

## ESG Performance

Company Name : PRODIGY PUBLIC COMPANY LIMITED      Symbol : PDG

Market : mai      Industry Group : Industrials      Sector : SECTOR 0

### Environmental management

#### Information on environmental policy and guidelines

##### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

The company has been certified with **ISO 14001:2015** and, therefore, adheres to the **ISO 14001:2015 Environmental Management System**. The company has also established an **Environmental Policy**, which has been disseminated and implemented both internally and externally. The key areas of focus under this policy are as follows:

##### 1. Electricity Management

The company has installed **solar panels** to support the production process and continuously monitors the efficiency of electricity generation from the solar panels.

##### 2. Oil and Fuel Management

The company focuses on **transportation efficiency** by optimizing delivery routes to reduce fuel consumption, which indirectly helps lower **air pollution emissions**.

##### 3. Renewable/Clean Energy Management

The **Board of Directors** prioritizes investment in projects related to **renewable energy management**. The first initiative undertaken was the **installation of solar panels**. Additionally, the **Corporate Strategy, Risk, and Sustainability Committee** has conducted studies on businesses that contribute to the company's sustainability, such as **electric motorcycle manufacturing**.

##### 4. Water Resource and Quality Management

The company ensures that water discharge meets the **legal standards** before being released into public water sources. Regular **water quality checks and reports** are submitted to the **Marine Department** as required by law.

##### 5. Greenhouse Gas Management and Climate Change

The company's management has set a policy for **2024** to engage consultants in **assessing corporate greenhouse gas emissions across all three scopes (Scope 1, Scope 2, and Scope 3)**. This initiative aims to prepare for the **certification process** with the **Thailand Greenhouse Gas Management Organization (TGO)** in **2025**.

#### Information on review of environmental policies, guidelines, and/or objectives over the past years

##### Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : Yes  
over the past year

Changes in environmental policies, guidelines, and/or goals : Greenhouse gas and climate change management

The company places great importance on environmental operations by raising awareness among all employees about the preservation of natural resources and the environment. To this end, the company communicates through all available channels to prevent and manage environmental impacts that may arise from its activities. It also promotes and provides environmental education to all employees across the organization, offering guidance for developing environmentally conscious products and services.

The company has established an Environmental System Task Force to oversee and promote energy conservation initiatives and implement new methods, technologies, or innovations.

In 2024, the management emphasized reducing waste generated during production, recognizing that such efforts would help minimize industrial waste. The approach focuses on the entire value chain—upstream, midstream, and downstream—by selecting high-quality raw materials, raising awareness of waste reduction during production processes, and ensuring

proper handling, storage, and delivery to customers in compliance with established procedures and standards.

## Information on compliance with environmental management principles and standards

### Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems

### Compliance with energy management principles and standards

### Compliance with water management principles and standards

Water management principles and standards : Other : Complying with the standards set by the Marine Department.

### Compliance with waste management principles and standards

Waste management principles and standards : Other : Conducting waste segregation and managing each type of waste properly and appropriately.

### Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO) standards

## Information on incidents related to legal violations or negative environmental impacts

### Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

### Information on setting goals for managing energy

#### Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel : No  
management

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Conducting monthly inspections and reporting on electricity generation from solar panels, while consistently monitoring the electricity production graph through the application.

### Diagram of performance and outcomes in energy management



## Information on electricity management

### Company's electricity consumption <sup>(\*)</sup>

	2022	2023	2024
<b>Total electricity consumption within the organization (Kilowatt-Hours)</b>	16,353,426.18	15,656,105.00	14,870,938.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	15,571,798.18	14,872,920.00	14,158,920.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	781,628.00	783,185.00	712,018.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	58,197.25	55,914.66	55,696.40

Additional explanation : <sup>(\*)</sup> Exclude electricity consumption outside of the Company

### Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m <sup>2</sup> )	1.89000000	2.18000000	1.78000000

### Electricity Expense <sup>(\*)</sup>

	2022	2023	2024
<b>Total electricity expense (Baht)</b>	64,830,423.40	71,264,391.28	59,617,232.85
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	9.16	11.91	10.94
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	8.54	11.23	9.41
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	230,713.25	254,515.68	223,285.52

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on fuel management

### Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	0.00	0.00	42,915.90
Gasoline (Litres)	0.00	0.00	2,608.71
Fuel oil (Litres)	0.00	0.00	0.00

	2022	2023	2024
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	0.00	0.00	154.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

### Company's fuel expense (\*)

	2022	2023	2024
Total fuel expense (Baht)	0.00	0.00	N/A
Percentage of total fuel expense to total expenses (%) <sup>(**)</sup>	0.00	0.00	N/A
Percentage of total fuel expense to total revenues (%) <sup>(**)</sup>	0.00	0.00	N/A

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

### Information on total energy management (electricity + fuel)

#### Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	0.00	0.00	0.00

#### Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) <sup>(*)</sup>	0.00000000	0.00000000	0.00000000
Intensity of total energy consumption within the organization (Megawatt-Hours / m <sup>2</sup> )	16,353,426.18000000	15,656,105.00000000	14,870,938.00000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water management

### Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on water management plan

#### Water management plan

The Company's water management plan : No

### Information on setting goals for water management

#### Setting goals for water management

Does the company set goals for water management : No

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : Yes

The company places great importance on monitoring and managing **environmental impacts** that may arise from its production processes, such as **the quality of wastewater discharged from the factory**. Strict adherence to **regulations and operational procedures** is ensured to maintain compliance with relevant laws and standards. Additionally, the company **regularly submits water quality reports** to the Marine Department to verify that its operations meet the **legal and regulatory requirements**. Proactive measures are also implemented to **control and mitigate environmental impacts**, reinforcing the company's commitment to sustainable and responsible business practices.

### Information on water management

#### Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	6,138.00	8,828.00	6,380.00
Water withdrawal by third-party water (cubic meters)	6,138.00	8,828.00	6,380.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	21.84	31.53	23.90
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.01	0.01	0.01

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	0.00	0.00	0.00
<b>Total wastewater discharge (cubic meters)</b>	4,910.40	7,062.40	6,380.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	4,910.40	7,062.40	6,380.00

## Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	1,227.60	1,765.60	6,380.00

## Recycled water consumption

	2022	2023	2024
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

## Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.00161724	0.00278304	0.01007100
Intensity of total water consumption (Cubic meters / m <sup>2</sup> )	0.00000000	0.00000000	0.23400000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Water withdrawal expenses

	2022	2023	2024
<b>Total water withdrawal expense (Baht)</b>	261,980.41	295,103.61	211,769.08
Total water withdrawal expense from third-party water (Baht)	261,980.41	295,103.61	211,769.08
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00

	2022	2023	2024
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.04	0.05	0.04
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.03	0.05	0.03
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	932.31	1,053.94	793.14

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement



## Waste management

### Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes

The company implements a waste segregation process to ensure proper disposal methods, thereby minimizing environmental impact.

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : No

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

The company's performance and outcomes of waste : Yes  
management

In 2024, the company implemented waste segregation to ensure proper waste management. The results of waste segregation by category are as follows:

**Recyclable Waste** – Total weight: **71,878 kg**

**Hazardous Waste** – Total weight: **776 kg**

**General Waste** – Total weight: **20,273.80 kg**

For **recyclable and hazardous waste**, authorized suppliers carried out disposal to ensure proper handling. **General waste** was handed over to the municipal authorities for appropriate disposal.

### Information on waste management

#### Waste Generation<sup>(\*)</sup>

	2022	2023	2024
Total waste generated (Kilograms)	4,000.00	600.00	133,475.40
Total non-hazardous waste (kilograms)	0.00	0.00	112,425.60
Non-hazardous waste - Landfilling (Kilograms)	0.00	0.00	20,273.80
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste – Others (kilograms)	0.00	0.00	92,151.80

	2022	2023	2024
<b>Total hazardous waste (kilograms)</b>	4,000.00	600.00	21,049.80
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.01	0.00	0.21
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.00	0.00	0.18
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.01	0.00	0.03

Additional explanation : <sup>(\*)</sup> Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste reuse and recycling

	2022	2023	2024
<b>Total reused/recycled waste (Kilograms)</b>	45,209.00	37,332.00	143,756.00
<b>Reused/Recycled non-hazardous waste (Kilograms)</b>	45,209.00	36,732.00	71,878.00
Reused non-hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled non-hazardous waste (Kilograms)	45,209.00	36,732.00	71,878.00
<b>Reused/Recycled hazardous waste (Kilograms)</b>	0.00	600.00	71,878.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
<b>Recycled hazardous waste (Kilograms)</b>	0.00	600.00	71,878.00
Percentage of total reused/recycled waste to total waste generated (%)	1,130.22	6,222.00	107.70
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	N/A	63.93
Percentage of reused/recycled hazardous waste to hazardous waste (%)	0.00	100.00	341.47

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	100.00

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The management is committed to actively implementing a **greenhouse gas (GHG) reduction project** by establishing a **GHG emissions data collection task force** and engaging **consultants** to provide guidance on data collection methodologies. This initiative aims to ensure the team understands the process of preparing reports across **all three scopes** and follows accurate GHG emission data compilation practices. Additionally, a **third-party verifier (registered with TGO)** has been engaged to verify the data. The company plans to submit an application for **Carbon Footprint of Organization (CFO) registration** with **TGO by 2025**. Recognizing the significance of CFO for **organizational sustainability**, the company has outlined the following framework:

**Set measurable and achievable GHG emission reduction targets.**

**Monitor progress and adjust strategic plans continuously** to drive ongoing improvements.

**Leverage CFO to develop low-carbon products** in alignment with future market trends.

**Use CFO to support investments in energy-efficient technologies**, reducing energy consumption and promoting sustainable business operations.

