of inventories to net realisable value (reversal)	9	735,391	(544,177)
<b>Total expenses</b>		<u>547,666,656</u>	<u>600,524,987</u>
<b>Operating profit</b>		85,835,265	33,888,923
Finance income		2,633,872	2,382,688
Finance cost		(329,903)	(325,168)
<b>Profit before income tax expenses</b>		88,139,234	35,946,443
Income tax expenses	16	(17,558,520)	(7,049,794)
<b>Profit for the year</b>		<u>70,580,714</u>	<u>28,896,649</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	6,548,776	-
Less: Income tax effect	16	(1,309,755)	-
<b>Other comprehensive income for the year</b>		<u>5,239,021</u>	<u>-</u>
<b>Total comprehensive income for the year</b>		<u>75,819,735</u>	<u>28,896,649</u>
<b>Earnings per share</b>			
Basis earnings per share	17	<u>0.24</u>	<u>0.10</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 2024**

(Unit: Baht)

	Issued and	Share	Retained earnings		Total
	paid-up		Appropriated	Unappropriated	
	share capital	premium			
<b>Balance as at 1 January 2023</b>	148,499,965	156,342,080	14,849,996	264,055,663	583,747,704
Total comprehensive income for the year	-	-	-	28,896,649	28,896,649
Dividend paid (Note 20)	-	-	-	(17,819,996)	(17,819,996)
<b>Balance as at 31 December 2023</b>	<u>148,499,965</u>	<u>156,342,080</u>	<u>14,849,996</u>	<u>275,132,316</u>	<u>594,824,357</u>
					-
<b>Balance as at 1 January 2024</b>	148,499,965	156,342,080	14,849,996	275,132,316	594,824,357
Profit for the year	-	-	-	70,580,714	70,580,714
Other comprehensive income for the year	-	-	-	5,239,021	5,239,021
Total comprehensive income for the year	-	-	-	75,819,735	75,819,735
Dividend paid (Note 20)	-	-	-	(50,489,987)	(50,489,987)
<b>Balance as at 31 December 2024</b>	<u>148,499,965</u>	<u>156,342,080</u>	<u>14,849,996</u>	<u>300,462,064</u>	<u>620,154,105</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 2024**

	(Unit: Baht)	
	<u>2024</u>	<u>2023</u>
<b>Cash flows from operating activities</b>		
Profit before tax	88,139,234	35,946,443
Adjustments to reconcile profit before tax to net cash provided by (paid from) operating activities		
Depreciation and amortisation	32,961,021	34,478,220
Allowance for expected credit losses (reversal)	3,761,073	(1,448,829)
Write-off bad debt	-	1,509,697
Reduction cost of inventories to net realisable value (reversal)	735,391	(544,177)
Loss (gain) on sales of equipment	137,766	(1,147,162)
Provision for long-term employee benefits	3,873,082	3,644,970
Profit from operating activities before changes in operating assets and liabilities	129,607,567	72,439,162
Operating assets (increase) decrease		
Trade and other receivables	(7,819,227)	(1,564,683)
Inventories and material supplies	(12,119,960)	44,206,226
Other current assets	(1,200,022)	1,700,517
Other non-current assets	40,780	198,830
Operating liabilities increase (decrease)		
Trade and other payables	15,247,452	(35,288,662)
Other current liabilities	1,370,913	946,785
Provision for long-term employee benefits	(214,000)	(1,164,554)
Cash flows from operating activities	124,913,503	81,473,621
Cash paid for income tax	(15,362,159)	(4,889,850)
<b>Net cash flows from operating activities</b>	<u>109,551,344</u>	<u>76,583,771</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 2024**

	(Unit: Baht)	
	<u>2024</u>	<u>2023</u>
<b>Cash flows from investing activities</b>		
Acquisition of building, machinery and equipment	(30,756,232)	(15,633,597)
Proceed from sales of machinery and equipment	53,405	1,147,196
<b>Net cash flows used in investing activities</b>	<u>(30,702,827)</u>	<u>(14,486,401)</u>
<b>Cash flows from financing activities</b>		
Dividend paid	(50,340,657)	(17,788,965)
<b>Net cash flows used in financing activities</b>	<u>(50,340,657)</u>	<u>(17,788,965)</u>
<b>Net increase in cash and cash equivalents</b>	28,507,860	44,308,405
Cash and cash equivalents at beginning of year	309,779,133	265,470,728
<b>Cash and cash equivalents at end of year</b>	<u><u>338,286,993</u></u>	<u><u>309,779,133</u></u>

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 2024**

##### **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 which are effective for fiscal years beginning on or after 1 January 2024. 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 will become effective for fiscal years beginning on or after 1 January 2025**

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 2025. 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. 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.

#### *Interest income*

Interest income is calculated using the effective interest method and recognised on an accrual basis. The effective interest rate is applied to the gross carrying amount of a financial asset, unless the financial assets subsequently become credit-impaired when it is applied to the net carrying amount of the financial asset (net of the expected credit loss allowance).

### **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.

(Unit: Million Baht)

	For the years ended		Pricing policy
	31 December		
	<u>2024</u>	<u>2023</u>	
<u>Transactions with parent company</u>			
Sales of goods	240.0	207.9	Normal prices charged to ordinary customers
<u>Transactions with related company</u>			
Sales of goods	49.2	43.6	Normal prices charged to ordinary customers

As at 31 December 2024 and 2023, the balances of the accounts between the Company and those related parties are as follows:

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
<b><u>Trade receivables - related parties (Note 8)</u></b>		
Parent company	47,797	37,521
Related company (related by common directors)	4,573	5,022
Total trade receivables - related parties	<u>52,370</u>	<u>42,543</u>

**Directors and management's benefits**

During the years ended 31 December 2024 and 2023, the Company had employee benefit expenses payable to their directors and management as below.

	(Unit: Million Baht)	
	<u>2024</u>	<u>2023</u>
Short-term employee benefits	18.2	17.6
Post-employment benefits	0.1	0.1
Total	<u>18.3</u>	<u>17.7</u>

**7. Cash and cash equivalents**

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Cash	70	70
Bank deposits	338,217	309,709
Total	<u>338,287</u>	<u>309,779</u>



As at 31 December 2024, bank deposits in saving accounts and fixed deposits carried interests at the rates between 0.25 and 1.40 percent per annum (2023: 0.30 and 1.60 percent per annum).