**Enhance operational efficiency and cost-effectiveness through CFO**, while reinforcing the company's environmental responsibility and corporate image.

**Prepare for future environmental regulations and compliance requirements** by proactively implementing CFO initiatives.

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

### Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

By establishing **2024 as the baseline year** for GHG emissions data collection, the company will be able to develop an **accurate and appropriate emissions reduction plan**. This will support the determination of **realistic and achievable reduction targets**, such as:

**Utilizing renewable energy**, such as expanding the installation of **solar panels**, which may be considered as a future investment project.

**Enhancing operational efficiency** by optimizing various systems throughout different stages of the business process.

**Minimizing production waste** by integrating advanced technologies to improve efficiency.

**Reducing GHG emissions from transportation** by optimizing delivery routes for greater efficiency.

These initiatives represent just a portion of the company's broader efforts to enhance **business operations under an environmentally conscious strategy**, ensuring both **sustainability and long-term operational efficiency**.

### Information on greenhouse gas management

#### The company's greenhouse gas emissions

	2022	2023	2024
<b>Total GHG emissions (Metrics tonne of carbon dioxide equivalents)</b>	10,009,824.30	10,009,823.94	25,464.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	337,680.00	337,680.00	163.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	9,321,300.00	9,321,299.94	7,079.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	350,844.30	350,844.00	18,222.00

### Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) <sup>(*)</sup>	13.186926	15.778065	0.040196
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	35,622.15	35,749.37	95.37
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m <sup>2</sup> )	0.00000000	0.00000000	3.92011971

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

### Information on verification of the company's greenhouse gas emissions over the past year

#### Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : No

### Information on reduction and absorption of greenhouse gas

#### Reduction of Greenhouse Gas

	2022	2023	2024
<b>Total reduced GHG (Metric kilograms of carbon dioxide equivalent)</b>	0.00	0.00	0.00
Care the Bear Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

#### Absorption and removal of Greenhouse Gas

	2022	2023	2024
<b>Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)</b>	0.00	0.00	0.00

	2022	2023	2024
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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## ESG Performance

Company Name : PRODIGY PUBLIC COMPANY LIMITED      Symbol : PDG

Market : mai      Industry Group : Industrials      Sector : SECTOR 0

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### Human rights

#### Information on social and human rights policies and guidelines

##### Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights, Others : -

Respect for human rights of all stakeholders in the business value chain is the foundation for promoting business and social sustainability.

The Company communicates and encourages internal and external stakeholders to be aware of the policy and adhere to it as a principle for effective and sustainable business operations in all dimensions.

##### Employee rights

1. The Company's personnel must be aware of the rights, duties, and scope of human rights of themselves and those involved in the business, and strictly adhere to and comply with this policy without any exceptions.
2. The Company's personnel must not be indifferent when it is found that other Company personnel or those involved in the business are negligent or violate the human rights policy.
3. The Company's personnel who violate human rights, including those who are aware of or involved, must be subject to disciplinary action according to the Company's rules and may be punished by law.

The Company will protect the rights of whistleblowers/complaintiffs and informants by keeping the information of whistleblowers/complaintiffs and informants confidential, and protect and take care of them so that they will not be affected in any way. When the facts have been investigated and a decision has been made, the Company will inform the whistleblower/complaintiff of the investigation results.

##### Migrant/Foreign Workers and Non-Discrimination

The Company places importance on and respects the law and basic human rights without discrimination, whether by gender, race, religion, political rights, beliefs or any other matters.

##### Child Labor

The Company will avoid the use of child labor, setting appropriate working hours in accordance with the law and business ethics.

##### Occupational Safety and Health

The Company is concerned with safety standards, occupational health and working environment by taking care of prevention to reduce and avoid accidents, injuries and illnesses that occur at work, performing duties in accordance with the standards stipulated by relevant laws.

The Company will provide protection and care for vulnerable groups of employees, such as providing suitable jobs for pregnant women, the disabled and the elderly by organizing jobs that are appropriate for their physical and abilities,

and avoiding jobs that may cause danger and are risky.

## Community Rights and the Environment

The Company will operate by maintaining a good environment and health that is suitable for the work of the Company's personnel, including business partners and vulnerable groups, taking into account pollution prevention, elimination of toxic substances, wastewater, various types of waste, including air pollution, greenhouse gas emissions, and reducing the use of resources such as water use, energy use.

Reference link for social and human rights policy and guidelines : <https://prodigy.co.th/wp-content/uploads/2023/06/S-%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%94%E0%B9%89%E0%B8%B2%E0%B8%99%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%A%E0%B8%99-Human-Rights-Policy.pdf>

## Information on review of social and human rights policies, guidelines, and/or goals over the past year

### Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : Yes

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Employee Rights, Child Labor, Consumer/customer rights, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work

#### 1. Business Policy

The company emphasizes conducting business under the ESG framework and prioritizes the impact on stakeholders equally.

#### 2. Policy on Stakeholder Engagement

##### 2.1 Policy on Customer Engagement

The company focuses on providing services and producing high-quality products with environmental awareness, in compliance with ISO 9001 and ISO 14001 standards.

The company prioritizes maintaining the confidentiality of customer information.

#### 3. Policy on Employee Engagement

3.1 The company provides fair compensation and various welfare benefits.

3.2 Employee performance is evaluated fairly and equitably.

3.3 The company emphasizes developing employees' knowledge and skills by organizing training sessions for employees and executives. Knowledge and information are communicated through various channels to ensure employees are well-informed and can apply this knowledge effectively.

3.4 The company is committed to ensuring employees' quality of life and safety in the workplace.

#### 4. Policy on Engagement with Government Agencies

The company has a strict policy against corruption involving government officials and agencies.

#### 5. Policy on Environment, Society, and Community Engagement

5.1 The company manages environmental impacts through control, prevention, and mitigation measures and promotes efficient resource utilization.

5.2 The company conducts business with consideration for the quality of life of surrounding communities and society.

#### 6. Policy on Human Resource Development

The company focuses on developing employees' skills, knowledge, and capabilities, recognizing that a knowledgeable and capable workforce forms the foundation for strengthening and enhancing operational efficiency. Furthermore, the company supports employees in developing their knowledge and abilities, fostering innovative thinking, and creating innovations that can be applied in the workplace to sustain and grow the business.

#### 7. Policy on Customer Satisfaction

The company is committed to ensuring maximum satisfaction and confidence for its customers. It provides high-quality, environmentally conscious, and consumer-safe products and services in compliance with agreed-upon standards. Additionally, the company strictly adheres to all terms and agreements made with its customers.

## Information on compliance with human rights principles and standards

## Compliance with human rights principles and standards

Human rights management principles and standards : The UN Guiding Principles on Business and Human Rights

### Information on Human Rights Due Diligence : HRDD

#### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

The company has established a human rights policy and disseminated it to stakeholders to ensure compliance, including its supply chain, employees, and other relevant stakeholders. The company has also implemented channels for receiving complaints and whistleblowing. The human rights operations are integrated as part of the company's ESG risk management framework.

The company follows a comprehensive process to ensure compliance with its Human Rights Policy as outlined below:

##### 1. Establishment of a Human Rights Policy

The policy encompasses aspects of ESG to align with the company's sustainability goals.

##### 2. Communication and Dissemination of the Policy

The policy is communicated through various company channels to raise awareness and encourage cooperation among stakeholders.

2.1 The Risk Management Committee oversees, monitors, and reviews the policy's implementation.

2.2 The policy is regularly assessed for risks and reviewed annually.

2.3 Continuous monitoring of policy implementation is conducted, along with providing ongoing recommendations.

##### 3. Implementation of Internal Personnel Guidelines

Clear measures and guidelines are established for all company personnel to follow.

##### 4. Establishment of Whistleblowing and Complaint Mechanisms

The company provides structured channels for reporting misconduct or lodging complaints.

##### 5. Investigation and Disciplinary Actions

A thorough investigation process is in place to address violations, along with appropriate disciplinary measures.

##### 6. Remediation Measures

The company defines specific guidelines for remediation to address and resolve human rights-related issues effectively.

### Information on incidents related to legal or social and human rights violations

#### Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0



	2022	2023	2024
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	0.00

### Information on employees and labor management plan

#### Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Child labor, Safety and occupational health at work

##### 1. Fair Compensation for Employees

The company ensures fair compensation for all employees. Salaries are paid on the 30th of each month. If the 30th falls on a public holiday, salaries are paid before that date. In the past year, the company has never delayed employee payments beyond the scheduled date.

**1.1** Employee compensation complies with legal minimum wage requirements.

**1.2** Salary adjustments and bonuses are determined annually based on employee performance, with performance evaluations conducted twice a year.

**1.3** Annual bonus and salary adjustment decisions are made with consideration of company performance and are benchmarked against similarly sized listed companies in the same industry group on the Stock Exchange of Thailand.

##### 2. Employee Development

The company emphasizes the development of human resources by organizing internal and external training programs. Each year, employees must complete training that meets the minimum requirements set by management, which is monitored as a KPI and reported monthly.

In addition to job-related training, management encourages employees to seek additional knowledge to enhance their potential, such as learning about AI and other technologies to stay current and apply them in their work. This approach enhances work efficiency. A centralized knowledge-sharing system is also provided via the company's intranet for easy access to resources.

##### 3. Occupational Safety, Health, and Workplace Environment

The company has a policy on occupational safety and health and the working environment, ensuring compliance with legal standards. Safety equipment such as earplugs, safety shoes, head protection, and protective glasses are provided to reduce workplace risks.

**3.1** Accident-free operations are set as a KPI, with monthly reporting required.

**3.2** Annual training on the proper use of tools and machinery is conducted.

**3.3** Standard operating procedures are clearly defined and implemented.

##### 4. Promoting Employee Engagement and Participation

**4.1** The company encourages employees to propose knowledge and creative ideas to foster innovation that can improve work efficiency. This is monitored as a KPI for each department and reported monthly.

**4.2** The company organizes an annual "5S" activity to promote employee awareness and collaboration.

##### 5. Non-employment of Migrant or Child Labor

The company does not employ migrant workers or child labor under any circumstances.

### Information on setting employee and labor management goals

#### Setting employee and labor management goals

Does the company set employee : No  
and labor management goals?

## Information on performance and outcomes for employee and labor management

### Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : No  
management

The company emphasizes equality by considering suitability based on job positions, qualifications, knowledge, and abilities without discrimination based on gender or religion. It aims for all employees in the organization to work together happily to foster career growth and comprehensive knowledge and skill development, promoting efficient and effective performance.

## Information on employment

### Employment

	2022	2023	2024
<b>Total Employment (Person)</b>	281	280	267
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
<b>Total employees (persons)</b>	281	280	267
Male employees (persons)	109	112	109
Percentage of male employees (%)	38.79	40.00	40.82
Female employees (persons)	172	168	158
Percentage of female employees (%)	61.21	60.00	59.18
<b>Total of workers who are not employees (Person)</b>	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

### Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	52	52	42
Percentage of employees under 30 years old (%)	18.51	18.57	15.73
Total number of employees 30-50 years old (Persons)	204	202	199

	2022	2023	2024
Percentage of employees 30-50 years old (%)	72.60	72.14	74.53
Total number of employees over 50 years old (Persons)	25	26	26
Percentage of employees over 50 years old (%)	8.90	9.29	9.74

#### Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	22	27	20
Percentage of male employees under 30 years old (%)	20.18	24.11	18.35
Total number of male employees 30-50 years old (Persons)	76	74	76
Percentage of male employees 30-50 years old (%)	69.72	66.07	69.72
Total number of male employees over 50 years old (Persons)	11	11	13
Percentage of male employees over 50 years old (%)	10.09	9.82	11.93

#### Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	30	25	22
Percentage of female employees under 30 years old (%)	17.44	14.88	13.92
Total number of female employees 30-50 years old (Persons)	128	128	123
Percentage of female employees 30-50 years old (%)	74.42	76.19	77.85
Total number of female employees over 50 years old (Persons)	14	15	13
Percentage of female employees over 50 years old (%)	8.14	8.93	8.23

#### Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	274	271	259
Percentage of employees in operational level (%)	97.51	96.79	97.00
Total number of employees in management level (Persons)	6	7	7

	2022	2023	2024
Percentage of employees in management level (%)	2.14	2.50	2.62
Total number of employees in executive level (Persons)	1	2	1
Percentage of employees in executive level (%)	0.36	0.71	0.37

#### Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	104	106	104
Percentage of male employees in operational level (%)	95.41	94.64	95.41
Total number of male employees in management level (Persons)	4	4	4
Percentage of male employees in management level (%)	3.67	3.57	3.67
Total number of male employees in executive level (Persons)	1	2	1
Percentage of male employees in executive level (%)	0.92	1.79	0.92

#### Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	170	165	155
Percentage of female employees in operational level (%)	98.84	98.21	98.10
Total number of female employees in management level (Persons)	2	3	3
Percentage of female employees in management level (%)	1.16	1.79	1.90
Total number of female employees in executive level (Persons)	0	0	0
Percentage of female employees in executive level (%)	0.00	0.00	0.00

#### Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No  
Years

#### Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person) <sup>(1)</sup>	281	280	267
Northern (Person)	0	0	0
Central (Person)	281	280	267
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Remark: <sup>(1)</sup> Most of the employees reside in the company's surrounding areas, with more than 95% living in Nakhon Pathom province.

### Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person) <sup>(2)</sup>	170	165	155
Northern (Person)	0	0	0
Central (Person)	170	165	155
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Remark: <sup>(2)</sup> Most of the employees reside in the company's surrounding areas, with more than 95% living in Nakhon Pathom province.

### Employment of workers with disabilities

	2022	2023	2024
<b>Total employment of workers with disabilities (persons)</b>	10	280	267
Percentage of disabled workers to total employment (%)	3.56	100.00	100.00
<b>Total number of employees with disabilities (Persons)</b>	5	5	5
Total male employees with disabilities (persons)	5	5	5
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	1.78	1.79	1.87
<b>Total number of workers who are not employees with disabilities (persons)</b>	5	275	262
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00

	2022	2023	2024
Contributions to empowerment for persons with disabilities fund	No	No	No

## Information on compensation of employees

### Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	89,208,873.00	86,354,631.00	79,142,426.00
Total male employee remuneration (baht)	43,409,144.00	42,213,873.00	46,836,487.00
Percentage of remuneration in male employees (%)	48.66	48.88	59.18
Total female employee remuneration (baht)	45,799,729.00	44,140,758.00	32,305,939.00
Percentage of remuneration in female employees (%)	51.34	51.12	40.82
Average remuneration of employees (Baht / Person)	317,469.30	308,409.40	296,413.58
Average remuneration of male employees (Baht / Person)	398,249.03	376,909.58	429,692.54
Average remuneration of female employees (Baht / Person)	266,277.49	262,742.61	204,467.97
Ratio of average remuneration of female employees to male employees	0.67	0.70	0.48

### Provident fund management policy

Provident fund management policy : Doesn't Have

The company does not have a policy requiring employees to join the provident fund, but it encourages employees to save money for their future after retirement. The company established a provident fund for employees on August 21, 2013. In the past, the company has informed employees about the advantages and disadvantages of joining the provident fund, seeing it as a way to save money for the future and as a guarantee for employees who join the fund.

### Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	199	179	165
Proportion of employees who are PVD members (%)	59.02	52.15	54.64
Total amount of provident fund contributed by the company (baht)	2,487,310.00	2,422,248.00	2,133,226.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	2.79	2.81	2.70

## Information on employee development

## Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	8.00	11.00	12.40
Total amount spent on employee training and development (Baht)	96,387.85	230,700.00	212,700.00
Percentage of training and development expenses to total expenses (%) <sup>(*)</sup>	0.000136	0.000386	0.000390
Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>	0.000127	0.000364	0.000336

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on safety, occupational health, and work environment

### Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	707,209.46	708,448.50	723,128.00
Total number of hours worked by employees (Hours)	707,209.46	708,448.50	723,128.00
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

### Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	2	3	2
Total number of employees that lost time injuries for 1 day or more (Persons)	2	3	2
Percentage of employees that lost time injuries for 1 day or more (%)	0.71	1.07	0.75
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) <sup>(*)</sup>	2.83	4.23	2.77
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) <sup>(**)</sup>	0.57	0.85	0.55

Additional explanation : <sup>(\*)</sup> The company with the total number of employees over 100 or more



(\*\*) The company with the total number of employees less than or equal to 100

## Information on promoting employee relations and participation

### Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	30	38	80
Total number of male employee turnover leaving the company voluntarily (persons)	11	19	33
Total number of female employee turnover leaving the company voluntarily (persons)	19	19	47
Proportion of voluntary resignations (%)	10.68	13.57	29.96
Percentage of male employee turnover leaving the Company voluntarily (%)	36.67	50.00	41.25
Percentage of female employee turnover leaving the Company voluntarily (%)	63.33	50.00	58.75
	2022	2023	2024
Evaluation result of employee engagement	No	No	No

### Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare committee, Labor relations committee

## Responsibility to customers/ consumers

### Information on responsibility to customers/consumers policy

#### Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

#### Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	No
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#### Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	:	No
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### Information on customer management plan

#### Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The company is responsible for building good relationships and long-term cooperation with customers by adhering to principles of honesty, integrity, and transparency, treating all customers equally. It produces high-quality products that meet customer standards at fair prices, providing knowledge and understanding about the products to help customers make informed choices that meet their needs.

#### Information on setting customer management goals

##### Setting customer management goals

Does the company set customer management goals	:	No
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##### Details of setting customer management goals

### Information on performance and results of customer management

#### Performance and outcomes of customer management

Performance and outcomes of customer management	:	Yes
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The company has conducted a customer satisfaction survey as a tool for data collection by sending evaluation forms to both large and small customers. In addition to the evaluation, the company has also considered the suggestions provided by customers in the forms to improve and enhance operational efficiency and better meet customer satisfaction levels. In the year 2024, there were only customer complaints regarding the products that the company and the customers could. Improvements and problem-solving can be carried out together and are considered normal in business operations. Additionally, all product complaints enter the CAR issuance system to identify the causes of deficiencies 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.

## Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

## Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes  
customers/consumers

Telephone : 034-332611-2

Fax : 034-332613

Email : marketing@prodigy.co.th

Company's website : www.prodigy.co.th

Address : Prodigy Public Company Limited  
7/3 Mu 3 sub-district Bangkrdbao, district  
Nakornchaisri Nakornpathom 73120

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : No

### Information on community and social management plan

#### Community and social management plan

Company's community and social management plan : No

Community and social management plan implemented by the company over the past year : Occupational health, safety, health, and quality of life, Water and sanitation management

##### Clean Water and Sanitation

Strategy: Manage water use efficiently in the production process and treatment. Wastewater before being discharged into the environment. The company's business, which is a manufacturer of PET plastic packaging, is related to the water used in the production process. The water used in the company's production process has been tested using the Industrial Product Standard for Drinking Water, TIS 257/2545, which is an industrial product standard covering both general drinking water and water used in the food industry. The inspection of water quality according to GHP standards emphasizes the importance of the water used in the production process, especially in the PET plastic packaging and preform industry. Water plays a crucial role in cleaning equipment, cooling, and other processes. If the water is contaminated, it may affect the quality and safety of the packaging. Therefore, quality control is necessary to prevent the growth of microorganisms, and there must be no contaminants that could cause rust or stains. Consequently, the water used in production will be filtered using an RO water filtration system for water that comes into direct contact with the product. Additionally, the company inspects the types of wastewater sources from the industrial plant as specified. The company is involved with wastewater from the industrial plant's water production process, and the water condition must be inspected to meet the specified standards.