## 8. Trade and other receivables

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
<b><u>Trade receivables - related parties</u></b>		
Aged on the basis of due dates		
Not yet due	27,910	21,006
Past due up to 3 months	24,460	21,537
Total trade receivables - related parties (Note 6)	<u>52,370</u>	<u>42,543</u>
<b><u>Trade receivables - unrelated parties</u></b>		
Aged on the basis of due dates		
Not yet due	15,459	22,108
Past due		
Up to 3 months	32,251	31,921
3 - 6 months	2,702	471
6 - 12 months	828	637
Over 12 months	13,766	13,349
Returned cheques	8,444	6,354
Total	<u>73,450</u>	<u>74,840</u>
Less: Allowance for expected credit losses	<u>(24,608)</u>	<u>(20,847)</u>
Total trade receivables - unrelated parties, net	<u>48,842</u>	<u>53,993</u>
Total trade receivables - net	<u>101,212</u>	<u>96,536</u>

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
<b><u>Other receivables</u></b>		
Other receivables - unrelated parties	33	650
Total other receivables	<u>33</u>	<u>650</u>
<b>Total trade and other receivables - net</b>	<u><u>101,245</u></u>	<u><u>97,186</u></u>

**9. Inventories and material supplies**

	(Unit: Thousand Baht)					
	Cost		Reduce cost to net realisable value		Inventories-net	
	<u>2024</u>	<u>2023</u>	<u>2024</u>	<u>2023</u>	<u>2024</u>	<u>2023</u>
Finished goods	36,183	31,892	(1,075)	(340)	35,108	31,552
Raw materials	37,744	29,852	-	-	37,744	29,852
Packaging	<u>3,463</u>	<u>3,286</u>	<u>-</u>	<u>-</u>	<u>3,463</u>	<u>3,286</u>
Total inventories	<u><u>77,390</u></u>	<u><u>65,030</u></u>	<u><u>(1,075)</u></u>	<u><u>(340)</u></u>	<u><u>76,315</u></u>	<u><u>64,690</u></u>
Material supplies	<u><u>10,905</u></u>	<u><u>11,146</u></u>	<u><u>-</u></u>	<u><u>-</u></u>	<u><u>10,905</u></u>	<u><u>11,146</u></u>

(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 2023	45,306	138,447	750,582	220,054	6,895	14,648	677	1,176,609
Additions	-	-	-	7,299	102	-	8,232	15,633
Disposals	-	-	(112,510)	(7,264)	-	-	-	(119,774)
Transfer in (out)	-	-	430	2,170	-	-	(2,600)	-
31 December 2023	45,306	138,447	638,502	222,259	6,997	14,648	6,309	1,072,468
Additions	-	886	-	2,642	131	4,372	22,725	30,756
Disposals	-	(2,169)	(4)	(1,043)	(254)	(160)	-	(3,630)
31 December 2024	45,306	137,164	638,498	223,858	6,874	18,860	29,034	1,099,594
<b>Accumulated depreciation:</b>								
1 January 2023	-	75,969	662,047	197,308	5,637	9,873	-	950,834
Depreciation for the year	-	5,807	16,186	10,551	473	1,446	-	34,463
Depreciation on disposals	-	-	(112,510)	(7,264)	-	-	-	(119,774)
31 December 2023	-	81,776	565,723	200,595	6,110	11,319	-	865,523
Depreciation for the year	-	5,734	15,658	9,327	470	1,756	-	32,945

(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
Depreciation on disposals	-	(2,001)	(4)	(1,043)	(230)	(161)	-	(3,439)
31 December 2024	-	85,509	581,377	208,879	6,350	12,914	-	895,029
<b>Net book value:</b>								
31 December 2023	45,306	56,671	72,779	21,664	887	3,329	6,309	206,945
31 December 2024	45,306	51,655	57,121	14,979	524	5,946	29,034	204,565
<b>Depreciation for the year</b>								
2023 (Baht 27 million included in manufacturing cost and the balance in selling and administrative expenses)								34,463
2024 (Baht 25 million included in manufacturing cost and the balance in selling and administrative expenses)								32,945

As at 31 December 2024, 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 717 million (2023: Baht 691 million).

#### 11. Credit facilities of short-term loans

The Company has Baht 100 million unused credit facilities obtained from financial institutions that contain covenants in 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>2024</u>	<u>2023</u>
Trade payables	76,540	61,741
Other payables	4,822	4,287
Accrued expenses	<u>6,297</u>	<u>6,234</u>
Total trade and other payables	<u><u>87,659</u></u>	<u><u>72,262</u></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>2024</u>	<u>2023</u>
<b>Provision for long-term employee benefits at beginning of year</b>	25,273	22,793
Included in profit or loss:		
Current service cost	3,263	3,102

Interest cost	610	543
Included in other comprehensive income:		
Actuarial gain arising from		
Demographic assumptions changes	(1,144)	-
Financial assumptions changes	(543)	-
Experience adjustments	(4,861)	-
Benefits paid during the year	<u>(214)</u>	<u>(1,165)</u>
<b>Provisions for long-term employee benefits at end of year</b>	<b><u>22,384</u></b>	<b><u>25,273</u></b>

The Company expects to pay Baht 0.5 million of long-term employee benefits during the next year (2023: Baht 0.2 million).

As at 31 December 2024, the weighted average duration of the liabilities for long-term employee benefits is 12 years (2023: 14 years).