Before discharging into public water sources and reporting the discharge to the Marine Department every month, in 2024, the company sent its personnel to participate in a training program to enhance the capabilities of staff in wastewater management with external agencies. The knowledge gained will be used to improve the working system to be appropriate and meet standards.

Promoting an inclusive and diverse organizational culture, creating a safe working environment. The company's employees will be cared for and treated appropriately according to their assigned duties to ensure that all employees can work safely, such as The engineering team must have various safety equipment to ensure protection, such as safety shoes, insulated gloves, etc. Workers in the production process must wear earplugs and sneakers.

### Information on setting of community and social management goals

#### Setting of community and social management goals

Does the company set community and social management goals : No

### Information on outcomes and results of community and social management

#### Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

Enhancing economic opportunities for the community. Most of the company's employees reside in the surrounding community. Additionally, the company recognizes that providing opportunities for career creation and income generation will positively impact the quality of life in the community, which is beneficial and can create sustainability for the community.

### Benefit from implementing social development project

#### Financial benefits

Does the company measure the financial benefits from social : No  
development?

Non-financial benefits

Does the company measure the non-financial benefits from : No  
social development?

**Expenses from social and environmental development project**

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	0.00	0.00	0.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) <sup>(*)</sup>	0.000000	0.000000	0.000000
Percentage of financial contribution for community/social development projects or activities to total revenue (%) <sup>(*)</sup>	0.000000	0.000000	0.000000

*Additional Explanation : (\*) Total revenues and total expenses from total financial statement*

**Remarks** - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

## ESG Performance

Company Name : PRODIGY PUBLIC COMPANY LIMITED      Symbol : PDG

Market : mai      Industry Group : Industrials      Sector : SECTOR 0

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### Corporate Governance Policy

#### Information on overview of the policy and guidelines

##### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The company has established a corporate governance policy based on principles and practices aligned with the CG Code 2017 and the organizational context. The corporate governance policy is divided into five categories as follows:

**Category 1:** Rights of Shareholders

**Category 2:** Equitable Treatment of Shareholders

**Category 3:** Roles of Stakeholders

**Category 4:** Disclosure and Transparency

**Category 5:** Responsibilities of the Board of Directors

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

Are there policy and guidelines related to the board of directors : No

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Other guidelines related to the board of directors

#### Nomination of directors

##### Criteria for Recruiting and Selecting New Directors

The company has established a Corporate Governance, Nomination, and Remuneration Committee to oversee the selection process for directors. The criteria for nomination are based on the company's business nature and strategies. This ensures that the qualifications of the directors being recruited align with the company's strategies and operations.

Consideration is also given to the diversity of the board structure (Board Diversity), including professional skills, specific expertise, knowledge, capabilities, and relevant work experience that benefit the company.

Individuals appointed as directors or executives of the company must possess qualifications in accordance with Section 68 of the Public Limited Companies Act B.E. 2535 (including amendments), the notifications of the Securities and Exchange Commission, and the relevant announcements of the Capital Market Supervisory Board.

#### Determination of director remuneration

##### The Board of Directors' Policy on Determining Directors' Remuneration

The Board of Directors has established a policy and criteria for determining the remuneration of the Board, considering appropriateness, assigned duties, and responsibilities. The remuneration is benchmarked against companies listed on the Stock Exchange of Thailand within similar industries and businesses.

The directors' remuneration is designed to be sufficient to motivate them to perform their duties to the best of their abilities and achieve the company's business objectives. The process is transparent, ensuring confidence among shareholders.

The criteria for determining directors' remuneration are as follows:

**Roles, scope, authority, and responsibilities** of the Board of Directors.

**Performance of the Board**, as evaluated through the Board's performance assessment.

**Company performance**, considering the type and size of the business.

**Benchmarking Survey of Directors' Remuneration Rates** conducted by the Thai Institute of Directors Association, comparing similar companies within the same industry.

The directors' remuneration consists of two components:

**Monetary Remuneration:**

Monthly remuneration

Meeting allowances

Annual remuneration

**Non-Monetary Remuneration:**

Directors' and senior executives' liability insurance

## Independence of the board of directors from the management

**The Board of Directors** consists of independent directors (comprising one-third of the total board members), non-executive directors, and executive directors, including the Chief Executive Officer (CEO). The Chairman of the Board is not the same person as the CEO to prevent conflicts of interest.

Key measures ensuring independence include:

**Clear Separation of Roles and Responsibilities**

The roles and responsibilities of the Board of Directors are distinctly separated from those of management as outlined in the Board Charter. This ensures that the Board focuses on governance, oversight, and policy-setting, while management handles day-to-day operations.

**Establishment of Subcommittees to Support Independence**

**Audit Committee:** Composed entirely of independent directors, this committee oversees governance, financial reporting, and internal controls to ensure transparency and accountability.

**Corporate Governance, Nomination, and Remuneration Committee:** Also comprising only independent directors, this committee is responsible for upholding governance principles, nominating qualified candidates for key positions, and determining fair compensation structures.

These subcommittees act as mechanisms to promote the Board's independence, enabling thorough oversight and ensuring that management's activities align with the company's long-term goals and ethical standards.

## Director development

**Development of Directors and Executives**

To ensure the Board of Directors performs their duties effectively and understands their roles and responsibilities, the company encourages directors and executives to participate in both internal and external training programs. These programs, particularly those related to directorial duties, aim to enhance their capabilities to perform their roles effectively and align with the company's strategic direction.

For new directors, the company provides an orientation program, including site visits to production facilities and processes, as well as a Directors' Handbook. The handbook offers guidance on key aspects of the company, such as its vision, mission, regulations, relevant laws, and the framework of responsibilities and authority for various committees.

## Board performance evaluation

**The Board of Directors' Performance Evaluation**

The Board of Directors conducts an annual performance evaluation to assess its effectiveness and identify areas for improvement. The evaluation is conducted through a self-assessment process, which includes two components: group self-assessment and individual self-assessment. The evaluation criteria are aligned with the company's context and follow the guidelines of the Stock Exchange of Thailand, covering the following eight key areas:

**Board Structure**

**Board Readiness**

**Board Roles and Responsibilities**

**Risk Management and Internal Control**

**Conflict of Interest Prevention and Delegation of Authority**

**Board Meetings**

**Chairman's Role**

**Board Development and Executive Development**

Suggestions and recommendations from the evaluation process are reviewed annually and used to make appropriate adjustments to enhance the board's performance.

## Promoting Transparency and Building Trust with Stakeholders.

**The Board of Directors Promotes Transparency and Builds Trust with Stakeholders as Follows:**

**Clear Definition of Roles and Responsibilities**

The roles and responsibilities of the Board of Directors and management are clearly defined to ensure accountability and efficiency.

### Oversight of Business Ethics

The Board oversees the company's business ethics. In the past year, the Code of Business Conduct was reviewed and revised to enhance clarity and address impacts on stakeholders comprehensively.

### Performance Evaluation

Annual performance evaluations of the Board of Directors are conducted both collectively and individually. The results are utilized to improve the Board's effectiveness, aligning with the organization's sustainability and evolving circumstances.

### Promoting Diversity

The Board actively promotes diversity in terms of gender, age, experience, and specialized expertise. This ensures a well-rounded perspective for decision-making and strategic planning.

### Effective and Transparent Meetings

Board meetings are conducted efficiently and transparently, encouraging unrestricted discussion and exchange of ideas. Meetings of the Board without management present are held at least once a year.

### Support for Information Disclosure and Transparency

The Board supports the disclosure of key information, such as financial data and corporate governance practices, in a complete and timely manner to stakeholders.

### Capacity Building for Directors

Directors are encouraged to participate in training or seminars to enhance their knowledge and skills, supporting their roles in governance and decision-making.

## Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders	:	Yes
Guidelines and measures related to shareholders and stakeholders	:	Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Government agencies, Community and society

### Shareholder

The company adheres to its **Business Code of Conduct** and respects the **rights of all stakeholders** throughout the **business value chain**. This commitment ensures that the **fundamental legal rights** of stakeholders are **fairly protected**, upheld with **equality**, and bring **mutual benefits** to all groups with expectations of the company's operations.

#### Shareholders

Building investor confidence

Ensuring stable and sustainable returns

Providing accurate, transparent, and reliable information

### Employee

#### Employees

Implement a fair and appropriate compensation and benefits system.

Enhance motivation and work efficiency.

Provide training to develop employees' knowledge and expertise in their respective fields.

Ensure career advancement opportunities aligned with performance.

Prioritize a safe and conducive work environment.

### Customer

#### Customers

Manufacture and deliver high-quality products that meet customer requirements.

Provide knowledge and guidance to help customers choose suitable packaging for their products.

Explore and adopt new innovations to enhance product development.

Offer attentive care and collaborate with customers to resolve issues.

Ensure customer satisfaction with products and services.

### Business competitor



### **Fair Trade and Competition Policy**

The company upholds a policy of supporting and promoting free and fair competition.

The company conducts business with competitors in compliance with legal principles and adheres to ethical business practices, avoiding any unfair competitive actions.

### **Business partner**

The company places great importance on selecting suitable partners and ensuring that the selection process and dealings with partners are equitable and fair. The company recognizes the significance of having partners with a good reputation, ethical standards, and adherence to business norms. It will neither solicit, accept, nor pay any dishonest benefits in trade with partners and will promote and support partners in combating corruption. The company has the following criteria for selecting partners:

- (1) Produce or sell products that meet quality standards and can be inspected for quality.
- (2) Has the potential to grow along with the company in the long term.
- (3) Can comply with the company's terms and policies that adhere to intellectual property laws.  
By not producing or selling products that infringe on copyrights and trademarks.
- (4) Can comply with good corporate governance principles to align with the business operations.

### **Creditor**

The company's creditors have set conditions and practices for the creditors who have provided financial support to the company in a manner appropriate to the business conditions. The company has also managed its financial status. The company will ensure that the company can control financial risks and is ready to comply with the loan conditions as per the agreement with the following practices:

- (1) Treat all creditors by the law, equally, fairly, and transparently.
- (2) Comply with the agreements made with creditors. If compliance is not possible, promptly negotiate with the creditors. In advance, to collaboratively find solutions and prevent damage.
- (3) Repay the loan with interest (as mutually agreed) to all creditors in full and on time.  
According to the agreed-upon schedule.
- (4) Do not demand, accept, or provide any dishonest benefits to creditors if there is information that benefits have been paid.

Any dishonest actions that occur should be discussed with the creditor to jointly resolve the issue fairly and promptly.

In this regard, the company will strictly adhere to the rights, duties, and other conditions it has towards creditors as specified in the contract.

### **Government agencies**

1. The company has the duty to comply with regulations and laws related to the company's 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 various forms to Facilitate or provide any benefits to the company.

### **Community and society**

1. The company has a policy to conduct business with environmental responsibility and to conserve natural resources. Including promoting the efficient use of energy
2. The company has a policy to conduct business with consideration for the quality of life of society and the community. The company will implement  
In strict accordance with regulations and various laws.

### **Information on business code of conduct**

#### **Business code of conduct**

Business code of conduct : Yes

Vision: We will focus on producing 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 technology.

Modern and continuously trained personnel, taking into account the benefits that society and the community will receive.

Including being environmentally friendly

The organization's strategy that leads to sustainability, meaning the aim is for both the organization and society as a whole, including stakeholders both internal and external to the organization, to be positively impacted by the organization's operations.

#### Business operation policy

The company aims to achieve growth by conducting business under the ESG framework, which will create sustainability in business operations with transparency for the company's stakeholders. This includes developing production processes to be efficient and in accordance with international standards, conducting business responsibly towards society, communities, and the environment with integrity, as well as reducing various risks to minimize impacts on all stakeholders equally.

#### Sustainable Development Policy

The company has a policy of conducting sustainable business by considering all stakeholders and adhering to principles.

Good governance appropriate to the context of the organization, business ethics, and compliance with laws and regulations in various aspects, including the management of stakeholders' expectations in each group appropriately, based on honesty and fairness with transparency, with the following practices:

1. Driving business for sustainability
2. Respect for human rights principles

## Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct	: Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Compliance with laws, regulations, and rules, Information and assets usage and protection, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work, Other guidelines related to business code of conduct
--	--

### Prevention of Conflicts of Interest

1. Company executives who are privy to material information and financial data of the company that affects securities price fluctuations must not take advantage of such information before it is disclosed to the public.
2. Directors and executives have the duty to report direct and indirect holdings of securities according to Section 59.
3. The company has established disciplinary penalties for those who seek to exploit internal company information for personal gain or disclose it in a manner that could cause harm to the company.
4. Directors and executives have the duty to disclose information regarding their interests and those of related parties, so that the company can consider transactions that may have conflicts of interest and make decisions for the benefit of the company.
5. Transactions that may have a conflict of interest must strictly adhere to the principles, methods, and disclosure of information regarding transactions that may have a conflict of interest as prescribed by law.

### Anti-corruption

Anti-corruption measures and guidelines on anti-corruption and bribery. The company is committed to implementing effective measures to combat corruption and bribery. These measures must be approved by the board of directors and communicated to all directors and employees, as well as external parties, on a regular basis to instill a culture of zero tolerance for corruption and bribery. Directors, executives, and employees must not accept corruption in any form, both direct and indirect, covering all businesses and related units. There must be regular reviews of the implementation of the anti-corruption policy, as well as a review of practices and operational requirements to ensure compliance with changes in business, regulations, and legal requirements.

### Whistleblowing and Protection of Whistleblowers

The company has established measures for reporting tips or complaints regarding illegal activities, business ethics violations, or behaviors that may indicate corruption. Various communication channels have been set up to provide

opportunities for employees and stakeholders to report tips or complaints to the company. Reports can be submitted through the designated channels set by the company.

## **Prevention of Misuse of Inside Information**

### **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 exploiting opportunities for personal gain as insiders. The following are the guidelines for directors, executives, and employees of the company:

1. If it is necessary to conduct a related transaction for the benefit of the company, it is reasonable to treat that transaction as if it were with an external party. If a director or executive of the company has an interest in that transaction, they 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 competing or related business activities.

To ensure that operations comply with business ethics standards, it is part of establishing a control system that is transparent and auditable, with reporting through the audit committee to adhere to good corporate governance principles.

## **Compliance with laws, regulations, and rules**

The company complies with regulations and rules in conducting its business.

## **Information and assets usage and protection**

The company has a policy regarding intellectual property, and all employees must participate in Protect and take care of the company's intellectual property, including respecting and not infringing on the intellectual property of others.

The company has a personal data protection policy, which is adhered to as a principle in its business operations.

## **Information and IT system security**

Actions to take when there is a threat to the information system: The response is that the IT department must take action to mitigate the threat attack, recover the system, and inform the management as soon as possible.

Both the methods for improving and developing the company's information system are to be established to prevent and reduce risks that may occur in the future. IT department must create a plan to address issues arising from uncertain situations and disasters that may affect the information system, according to the company's crisis management plan.

Providing users with proper operational knowledge and informing the IT department of any system-related issues is essential. Additionally, in cases of information system threats or other security incidents, cooperation in adhering to the measures set by the IT department is required. Furthermore, management must prioritize the system development plan and clearly define roles and responsibilities.

- Data storage
- Creating security for the personnel information system
- Establishing a channel for reporting tips

## **Environmental management**

Promote and educate employees at all levels throughout the organization about the environment. The company places importance on this.

In carrying out environmental initiatives, by raising awareness about the conservation of natural resources and the environment among all employees in the organization, communication has been used to prevent and manage. Activities Organized, in every

Channel with the goal of preventing and managing to reduce potential impacts on the environment.

From the company's activities to along with promoting and providing environmental education to all employees.

Organization-wide level to be used as a guideline for developing environmentally considerate products and services.

Including the company, which is committed to ensuring environmental operations, has established operational guidelines and To implement concrete and effective actions, an environmental system task force has been appointed. This task force will promote, control, and oversee energy conservation efforts, as well as introduce new technologies and innovations.

Additionally, it will manage various energy and technology aspects to ensure their appropriate and efficient use, benefiting the company's business operations.

## Human rights

The company believes that respecting the human rights of all stakeholders in the business value chain is the foundation for promoting the sustainability of both the business and society. Therefore, the company places importance on and respects the law and fundamental human rights principles without discrimination based on gender, race, religion, political rights, belief systems, or any other matters, adhering to the Universal Declaration of Human Rights (UDHR). The company is committed to promoting awareness among both internal and external stakeholders through communication, education, and acceptance, ensuring these principles are upheld and effectively implemented in the sustainable operation of the business.

1. Operational aspects and work environment
2. Environmental aspect
3. The ethical side

## Safety and occupational health at work

The company prioritizes employee safety, including operations related to all stakeholders. Therefore, it is committed to conducting business sustainably based on social responsibility.

It places importance on the health and safety of employees in every work process involved in business operations, and has established guidelines for safety policies.

### 1. Business operation policy

The company aims to achieve growth by conducting business under the ESG framework, which will create sustainability in business operations with transparency for the company's stakeholders. The development of production processes will be efficient and meet international standards, conducting business with responsibility for society, community, and the environment with integrity, as well as reducing various risks to minimize impacts that may occur to all stakeholders equally.

## Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

The company has published its business code of ethics to ensure that the board, executives, and employees adhere to the company's business code of ethics.

## Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)  
CAC membership certification status : Certified  
Certification document of CAC membership status : CAC Certification 2024.jpg

## Information on material changes and developments in policy and corporate governance system over the past year

### Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : Yes

Material changes and developments in policy and guidelines over the past year : Yes

The company's board of directors reviews the business code of ethics, which consists of

1. Business operation policy
2. Policy on Stakeholder Treatment

- 2.1 Policy on Practices and Responsibilities to Shareholders
- 2.2 Customer Treatment Policy
- 2.3 Partner Treatment Policy
- 2.4 Policy on Treatment of Creditors
- 2.5 Policy on Conducting Business with Competitors
- 2.6 Employee Treatment Policy
- 2.7 Policy on Conduct Towards Government Agencies
- 2.8 Environmental, Social, and Community Policy
- 3. Policy for Internal Data Use and Conflict of Interest Management
- 4. Personnel Development Policy
- 5. Information Technology Security Policy
- 6. Sustainable development policy

## Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

The board of directors reviews the principles of good corporate governance to align with the guidelines of the CG Code 2560 and the organization's context. The company's corporate governance policy is divided into five categories as follows:

Section 1: Shareholder Rights

Section 2: Treating Shareholders Equally

Section 3: The Role of Stakeholders

Section 4: Disclosure of Information and Transparency

Section 5: Responsibilities of the Committee

# Corporate Governance Structure

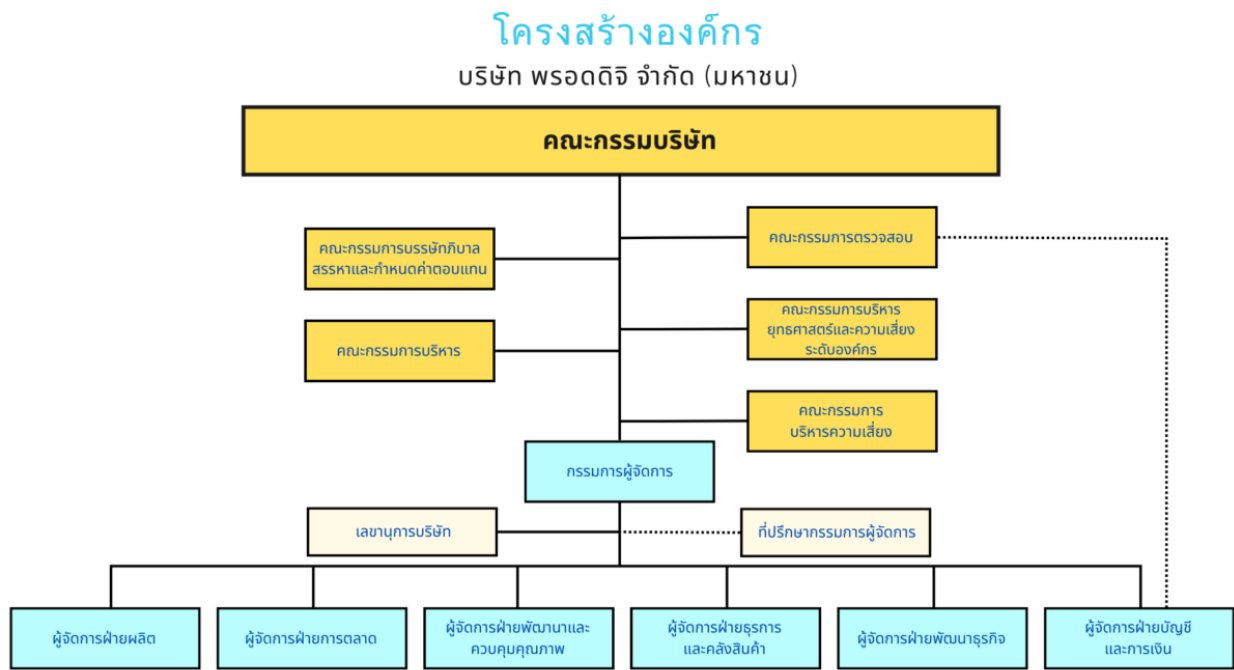
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



Organization Chart of Prodigy Public Company Limited

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	10	
	8	2
Executive directors	1	
	1	0
Non-executive directors	9	
	7	2
Independent directors	4	
	2	2
Non-executive directors who have no position in independent directors	5	
	5	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	80.00	20.00
Executive directors	10.00	
	10.00	0.00
Non-executive directors	90.00	
	70.00	20.00
Independent directors	40.00	
	20.00	20.00
Non-executive directors who have no position in independent directors	50.00	
	50.00	0.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average age of board of directors	63	
	62	67

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. PRAYOON BOONPRASURD  Gender: Male  Age : 82 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Operations Research  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesn't Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b>  • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Chairman of the board of directors  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	6 Jun 2013	Marketing, Accounting, Business Administration
<p>2. Mr. PURNRUX NACOB  Gender: Male  Age : 70 years  Highest level of education : Honorary degree  Study field of the highest level of education : Political Science  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesn't Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b>  • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	1 May 1992	Marketing



List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. THONGCHAI TANSUTAT</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years <sup>(*)</sup> : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 6,600,000 Shares (2.222223 %)</li> </ul>	<p>Director (Executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 May 1992	Packaging, Marketing, Business Administration
<p>4. Mr. PRAMOTE SANTIWATTANA</p> <p>Gender: Male</p> <p>Age : 68 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years <sup>(*)</sup> : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 445,500 Shares (0.150000 %)</li> </ul>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	29 Apr 2005	Economics, Finance, Marketing

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Ms. THIPAWAN UTHAISANG</p> <p>Gender: Female</p> <p>Age : 65 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years <sup>(*)</sup> : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>	<p>Director</p> <p>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	6 Jun 2013	Media & Publishing, Accounting, Audit, Business Administration
<p>6. Mr. VACHARA VITAYATANAGORN</p> <p>Gender: Male</p> <p>Age : 53 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years <sup>(*)</sup> : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 6,600,000 Shares (2.222223 %)</li> </ul>	<p>Director</p> <p>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	6 Jun 2013	Economics, Packaging, Finance, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Ms. PUKIL TAKSINWARACHARN</p> <p>Gender: Female</p> <p>Age : 69 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years <sup>(*)</sup> : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <p>• Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	6 Jun 2013	Economics, Commerce, Governance/ Compliance
<p>8. Mr. THANET NORABHOOMPIPAT</p> <p>Gender: Male</p> <p>Age : 72 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years <sup>(*)</sup> : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <p>• Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	23 Feb 2015	Engineering

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Mr. VORRAVUTH TANGPIROONTUM</p> <p>Gender: Male</p> <p>Age : 50 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Finance</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years <sup>(*)</sup> : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 2,100,000 Shares (0.707071 %)</li> </ul>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	24 Apr 2015	Economics, Marketing, Accounting, Finance
<p>10. Mr. PACHAI CHANPITAKSA</p> <p>Gender: Male</p> <p>Age : 39 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years <sup>(*)</sup> : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 6,600,000 Shares (2.222223 %)</li> </ul>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	20 Apr 2023	Business Administration

Additional explanation:

(\*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(\*\*) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

## List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. PRAYOON BOONPRASURD	Chairman of the board of directors		✓	✓		
2. Mr. PURNUX NACOB	Director		✓		✓	✓
3. Mr. THONGCHAI TANSUTAT	Director	✓				✓
4. Mr. PRAMOTE SANTIWATTANA	Director		✓		✓	
5. Ms. THIPAWAN UTHAISANG	Director		✓	✓		
6. Mr. VACHARA VITAYATANAGORN	Director		✓		✓	✓
7. Ms. PUKIL TAKSINWARACHARN	Director		✓	✓		
8. Mr. THANET NORABHOOMPIPAT	Director		✓	✓		
9. Mr. VORRAVUTH TANGPIROONTHUM	Director		✓		✓	✓
10. Mr. PACHAI CHANPITAKSA	Director		✓		✓	✓
<b>Total (persons)</b>		<b>1</b>	<b>9</b>	<b>4</b>	<b>5</b>	<b>5</b>

### Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	4	40.00
2. Packaging	2	20.00
3. Commerce	1	10.00
4. Media & Publishing	1	10.00
5. Marketing	5	50.00
6. Accounting	3	30.00
7. Finance	3	30.00
8. Engineering	1	10.00
9. Audit	1	10.00
10. Governance/ Compliance	1	10.00
11. Business Administration	5	50.00

### Information about the other directors <sup>(\*)</sup>(\*\*)

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	Yes

Additional explanation : (\*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(\*\*) If a remark is specified, the remark from the most recent year will be displayed

## The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of : Doesn't Have  
directors and the Management

The company has established measures to balance power between the board of directors and management, with the following details:

### Clear Separation of Roles and Responsibilities

The charters of the Board of Directors, subcommittees, and senior management clearly define roles and responsibilities.

### Separation of Chairman of the Board and Chief Executive Officer (CEO)

The Chairman of the Board and the CEO are not the same person to prevent conflicts of interest and promote transparency in their respective duties.

### Independent Directors

At least three independent directors, or at least one-third of the total number of directors, are required by the Stock Exchange of Thailand (SET) to be on the Board of Directors.

### Establishment of Subcommittees

Subcommittees are established, and their chairs are not the same as the Chairman of the Board, ensuring that independent directors effectively oversee specific areas of governance.

### Board Meetings Without Management Participation

At least once a year, the Board of Directors holds meetings without management's participation. This allows the board to discuss key issues independently and communicate conclusions to management afterward.

### Performance Evaluations

The evaluation standards for senior management and the Board of Directors are reviewed and updated annually by the Corporate Governance, Nomination, and Remuneration Committee. This ensures alignment with current circumstances and the organization's context.

### Transparent Reporting to Shareholders

The Board ensures timely and transparent reporting of the company's performance to shareholders. Quarterly performance reports are submitted via the SETLink system within the specified timeframe. The company also provides updates through Snapshots and newsletters, accessible to shareholders, investors, and the media.

Additionally, annual performance reports and responses to shareholder inquiries are presented at the Annual General Meeting of Shareholders to promote transparency and build shareholder confidence.

## Information on the roles and duties of the board of directors

Board charter : Have

### Perform Duties by Laws and Company Regulations

Act with honesty, integrity, and diligence to safeguard the interests of stakeholders.

## Define Vision and Strategies

Consider and establish the organization's vision and strategies to align with its context and objectives.

## Supervise Management

Oversee the management and performance of the executive team to ensure alignment with the organization's vision and business strategies.