Significant actuarial assumptions are summarised below:

	(Unit: Percent per annum)	
	<u>2024</u>	<u>2023</u>
Discount rate	2.45	2.44
Salary increase rate	3.6 - 5.2	3.7 - 5.5
Turnover rate	0 - 19.0	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 2024 and 2023 are summarised below:

(Unit: Million Baht)

	2024		2023	
	<u>Increase 1%</u>	<u>Decrease 1%</u>	<u>Increase 1%</u>	<u>Decrease 1%</u>
Discount rate	(2.0)	2.3	(2.5)	2.9
Salary increase rate	2.4	(2.1)	3.5	(3.0)
	<u>Increase 10%</u>	<u>Decrease 10%</u>	<u>Increase 10%</u>	<u>Decrease 10%</u>
Turnover rate	(0.6)	0.6	(0.7)	0.7

#### 14. 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.

#### 15. Expenses by nature

Significant expenses classified by nature are as follows:

(Unit: Thousand Baht)

	<u>2024</u>	<u>2023</u>
Salary and wages and other employee benefits	95,978	93,108
Depreciation and amortisation	32,961	34,478
Transportation expenses	9,941	12,892
Raw materials and consumables used	249,157	295,371
Purchase of finished goods	68,031	54,433
Changes in inventories of finished goods	(4,291)	5,749

## 16. Income tax

Income tax expenses for the years ended 31 December 2024 and 2023 are made up as follows:

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
<b>Current income tax:</b>		
Current income tax charge	19,190	7,147
<b>Deferred tax:</b>		
Relating to origination and reversal of temporary differences	<u>(1,631)</u>	<u>(97)</u>
<b>Income tax expenses reported in profit or loss</b>	<u><u>17,559</u></u>	<u><u>7,050</u></u>

The amounts of income tax relating to each component of other comprehensive income for the years ended 31 December 2024 and 2023 are as follows:

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Deferred tax relating to actuarial gains	<u>1,310</u>	<u>-</u>

The reconciliation between accounting profit and income tax expenses is shown below.

	(Unit: Thousand Baht)	
	<u>2024</u>	<u>2023</u>
Accounting profit before tax	<u><u>88,139</u></u>	<u><u>35,946</u></u>
Applicable tax rate	20%	20%
Accounting profit before tax multiplied by income tax rate	17,628	7,189



(Unit: Thousand Baht)

	<u>2024</u>	<u>2023</u>
Effects of:		
Non-deductible expenses	108	39
Additional expense deductions allowed	(177)	(178)
Total	(69)	(139)
Income tax expenses reported in profit or loss	<u>17,559</u>	<u>7,050</u>

The components of deferred tax assets are as follows:

(Unit: Thousand Baht)

	<u>Statements of financial position</u>	
	<u>2024</u>	<u>2023</u>
<b>Deferred tax assets</b>		
Allowance for expected credit losses on trade receivables	4,921	4,169
Provision for long-term employee benefits	4,477	5,055
Reduction cost of inventories to net realisable value	215	68
Total	<u>9,613</u>	<u>9,292</u>

## 17. 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 year.

## 18. 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 2024, the Company has revenue from 1 major customer in amount of Baht 240 million (2023: 2 major customers in amount of Baht 208 million and Baht 66 million).

## 19. 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 2024 amounting to approximately Baht 1.1 million (2023: Baht 1.2 million) were recognised as expenses.

## 20. Dividends

Dividends	Approved by	Total dividends	Dividend per share
		(Thousand Baht)	(Baht)
Dividends for 2023	The Annual General Meeting of the Company's shareholders on 24 April 2024	23,759	0.08
Interim dividends for 2024	Board of Directors' meeting on 7 August 2024	26,731	0.09
<b>Total for 2024</b>		<b>50,490</b>	<b>0.17</b>

Dividends for 2022	The Annual General Meeting of the Company's shareholders on 20 April 2023	14,850	0.05
Interim dividends for 2023	Board of Directors' meeting on 9 August 2023	<u>2,970</u>	<u>0.01</u>
<b>Total for 2023</b>		<u><u>17,820</u></u>	<u><u>0.06</u></u>

## 21. Commitments and contingent liabilities

### 21.1 Capital commitments

As at 31 December 2024, the Company had capital commitments of approximately Baht 0.9 million relating to the acquisition of factory tools and equipment (2023: Baht 0.4 million).

### 21.2 Guarantees

As at 31 December 2024, there were outstanding bank guarantees of approximately Baht 9 million (2023: 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.

## 22. Financial instruments

### 22.1 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.

## **22.2 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.

## **23. 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 2024, the Company's debt-to-equity ratio was 0.20:1 (2023: 0.18:1).

**24. Event after the reporting period**

On 19 February 2024, Board of directors' meeting of the Company passed the resolution to approve an annual dividend payment to the shareholders of Baht 0.15 per share, a total of Baht 44.5 million which is an addition of interim dividend payment of Baht 0.09 per share and to be paid from the Company's operating results for the year 2024. This resolution will be further proposed for the shareholders' approval in the Annual General Meeting of the shareholders for the year 2025.

**25. Approval of financial statements**

These financial statements were authorised for issue by the Company's Board of directors on 19 February 2025.

# Appendix



## Attachment 1 : Details of Directors, Executives, Controlling Persons and company secretary

## 1. Profiles of directors and executives

Name - Surname	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
1 . Assoc.Prof.Prayoon Boonprasurd	82	-Master's Degree in Research	-	-None-	Present	Independent Director	Prodigy Pcl.
		Operation (Operation Research)				Chairman of the Board	
		University of Detroit, USA				Audit Committee	
		-Master's Degree in Management				Corporate Governance Nomination	
		Business Marketing Institutions				and Remuneration Committee	
		Bachelor of Science in Administration				Strategy Risk and Sustainability Committee	
		-Bachelor's Degree in Mathematics					
		Prasarnmit College of Education					
		-Study for a doctoral degree program in the field of research, operations, Detroit college, USA.					

Name - Surname	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
		Passed the training course					
		- University environment management					
		California Straits Heward USA					
		- Director Accreditation Program					
		(DAP 108/2013)					



Name - Surname	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. Thipawan Uthaisang	66	-Master of Business Administration	-	-None-	2013 - Present	Independent Director	Prodigy PCL.
		Thammasat University				Chairman of the Audit Committee	
		-Bachelor of Accounting				Director	
		Faculty of Commerce and Accountancy				Corporate Governance Nomination	
		Thammasat University				and Remuneration Committee	
		<b>passed the training course</b>			2015 - Present	Independent Director	Aira & AIFUL PCL.
		- Direction Certification Program				Chairman of the Audit Committee	
		(DCP 29/2003)			2013 - present	Independent Director	Winner Group PCL.
		- College of Politics and Governance				Chairman of the Board of Directors	Enterprise
		King Prajadhipok's Institute (Por Por Ror.) Class 9				Compensation	
		- Capital Market Academy (CMA)				Audit Committee	
		Generation 8			2009 -Present	Independent Director	Ladprao Hospital PCL.
		- National Defense College				Audit Committee	
		(WorPor.) Model 53			2005 -Present	Independent Director	Eason Paint Public Co., Ltd.
		- Advance Audit Committee				Audit Committee	
		Program (AACP 26/2017)				Remuneration Committee	
		-Board that Make a Difference				and good governance	
		(BMC 9/2019)			2007 -Present	Managing director	Paper Mate Co., Ltd.
		-Board Nomination & Compensation					(Thailand)
		Program (BNCP 17/2023)					

Name - Surname	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 Taksinwarachan	70	-Bachelor of Economics (International Economics) Chulalongkorn University	-	-None-	2014 - Present	Independent Director	Prodigy Pcl.
		-Certificate of high-level executive course in commerce (Class 7 ) commerce academy				Audit Committee Chairman of Corporate Governance Nomination and Remuneration Committee	
		-Certificate of lecturer course Senior Insurance Office Supervisory and Promotion Committee insurance business			2021 - Present	Chairman of Audit Committee and Sub-committee on Personnel Administration	The Gem and Jewelry Institute of Thailand (Public Organization)
		-High level executive certificate Civil Service Development Institute			2022	Chairman of ethic Committee	Department of Internal Trade, Ministry of Commerce.
		-High level executive certificate Thammasat University			2017 - 2021	Qualified member	The Gem and Jewelry Institute of Thailand (Public Organization)
		<b>passed the training course</b> -Director Accreditation Program (DAP 106/2013)					
		-Role of the Compensation Committee (RCC 19/2014)					
		-Board Nomination & Compensation Program (BNCP 17/2023)					

Name - Surname	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	74	- Bachelor and Master of Sciences in Civil Engineering	-	None	2013 - Present	Independent Director	Prodigy Pcl.
		Massachusells Institute of Technology USA				Director	
		-Ph.D. in Civil Engineering			Present	Foundation Director	Medical Volunteer Foundation
		Camegie-Mellon University USA					Somdet Phra Srinagarindra
		<b>passed the training course</b>			Present	Director	Boromarajonani
		Accreditation Course Program (DAP 120/2015)			2003 - 2007	Director	Puey Ungphakorn Institute
		- Senior Executive Program				Executive director	Office of Small and Medium Enterprise
		Trade and Commerce, Class 3				Qualified Director	Promotion , OSMEP

Name - Surname	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. Purnux Nacob	72	-Honorary Doctorate degree	-	Relate to	1995 -Present	Director	Prodigy Pcl.
		Department of Marketing, University		Mr. Vachara Vitayatanagorn		Corporate Governance Nomination and Remuneration Committee	
		Ramkhamhaeng		and			
		-Master of Business Administration		Mr. Vorravuth Tangpiroonthum		Chairman of Strategy risks and sustainability Committee	
		Kasetsart University					
		-Master of Arts (Political Science )					
		Ramkhamhaeng University			2004 -Present	Director	Thai Ha Pcl..
		-Bachelor of Business Administration				executive director	
		Suan Dusit Rajabhat Institute			Present	Director	Oil Refinery Co., Ltd.
							Nakhonchaisri
		<b>Passed training courses</b>				Director	Seng Heng Industry Co., Ltd.
		-Director Accreditor Program				Director	Cheer (Thailand) Co., Ltd.
		(DAP 43/2548)				Director	Management and
		- Finance for Non-Finance				Executive Chairman	Phycology Co.,Ltd.
		Director 31/2549				Chairman	Chaipirom Co., Ltd.
		- Business reform and building course				Director	Wapo Friendship Co., Ltd.
		Innovation Network (BRAIN)				Director	Chumsin Sub Co., Ltd.
		The Federation of Thai Industries				Director/	Nacob Co., Ltd.
						Executive Chairman	

Name - Surname	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	63	-Master of Business Administration	2.22	None	1992 -Present	Director	Prodigy Pcl.
		Kasetsart University				Executive Chairman	
		- MINI MBA, Thammasat University				Risk Management Committee	
		- Holistic Finance for the Boss				Managing Director	
		- Management Psychology				Sales manager	Cheer (Thailand) Co., Ltd.
						Sales manager	Oil Refinery Co., Ltd.
		<b>Passed the training course</b>					Nakhonchaisri
		- Directors Certification Program				Wholesale Department Manager	B&P Products Co., Ltd.
		(DCP 170/2013)					
		-Risk Management Committee					
		Program (RMP 1/2013)					
		-Company Reporting Program					
		(CRP 8/2014)					
		-Board Reporting Program					
		(BRP 13/2014)					
		-CTO Course					
		(Chief Transformation Officer) SET					
		-Seminar Engaging Board in ESG the path					
		Of effectiveness sustainability By IOD					

Name - Surname	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	68	-Bachelor of Economics	0.15	None	2005 -Present	Director	Prodigy Pcl.
		Thammasat University				Strategy Risk and	
						Sustainability Committee	
					2021 - Present	Chief Officer Consultant	Thai Edible Oil Co., Ltd.
		<b>passed the training course</b>					Thai Ruam Jai Korat Co., Ltd.
		- Director Accreditation Program					Thai Ruam Jai Vegetable
		(DAP 120/2015)					Oil Co.,Ltd.
		-Director Certification Program			2021 - Present	Advisor to the Unit Director	Thai Ruamjai Co., Ltd.
		(DCP 227/2016)				feed business	Thai Ruam Jai Korat Co., Ltd.
					1977 -Present	Executive director	Thai Edible Oil Co., Ltd.
							Thai Ruam Jai Vegetable
							Oil Co.,Ltd.
							Thai Ruamjai Co., Ltd.
							in Korat
							Yong Somjai Co., Ltd.