## Risk Management Oversight

Ensure comprehensive risk management processes and policies are in place.

## Promote Transparency and Accountability

Ensure work processes are transparent and auditable, adhering to good corporate governance principles and relevant laws.

## Conflict of Interest Management

Prevent conflicts of interest and related-party transactions, ensuring compliance with laws and good governance principles.

## Define Clear Authority and Responsibilities

Clearly outline the scope of authority and responsibilities for each subcommittee.

## Annual Performance Evaluation

Conduct regular annual performance evaluations and identify ways to improve the efficiency and effectiveness of the board's duties.

## Information on subcommittees

## Information on subcommittees

## Information on roles of subcommittees

## Roles of subcommittees

### Board of Directors

#### Role

##### • Others

- Perform duties in compliance with laws, the company's objectives, and regulations, as well as resolutions of the shareholders' meetings, with honesty, integrity, and due diligence in safeguarding the company's interests.

#### Scope of authorities, role, and duties

Duties and Responsibilities of the Board of Directors

1. Perform duties in compliance with laws, the company's objectives, and regulations, as well as resolutions of the shareholders' meetings, with honesty, integrity, and due diligence in safeguarding the company's interests.
2. Review and approve the vision, business strategy, policies, goals, and operational plans of the company as proposed by the management before submission to the Board of Directors.
3. Supervise the management and monitor the performance of the management team or any designated persons to ensure alignment with the policies set by the Board of Directors.
4. Continuously monitor the company's performance to ensure adherence to its operational plans and budget.
5. Ensure that the management establishes a reliable accounting system, financial reporting, and auditing processes, along with adequate and appropriate internal controls.
6. Review the company's risk management processes and policies and oversee risk management performance.
7. Approve the acquisition or disposal of assets, investments, and other transactions in compliance with relevant laws, regulations, and company policies.
8. Approve related party transactions of the company in accordance with applicable laws, regulations, and company policies.
9. Prevent conflicts of interest among the company's stakeholders.
10. Make decisions with consideration for the interests of shareholders and all stakeholders in a fair manner. Directors must promptly disclose any conflicts of interest related to contracts with the company. In cases where a transaction involves a director or a person with a potential conflict of interest, the interested director is not entitled to vote on the approval of such a transaction.
11. Establish and document corporate governance policies in accordance with good governance principles and periodically review them to ensure the company operates fairly and responsibly toward all stakeholders.

12. Seek external professional opinions when necessary to support well-informed decision-making.
13. Appoint the Chief Executive Officer (CEO) and subcommittees such as the Audit Committee and the Executive Committee, and define their roles and responsibilities to support management and internal control in accordance with the company's policies.
14. Appoint a company secretary to ensure that the Board of Directors and the company comply with applicable laws, regulations, and policies.
15. Revise and adjust the scope of authority, duties, and responsibilities of the Audit Committee, the Executive Committee, and the CEO as deemed necessary.
16. Conduct an annual self-assessment of the Board of Directors' performance and determine ways to improve its efficiency.

**Reference link for the charter**

-

### Audit Committee

**Role**

- Audit of financial statements and internal controls
- Risk management

**Scope of authorities, role, and duties**

-

**Reference link for the charter**

-

### Executive Committee

**Role**

- Others
  - Manage, Operate and monitor the company's performance to ensure alignment with its business objectives, policies, guidelines, and operational plans as determined by the Board of Directors.

**Scope of authorities, role, and duties**

1. Manage and operate the company in alignment with its business objectives, ensuring that all operations adhere to the policies, guidelines, and business plans set by the Board of Directors.
2. Define the company's vision, business strategy, policies, goals, and operational plans to align with economic conditions and market competition, and propose them for approval by the Board of Directors.
3. Review and monitor the implementation of company policies and management guidelines to ensure efficient execution as approved by the Board of Directors.
4. Have the authority to approve and execute transactions within a financial limit of up to 10 million THB.
5. Carry out other tasks as assigned by the Board of Directors.

**Reference link for the charter**

-



## Nomination Remuneration and Corporate Governance Committee

### Role

- Director and executive nomination
- Remuneration
- Corporate governance

### Scope of authorities, role, and duties

1. Oversee the organization's adherence to good corporate governance principles, ensuring alignment with the business operations. The objective is to maintain and enhance corporate governance standards as part of the company culture while continuously communicating these principles to directors, executives, and employees.
2. Regularly review corporate governance principles, company regulations, business ethics, and the employee code of conduct to ensure they remain up-to-date, appropriate for the company's business, and aligned with the practices of the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC).
3. Approve and oversee the public dissemination of the company's corporate governance framework and information disclosure policies to ensure transparency and accessibility to the public.
4. Consider and nominate suitable candidates for new director positions or the Group Chief Executive Officer, establishing fair and transparent selection criteria and processes. These nominations will be presented to the Board of Directors and/or shareholders' meetings for approval.
5. Report the performance of the Corporate Governance, Nomination, and Remuneration Committee to the Board of Directors. Additionally, prepare the committee's report to be included in the company's annual report, signed by the Chairman of the Committee.
6. Determine appropriate compensation and other benefits, both financial and non-financial, for the company's directors and Chief Executive Officer. The objective is to ensure fair and reasonable remuneration, which will be presented to the Board of Directors and/or shareholders' meetings for approval.

### Reference link for the charter

-

## Strategic & Risk and Sustainability Committee

### Role

- Sustainability development

### Scope of authorities, role, and duties

1. Conduct feasibility studies on potential future business opportunities that can operate in parallel with the company's core business.
2. Explore opportunities for expanding the company's core business or alternative approaches that contribute to long-term organizational sustainability.
3. Identify business ventures that can help diversify risks associated with the company's core business.
4. Analyze suitable investment strategies while considering constraints and limitations at different periods.

### Reference link for the charter

-

## Risk Management Committee

### Role

- Climate-related risks and opportunities governance
- Others
  - Risk Analysis and Management Strategies

### Scope of authorities, role, and duties

#### Risk Management Policy and Implementation

1. Establish the risk management policy and framework for submission to the Board of Directors for approval.
2. Develop an operational plan aligned with the risk management policy to ensure effective monitoring, evaluation, and control of the company's risk exposure at an appropriate level.
3. Approve the use of risk assessment tools that align with the risk management policy to enhance risk evaluation processes.
4. Ensure the consistent and effective implementation of the risk management policy across the organization.
5. Oversee the adequacy of resources allocated for risk management.
6. Communicate with the Audit Committee and the Board of Directors regarding the company's risk status and the strategies implemented for risk mitigation and management.

### Reference link for the charter

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## Information on each subcommittee

### List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Ms. THIPAWAN UTHAISANG<sup>(*)</sup></p> <p>Gender: Female</p> <p>Age : 65 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	6 Jun 2013	Media & Publishing, Accounting, Audit, Business Administration
<p>2. Mr. PRAYOON BOONPRASURD<sup>(*)</sup></p> <p>Gender: Male</p> <p>Age : 82 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Operations Research</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	6 Jun 2013	Marketing, Accounting, Business Administration
<p>3. Ms. PUKIL TAKSINWARACHARN<sup>(*)</sup></p> <p>Gender: Female</p> <p>Age : 69 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Economics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	6 Jun 2013	Economics, Commerce, Governance/ Compliance

Additional explanation :

(\*) Directors with expertise in accounting information review

## List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. THONGCHAI TANSUTAT Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	7 Aug 2013
2. Mr. VACHARA VITAYATANAGORN Gender: Male Age : 53 years Highest level of education : Bachelor's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	7 Aug 2013
3. Mr. Wimol Wongchan Gender: Male Age : 62 years Highest level of education : Bachelor's degree Study field of the highest level of education : Bachelor of Science Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	7 Aug 2013
4. Mrs. Lakkhanar Romruen Gender: Female Age : 58 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	7 Aug 2013

### Other Subcommittees

Subcommittee name	Name list	Position
Nomination Remuneration and Corporate Governance Committee	Ms. PUKIL TAKSINWARACHARN	The chairman of the subcommittee (Independent director)
	Ms. THIPAWAN UTHAISANG	Member of the subcommittee (Independent director)
	Mr. PRAYOON BOONPRASURD	Member of the subcommittee (Independent director)
	Mr. PURNRUX NACOB	Member of the subcommittee

Subcommittee name	Name list	Position
Strategic & Risk and Sustainability Committee	Mr. PURNRUX NACOB	The chairman of the subcommittee
	Mr. PRAYOON BOONPRASURD	Member of the subcommittee (Independent director)
	Mr. THANET NORABHOOMPIPAT	Member of the subcommittee (Independent director)
Risk Management Committee	Mr. Wimol Wongchan	The chairman of the subcommittee
	Mr. THONGCHAI TANSUTAT	Member of the subcommittee
	Mr. VACHARA VITAYATANAGORN	Member of the subcommittee
	Mrs. Lakkhanar Romruen	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
1. Mr. THONGCHAI TANSUTAT Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	MANAGING DIRECTOR (The highest-ranking executive)	1 May 1992	Packaging, Marketing, Business Administration
2. Mrs. Lakkhanar Romruen <sup>(*)(**)</sup> Gender: Female Age : 58 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : Yes	Accounting and Financial Manager	18 Mar 2013	Accounting
3. Mr. Chatree Jeansayjai Gender: Male Age : 53 years Highest level of education : Bachelor's degree Study field of the highest level of education : Industry Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Quality Development and Control Manager	1 Aug 2019	Industrial Materials & Machinery, Packaging
4. Ms. Warunee Buayai Gender: Female Age : 44 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Administrative and Warehouse Manager	15 May 2021	Human Resource Management

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

(\*\*) Accounting supervisor

(\*\*\*) Appointed after the fiscal year end of the reporting year

## Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure of the highest-ranking executive and the : 31 Dec 2024  
next four executives as of date

### Remuneration policy for executive directors and executives

The compensation of the company's executives, who are directors (excluding the compensation received in their capacity as company directors) and Company executives who are not directors in the form of salary and bonuses.