Name - Surname	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	50	-Master's Degree in Finance and Management	-	Relate to	2015 - Present	Director	Prodigy PCL.
		Market Graduate Institute of Business Administration		Mr.Purnrux Nacob	2017 -Present	Director	Thai Vegetable Oil PCL.
		Sasin of Chulalongkorn University		and	2011- Present	Chief Executive Officer	Cheer Group Holdings Co., Ltd.
		-Bachelor's Degree in General Management		Mr.Vachara	1997 -Present	Director	Thai Ha PCL.
		Faculty of Commerce and Accountancy		Vitayatanagorn	2016 - 2019	Director	Major Development PCL.
		Chulalongkorn University				Audit Committee	
		<b>Passed the training course</b>				Corporate Governance Nomination	
		-Successful Formulation And Execution of Strategy 33 / 2020				Committee and consider compensation	
		-Board room Success Through Financing And Investment 9/2020			2007 - 2014	Chief Financial Officer and Chairman Risk Committee	Thai Ha PCL.
		-Strategic Board Master Class					
		6/2019					
		-Board Nomination and Compensation Program 4/2018					
		-Advance Audit Committee Program					
		23/2016					
		-Corporate Governance for Capital Market Intermediaries 20/2018					
		-Engaging Board in ESG; The Path to Effective Sustainability					

Name - Surname	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	54	-Master of Economics	2.22	Relate to	2008 - Present	Director	Prodigy Pcl.
Vitayatanagorn		University of Colorado-Denver		Mr.Purnrux Nacob		Risk Management Committee	
		United States		and		executive director	
		-Bachelor of Business Administration in Finance		Mr.Vorravuth Tangpiroonthum	2021 - 2023	Risk and Sustainability Strategy Committee	
		and Bank, Assumption University				Business Development Manager	
		<b>Passed the training course</b>			2013 - Present	Director	Thai Vegetable Oil Pcl.
		-Capital Market Academy Course			2018 - Present	Director	Golden Thread Co., Ltd.
		Senior Executives, Class 22 , 2016			2018 - 2019	Advisor to the Commission economy	National Legislative Assembly
		- Direction Certification Program					
		(DCP 174/2013)					
		-Risk Management Committee					
		Program (RMP 1/2013)					
		-Effective Minute Taking					
		(EMT 28/2014)					
		-Company Reporting Program					
		(CRP 8/2014)					
		-Board Reporting Program					
		(BRP 13/2014)					



Name - Surname	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Pperiod	Position	Department/Company
10. Mr. Pachai Chanpitaksa	40	-Maser of Sciences in Technical Venture	2.22	Relate to	2023 – Present	Director	Prodigy PCL.
		And foundation of entrepreneurship,		Mr.Purnrux Nacob	2022 - Present	Chief Executive Officer	Thai Vegetable Oil PCL.
		Unitersty College London & London		and	2017 - Present	Director	Thai Vegetable Oil PCL.
		Business School, United Kingdom.		Mr.Vorravuth	2021 - 2022	Managing Director	Thai Vegetable Oil PCL.
		-Bachelor of Engineering in Engineering		Tangpiroonthum		Chief Operating Officer of	
		With Business and Rinance, University		and		Production	
		College London & London School of		Mr.Vachara	2017 - 2020	Deputy Managing Director	Thai Vegetable Oil PCL.
		Economics and Politiczl Sciences,		Vitayatanagorn		Supply and Trading Department	
		United Kingdom					
		<b>Passed the training course</b>					
		-Director Certification Pfoqram					
		(DCP 216/2016)					
		-Boards that Make a Dirrerence					
		(BMD 9/2019)					
		-National Director Conference 2021					
		-Things to know about Personal Data					
		Protection Act (PDPA) by					
		Baker & Mckenzie Ltd.					
		- The culliana: The Making of the digital					
		Board 3/2024					
		- AI for Business 2/2024 at Sripatum					
		- Net Zero CEO Leadership Program 1/2024					



Name - Surname	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Pposition	Department/Company
12. Mrs. Lakkhana Romruen	59	-Bachelor of Business Administration (Accounting)	-	-Non-	2013 -Present	Executive director	Prodigy Pcl.
		Nakhon Pathom Rajabhat University				Risk Management Committee	
		<b>passed the training course</b>				CFO	
		- Director Accreditation Program (DAP SEC/2013)			1996 - 2010	accountant	Prodigy Pcl.
		-Company Secretary Program (CSP 5 5 /2014)			1986 - 1996	accountant	Thai Vegetable Oil Pcl..
		-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 2018					
		-The New CFO ( Crisis Financial Officer) 2020 Association of mai					
		-CFO Refresher Course 2023					

Name - Surname	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
Miss Thitikarn Sa-nganetpetch	50	-Bachelor of Business Administration branch management	-	-Non-	2017 - Present	Company Secretary/ Investor Relations	Prodigy Pcl.
		Rajamangala Institute of Technology					
		Bophitphimuk Chakkrawat Campus					
		<b>Trained</b>			1999 - 2016	Board of Directors Secretary	Pharma Cosmetics Pcl.
		- Company Secretary Program				Secretary to Managing Director	
		(CSP 8/2004, 80/2017)				Head of Administration Department	
		-Effective Minute Taking					
		(EMT 2/2006)					
		-Board Reporting Program					
		(BRP 2/2010)					
		-Enhancing Good Corporate Governance based on CGR Scorecard 2018					
		- Survey of CGR projects in 2023					
		- Business Model Reinvention for Corporate Sustainability					
		-CGR workshop 2/2023					
		-Road Certiry with THAI CAC					

## 2. : Detail of Director, Executive and Controlling Persons in Subsidiaries and Related Companies

Name – Last Name	Company	Related Companies		
		Thai Vegetable Oil PCL.	Thai Edible Oil Co.,Ltd.	Thaiha PCL.
1. Assoc.Prof Prayoon Boonprasurd	X , ///			
2. MISS Thipawan Uthaisang	/ , ///			
3. MISS Pikul Taksinwaracharn	/ , ///			
4. Dr. Thanet Norabhoompipat	/			
5. Mr.Thongchai Tansutat	/ , // , O			
6. Mr.Purnrux Nacob	/			/
7. Mr.Vorravuth Tangpiroonthum	/	/	/	/ , //
8. Mr.Pramote Santiwattana	/		//	
9. Mr.Vachara Vitayathanagorn	/ , //	/		
10. Mr.Pachai Chanpitakasa	/	/ , O		
11. Mr.Wimon Wongchan	//			
12. Mrs.Lakkhana Romruen	// , O			

Remark : X = Chairman , / = Director , // = Executive Committee , /// = Audit Committee , O = Executive

### 3. Secretary's Scope of Authority, Work and Responsibilities

The resolution of the Board's meeting no. 2/2013 on August 7, 2013, setting the scope of authority, work and responsibilities. The resolution of the Board's meeting no. 2/2017 on May 9, 2017 appointed Ms.Thitikan Sa-nganetpetch as the Company's secretary.

#### Secretary's Scope of Authority, Work and Responsibilities

1. Assisting and advising the Board and management on rules and law they need to know.
2. Taking care of the Board's activities, holding Board' meetings, recording the minutes of Board's meetings and shareholders' meetings, and coordinating with different parties to ensure the compliance with the resolution of Board's meetings.
3. Making and filing the following documents:
  - 1) Directors' register
  - 2.) Invitation letter for the Board's meetings, minutes of Board's meeting and annual report
  - 3.) Invitation letter for the shareholders' meetings and minutes of shareholders' meetings
4. Keeping the stake holding reports made by directors or management
5. Operating other tasks assigned by the Capital Market Supervisory Board.

**Attachment 2 : Detail of Subsidiary's Directors**

-None-

**Attachment 3 : Internal Audit Head and Compliance Head Internal Audit Head**

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

Certified public accountant No. 8596

**Company operations oversight (Compliance)**

In terms of overseeing the company's operations, it will be a joint coordination between the internal auditor, the highest responsible person in the accounting and finance line (CFO), and the company secretary.



**Attachment 4 : Detail of Property appraisal list**

-None-

**Attachment 5 : Report of the Corporation Governance**

**Corporate Governance Nomination and Remuneration Committee**

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 2024 , the Corporate Governance Nomination and Remuneration Committee held 4 meetings with each director attending the meeting and the details are as follows:

Governance Nomination and Remuneration Committee			attendance
Ms. Pikul	Taksinwaracharn	Chairman	4 / 4
Associate Professor Prayoon Boonprasurd		Director	4 / 4
Miss Thipawan	Uthaisang	Director	4 / 4
Mr.Purnrux	Nacob	Director	4 / 4

The Corporate Governance Committee has performed its duties within the scope of responsibilities defined in the Corporate Governance Committee's charter as approved by the Board of Directors.

The duties of the Corporate Governance Committee in 2024 have addressed the following important matters.

- 1. Review the company's good corporate governance policy, taking into account the role of stakeholders and managing risks in line with the current situation.

With a policy that reviews two issues, consisting of

- 1.1 Consider reviewing the business code of ethics

Objective: To ensure appropriateness and alignment with the context and the organization's business operations.

- 1.2 Review the safety, occupational health, and working environment policies.

Objective: The company prioritizes employee safety, including related operations.

With all stakeholders, we are committed to conducting business sustainably based on social responsibility. The importance of maintaining employee health and safety in every work process. In conducting business.

In addition to reviewing the policy, the committee has also tasked the management with disseminating, communicating, training, and fostering understanding among employees to ensure proper and complete implementation of the specified policy.

2. The consideration of the self-assessment form and the self-assessment results of the company's board of directors (both by committee and individually), including the consideration of the self-assessment of the top executives for the year 2024.

In the past year, the Governance Committee has reviewed the evaluation results for each topic, scores, and recommendations from the committee to consider improving the committee's performance with the following objectives:

- Focus on ensuring that the board prioritizes business ethics and business morality following good corporate governance practices.
- Encourage the board to prioritize the qualifications, recruitment processes, and appointment of senior executives with knowledge and capabilities suitable for the company's core business or industry, in line with the succession planning policy and succession plan.
- Encourage the committee to prioritize the development of knowledge and skills to enhance the efficiency of their duties as committee members.
- Promote the role of the board of directors in overseeing compliance with the policy on conflict of interest and related business transactions, as well as adherence to the company's data protection policy.

According to the self-assessment results of the committee by department, there are 8 evaluation criteria with an average score of 94.12%. For the individual committee members' self-assessment, there are 3 evaluation criteria with an average score of 95.05%. In the case of the top executives' self-assessment, there are 8 evaluation criteria with an average score of 95.17%. The Corporate Governance Committee has considered the appropriateness of the evaluations of the committee and the top executives to ensure they reflect the committee's performance in various dimensions.

For the evaluation topics of the Board of Directors and the Chief Executive Officer, with details as shown in this 56-1 One Report annual report.

3. Consideration of the CGR evaluation results for the year 2024

Prodigy Public Company Limited has participated in the Corporate Governance Report of Thai Listed Companies 2024, where the company received an average score of 83%, placing it at the 4-star level. This aligns with the program's updated scoring criteria from the previous year, which set the threshold for a 5-star rating at over 90 points.

The Corporate Governance Committee has placed importance on the recommendations to consider the development of oversight to ensure the company operates in accordance with principles of good governance and effective corporate governance. This includes improving the completeness and clarity of information disclosure and preparing for the new assessment criteria in 2025 according to the CGR Road Map 2023-2025.

4. Review the policies and criteria for determining compensation and other benefits for the board of directors and the chief executive officer.

The Corporate Governance Committee has considered setting the annual compensation for the board of directors for the year 2024, which includes monthly compensation, annual compensation, meeting allowances, and compensation for subcommittees, which consist of the Audit Committee, the Corporate Governance Committee, and the Strategy, Risk, and Sustainability Committee. This is to align with the duties and responsibilities of the board and will be presented to the company board for consideration before being proposed to the annual general meeting of shareholders for approval.

5. Monitoring the progress of the Succession Plan for key positions in the company.

The Corporate Governance Committee has emphasized the importance of adhering to the CEO Succession Plan, as well as other key positions within the organization, to prepare the process for entering the mentoring system. This is to facilitate the learning of work systems, personnel, and organizational culture, ensuring understanding and readiness to perform the designated duties.

In 2024, the Corporate Governance Committee has continuously monitored the progress on this matter to prepare potential personnel to succeed in positions in case of retirement or inability to perform duties.

6. Support for the company's board of directors to participate in various training courses.

The Corporate Governance Committee places importance on supporting the company's board members to participate in various training programs, both related to their duties as directors and other areas that can help analyze and develop the organization towards sustainability.

February 19, 2025

On behalf of the Governance, Nomination,  
and Remuneration Committee



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.

The Audit Committee has performed its duties by the scope of duties and responsibilities assigned by the Board of Directors. In 2024. The Audit Committee held regular meetings a total of 4 times and the Audit Committee meeting with the auditor. Without the management attending the meeting 1 time, various important matters were considered and reviewed as follows:

1. Consider the annual audit plan and the results of quarterly and annual audits by reviewing the adequacy of the internal control system to ensure it is appropriate and effective according to the criteria set by the Stock Exchange of Thailand. Provide recommendations and guidelines for operational improvements to achieve efficient performance. Continuously monitor and address significant issues highlighted in the internal audit reports to ensure that the company's various departments have an appropriate internal control system and to prevent or reduce potential risks.
2. Review the quarterly and annual financial statements for 2024 to ensure that the company's financial reports are prepared by generally accepted accounting standards and that the information disclosed is sufficient, complete, and reliable. Additionally, provide observations and recommendations for problem-solving to benefit the company.
3. Review the company's related party transactions, including interconnected transactions, to ensure that The company operates under business conditions, has a transparent review process, acts in the company's best interest, and complies with the regulations of the Stock Exchange of Thailand and The Securities and Exchange Commission.
4. Review the policies and guidelines for risk management by requiring internal auditors to examine The risk management system to ensure that the company has adequate systems and procedures to prevent and mitigate potential risks, and prioritize the examination of various tasks that may lead to corruption.
5. Good corporate governance: The company places importance on managing operations according to the principles of good corporate governance to ensure transparency and ethics, thereby instilling confidence among shareholders, investors, and all stakeholders.

The Audit Committee thinks that in 2024, the company has established an adequate and appropriate internal control system and internal audit, as well as processes that ensure that the company's operations comply with relevant laws. Additionally, the company has prepared and disclosed information in its financial reports accurately and completely and has adhered to the regulations set forth by

the Securities and Exchange Commission.

Especially current risks, such as procurement systems, sales and debt collection systems, cybersecurity, corruption, etc. According to the internal auditor's review, the company has no risks in these areas.

The evaluation of the adequacy of the internal control system in 2024 covers all 5 areas.

1. Control Environment
  2. Risk Assessment
  3. Control Activities
  4. Information and Communication Systems
  5. Monitoring Activities System
6. Consider the selection and recommendation for the appointment of the auditor for the year 2024.

The audit committee has reviewed the qualifications of the auditing firm and the auditor, taking into account the standards of practice, audit experience, auditor independence, and advisory services, as well as the appropriate audit fees, by the announcement from the Securities and Exchange Commission.

The audit committee has reviewed the performance of the auditors over the past year and presented it to the board. The company seeks approval from the Annual General Meeting of Shareholders for the year 2025 to appoint an auditor from EY Office Limited. The auditor of the company for the year 2025, which consists of

Ms. Isaraporn	Wisutthiyan	CPA No. 7480	or
Mr. Chatchai	Kasemsrithanawat	CPA No. 5813	or
Mr. Watcharin	Passarapongkul	CPA No. 6660	

Including the consideration of the audit fee, which has been proposed to the board of directors for review and will be submitted for approval at the annual general meeting. Annual shareholders' meeting 2025.

The Audit Committee has performed its duties with due diligence by the Audit Committee Charter approved by the Board of Directors. It is of the opinion that the company's financial statements have been prepared in accordance with financial reporting standards and accounting standards, and have considered related party transactions that are normal in the business, ensuring transparency and sufficient disclosure of information. The Committee has also considered risk management and internal control systems to comply with relevant regulations.

February 19, 2025

On behalf of the Audit Committee



(Ms. Tippawan Uthaisang)

Chairman of the Audit Committee

## Report of the Committee on Strategy, Risk, and Organizational Sustainability

Shareholders of Prodigy Public Company Limited

The composition of the committee, the Strategy, Risk, and Sustainability Committee at the organizational level, consists of a total of 3 members, namely

- |  |   |
|--|---|
| 1. Mr. Purnrux Nacob                       | Chairman of the Executive Committee for Strategy, Risk, and Organizational Sustainability |
| 2. Associate Professor Prayoon Boonprasert | Member of Committee   |
| 3. Dr. Thanet Narapoomipichit              | Member of Committee   |

This committee consists of 2 independent directors and 1 non-executive director, tasked with providing advice and overseeing the company's strategic development direction to align with the global economic conditions, industry trends, and sustainability guidelines.

### Meetings and operations in 2024.

In 2024, the committee held a total of 11 meetings to consider the company's business development strategies. They conducted feasibility studies on various projects that align with sustainable growth and business expansion strategies, under the following key factors.

1. The appropriateness to the global economic situation and conditions, including the domestic economy, especially during the recovery period after the COVID-19 situation, as well as the impacts of trade wars and global economic uncertainties.
2. Consistency with market trends both globally and domestically, considering businesses that are popular and have strong growth potential.
3. The ability to generate profits and increase shareholder value in the long term.
4. The appropriateness of the investment size in accordance with the company's financial position.
5. Risk assessment to reduce the impact on the company's core business.
6. Support and enhancement of the core business potential of the company.
7. Risk diversification by considering investments in businesses that can reduce the company's risk.

### Guidelines for consideration and business expansion models:

The committee has studied appropriate investment expansion approaches by considering various methods, including.

- Joint Venture: Explore investment opportunities with business partners to enhance competitive potential.
- Acquisition: A study of three potential businesses has been conducted to consider the feasibility of a merger.
- Branch expansion: In 2024, the company expanded its branches to Surin Province to meet the market demand in the northeastern region.

- Establishing a subsidiary: Studying the feasibility of setting up a subsidiary to expand the business scope  
Business partnership development.
- A study on collaboration with business partners in the banana flour and electric motorcycle industries has been conducted to increase market expansion opportunities.
- Expansion of products and services: The company has undertaken the expansion of products in the medical and pharmaceutical industry by adding another category.

Progress and future operational plans:

The committee is still in the process of conducting further in-depth studies on appropriate investment strategies, focusing on the analysis of business data, risks, and market trends. This is to ensure that the company's investment decisions align with the economic situation and long-term business opportunities. Investment decisions will be made when conditions are favorable and the company is fully prepared in all aspects.

The Corporate Strategy, Risk, and Sustainability Management Committee is committed to establishing a stable, strong, and sustainable business operation approach to enhance the company's competitive potential and create value for shareholders and stakeholders across all sectors.

February 19, 2025

On behalf of the Strategic, Risk, and Corporate Sustainability  
Management Committee



(Mr.Purnrux Nacob)

Chairman of the Strategic, Risk and Corporate Sustainability Committee



## Report on the operations of the Risk Management Committee

Shareholders of Prodigy Public Company Limited

The composition of the committee, the Risk Management Committee, consists of a total of 4 members, namely

1. Mr. Wimol Wongchan Chairman of the Risk Management Committee
2. Mr. Thongchai Tansutthath Director
3. Mr. Vatchara, Vitayatanagorn Director
4. Ms. Lakkhana Romruen Director

The Risk Management Committee of Prodigy Public Company Limited plays a crucial role in overseeing and managing risks that may impact the company's business operations, focusing on ensuring that the company's operations are efficient, in line with best practices, and capable of adapting to changing circumstances appropriately.

In 2024, the Risk Management Committee held a total of 4 meetings to assess and monitor the company's significant risks, as well as to establish appropriate preventive measures and solutions, focusing on internal and external factors that may impact business operations.

### Key risks and management measures

#### 1 Economic and market risks

- 1.1 Fluctuations in raw material costs: The company faces fluctuations in PET raw material prices, which may affect the cost structure.

Measures: Implement effective cost management strategies, with management closely monitoring the situation and managing raw material stock to ensure sufficient quantities at appropriate prices.

- 1.2 Exchange rates and inflation: Fluctuations in currency values and inflation rates affect costs, purchasing power, and customer liquidity.

Measures: The company places importance on managing its liquidity efficiently and considers the appropriateness of managing credit terms for each customer. Most of the company's business operations are conducted domestically, resulting in relatively low exchange rate risk.

#### 2 Environmental and regulatory risks

- 2.1 Stricter environmental regulations: The government is likely to enforce laws related to reducing plastic use and greenhouse gas emissions that may be announced in the future.

Measures: Improve the production process to meet standards and incorporate technology into the production process to enhance efficiency and reduce waste from the production process.

The company adheres to environmental management principles according to the ISO 14001:2015

system, with plans to monitor all relevant laws.

2.2 Researching alternative raw materials: The company has a guideline for researching information about alternative raw materials such as rPET. They have invited partners to conduct training courses for the company's personnel to learn the information accurately and have conducted actual production trials.

Measures: Study, experiment, and prepare for the use of alternative raw materials to meet customer demand.

2.3 Climate Change: Rising temperatures and natural disasters may impact production and the supply chain.

Measures: Improve energy management systems and invest in renewable energy projects to reduce environmental impact.

### 3 Technology and innovation risks

3.1 Technological advancements in production: Technological changes may require companies to invest. Additional measures to enhance competitiveness

Measures: Research and develop production innovations and implement automation systems to reduce costs and increase efficiency.

3.2 Cyber threats: Data and information system security are critical factors that must be controlled.

Measures: Strengthen cyber prevention measures and train employees to know the data security.

### 4 Supply chain and logistics risks

4.1 Supply chain delays: Issues with raw material shortages and delayed transportation (in the case of ordering goods or machine parts from abroad) affect the production process.

Measures: Diversifying sources of raw materials and suppliers of machinery, spare parts, as well as international freight service providers. The company places importance on planning for the management of raw material and spare part inventories, as well as procurement planning, to reduce potential impacts on operations.

4.2 Relationship with suppliers: Uncertainty in sourcing raw materials from external manufacturers and suppliers may impact the production process.

Measures: Establish long-term collaborations with both domestic and international suppliers and increase backup plans for raw material sources.

### Summary of Results and Future Operational Guidelines

The Risk Management Committee places importance on developing comprehensive risk management guidelines to ensure the company can operate continuously and stably. In 2025, the company has the following operational guidelines:

- Update the risk management policy to cover rapidly changing situations.
- Promote the use of technology in risk management.
- Expand environmental measures to align with ESG guidelines and sustainability goals.

The Risk Management Committee is committed to implementing the aforementioned approach to ensure the company is prepared to handle potential changes, thereby instilling confidence in shareholders and all stakeholders.

February 19, 2025

On behalf of the Risk Management Committee



( Mr. Wimol Wongchan)

Chairman of the Risk Management Committee

## Report Responsibilities of the Board of Directors for Financial Reports

### 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 transactions disclosed completely, adequately and appropriately.

The Board of Directors is responsible for the financial statements and financial information presented in the annual report, Form 56 - 1. One Report by such financial work is prepared in accordance with accounting standards. In addition, the Board of Directors has set an internal control system and internal audit appropriate and effective risk management and corporate governance. To ensure that financial information is accurate, complete and sufficient to maintain the Company's assets.

Board of Directors have an opinion Internal control system and financial report for the year Ended December 31 , 2024 are accurate, complete, appropriate and reliable.



(Associate Professor Prayoon Boonprasurd)

Chairman of the Board of Directors

**Attachment 6 : Other**

-None-



PRODIGY PUBLIC COMPANY LIMITED  
บริษัท พรอดิจิ จำกัด (มหาชน)  
[www.prodigy.co.th](http://www.prodigy.co.th)