Does the board of directors or the remuneration committee : Have  
have an opinion on the remuneration policy for executive  
directors and executives

The Board of Directors sets the policy and criteria for determining the remuneration of the directors, taking into account appropriateness, duties, responsibilities assigned, and comparability with companies listed on the Stock Exchange of Thailand that are in similar industries and businesses. The directors' remuneration is sufficient to incentivize them to perform their duties competently and achieve the company's business goals with a transparent process that instills confidence.

To the shareholders with the following criteria for considering compensation.

1. Roles, scope, powers, 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 of the Thai Institute of Directors Association.

### Remuneration of executive directors and executives

#### Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	12,902,753.00	13,558,980.00	13,512,900.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	12,902,753.00	13,558,980.00	13,512,900.00

Components of compensation are classified as

1. In monetary terms
  - 1.1 Monthly compensation to reflect the experience and responsibilities of the directors
  - 1.2 Meeting allowances to reflect the work of the committee members and to incentive them to perform their duties. Attend meetings regularly.
  - 1.3 Annual compensation to reflect the duties and responsibilities of the directors.

#### Other remunerations of executive directors and executives

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

#### Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00  
and executives in the past year

Estimated remuneration of executive directors and executives : 13,512,900.00  
in the current year

#### Other significant information

#### Other significant information

#### Assigned person

#### List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mrs. Lakkhanar Romruen	lakkhanar@prodigy.co.th	034332611

#### List of the company secretary

General information	Email	Telephone number
1. Ms. Thitikan Sa-nganetpetch	thitikan@prodigy.co.th	034332612

#### List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Boonyavee Lertloykulchai	ata.management.th@gmail.com	0818482997

#### List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Thitikan Sa-nganetpetch	thitikan@prodigy.co.th	034332612

#### Head of investor relations

Does the Company have an appointed head of investor : Doesn't Have  
relations

#### Company's auditor

#### Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED 33RD FLOOR, LAKE RAJADA OFFICE COMPLEX, 193/136-137 RAJADAPISEK ROAD KHLONG TOEI KHLONG TOEI Bangkok 10110 Telephone number +66 2264 9090	1,190,000.00	-	-

#### Assigned personnel in case of a foreign company

Does the company have any individual assigned to be : No  
representatives in Thailand



# Performance Report on Corporate Governance

## Information about the summary of duty performance of the board of directors over the past

### Summary of duty performance of the board of directors over the past year

In 2024, the Board of Directors considered various matters presented by each subcommittee during the Board meetings for acknowledgment and resolution. The details are as follows:

1. The Board of Directors reviewed the company's vision, mission, and strategies and ensured that These strategies were effectively implemented.
2. Over the past year, the board placed significant emphasis on ESG aspects, integrating them into the company's vision, mission, and strategies. The board deemed these elements suitable for planning to accommodate future changes and potentially serve as business objectives.
3. The Board considered the use of renewable and alternative energy sources, both in the present and future, and assigned the managing director to prepare an investment plan for additional solar panel installations.
4. The Board reviewed the company's approach to sustainable business operations, including:
  - 4.1 Preparing for regulatory standards that the government may introduce about the industry.
  - 4.2 Evaluating investment opportunities to expand the business while ensuring growth and competitiveness.

The board assigned management to conduct feasibility studies and propose investment projects aligned with the company's strategic direction. The managing director was also tasked with reporting progress during board meetings.

## Selection, development and evaluation of duty performance of the board of directors

### Information about the selection of the board of directors

#### List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. PURNRUX NACOB	Director	1 May 1992	Marketing
Mr. PRAMOTE SANTIWATTANA	Director	29 Apr 2005	Economics, Finance, Marketing
Mr. VORRAVUTH TANGPIROONTHUM	Director	24 Apr 2015	Economics, Marketing, Accounting, Finance

## Selection of independent directors

### Criteria for selecting independent directors

The company's board of directors has set the qualifications for independent directors in accordance with the regulations of the Stock Exchange of Thailand regarding the qualifications of independent directors as follows: 1. Hold no more than one percent of the total voting shares of the company, major companies, subsidiaries, affiliated companies, major shareholders, or controlling persons of the company. This includes counting the shares held by related persons of the independent director.

2. Not being or having been a director involved in management, employee, staff, consultant with a fixed salary, or controlling person of the company, major company, subsidiary, joint venture, same-tier subsidiary, major shareholder, or controlling person of the company, unless having ceased to have such status for no less than two years before the date of application for permission to the SEC. However, this prohibition does not include cases where the independent director was previously a civil servant or advisor of a government agency which is a major shareholder or controlling person of the company.

3. Not being a person who has a blood relationship or a legal registered relationship in the capacity of a father, mother, spouse, sibling, and child, including the spouse of the child of other directors, executives, major shareholders,

controllers, or persons who are proposed to be directors, executives, or controllers of the company or its subsidiaries.

4. There is no or has never been a business relationship with the company, major companies, subsidiaries, joint ventures, major shareholders, or controlling persons of the company in a manner that may hinder the independent exercise of judgment, and has never been a significant shareholder or controlling person of those with a business relationship with the company, major companies, subsidiaries, joint ventures, major shareholders, or controlling persons of the company, unless such a condition has been absent for at least two years before the date of application for permission to the office or the provision or receipt of financial assistance through loans, guarantees, provision of assets as collateral for debts, or similar circumstances, resulting in the company or contracting party having a debt obligation to the other party of three percent of the company's net tangible assets or twenty million baht or more, whichever is lower. The calculation of such debt obligations shall be in accordance with the method of calculating the value of related transactions as per the announcement of the Capital Market Supervisory Board on the criteria for related transactions by analogy. However, in considering such debt obligations, the debt obligations incurred within one year before the business relationship with the same person shall be included.

5. Is not or has never been an auditor of the company, a major company, a subsidiary, an associate, a major shareholder, or a controlling person of the company, and is not a significant shareholder.

The controlling person or partner of the audit office, who has an auditor of the company, a parent company, a subsidiary, an associate, a major shareholder, or a controlling person of the affiliated company, unless they have been free from such status for no less than two years before the date of application for permission to the office.

6. Not being or having ever been a professional service provider, including legal or financial consulting services, who received fees exceeding two million baht per year from the company, its parent company, subsidiaries, affiliates, major shareholders, or controlling persons of the company, and not being a significant shareholder, controlling person, or partner of such professional service provider, unless having ceased to have such characteristics for no less than two years prior to the date of application for permission to the office.

7. Not being a director appointed to represent the company's directors, major shareholders, or shareholders who are related to major shareholders.

8. Do not engage in business activities that are the same and significantly compete with the business of the company or its subsidiaries, or do not become a partner with significant influence in a partnership, or a director involved in management, employee, staff, consultant receiving a regular salary, or hold more than one percent of the total voting shares of another company that engages in business activities that are the same and significantly compete with the business of the company or its subsidiaries.

9. There are no other characteristics that prevent providing an independent opinion on the company's operations.

## **Business or professional relationships of independent directors over the past year**

Business or professional relationships of independent directors : No  
over the past year

## **Selection of directors and the highest-ranking executive**

### **Method for selecting directors and the highest-ranking executive**

Method for selecting persons to be appointed as directors : Yes  
through the nomination committee

Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee : Yes

### **Number of directors from major shareholders**

Number of directors from each group of major shareholders : 1  
over the past year (persons)

## **Rights of minority shareholders on director appointment**

The company has established criteria for nominating individuals to be selected as directors, which has been published to provide shareholders with the opportunity to propose individuals for appointment as directors to be presented for consideration at the annual general meeting of shareholders.

Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

## Information on the development of directors

### Development of directors over the past year

#### Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. PRAYOON BOONPRASURD (Chairman of the board of directors)	Non-participating	Thai Institute of Directors (IOD) • 2013: Director Accreditation Program (DAP)
2. Mr. PURNRUX NACOB (Director)	Non-participating	Thai Institute of Directors (IOD) • 2005: Director Accreditation Program (DAP)
3. Mr. THONGCHAI TANSUTAT (Director)	Participating	Other • 2024: Engaging Board in ESG the Path of Effectives Sustainability
4. Mr. PRAMOTE SANTIWATTANA (Director)	Non-participating	Thai Institute of Directors (IOD) • 2016: Director Certification Program (DCP) • 2015: Director Accreditation Program (DAP)
5. Ms. THIPAWAN UTHAISANG (Director)	Participating	Thai Institute of Directors (IOD) • 2023: Board Nomination and Compensation Program (BNCP)
6. Mr. VACHARA VITAYATANAGORN (Director)	Participating	Thai Institute of Directors (IOD) • 2013: Director Certification Program (DCP)
7. Ms. PUKIL TAKSINWARACHARN (Director)	Participating	Thai Institute of Directors (IOD) • 2023: Board Nomination and Compensation Program (BNCP) Other • 2024: Hot Issue for Director Empowering Boards : Enhancing Governance, Standards and Financial Insights (Display information in Thai language only)
8. Mr. THANET NORABHOOMPIPAT (Director)	Non-participating	Thai Institute of Directors (IOD) • 2015: Director Accreditation Program (DAP)
9. Mr. VORRAVUTH TANGPIROONTHUM (Director)	Participating	Thai Institute of Directors (IOD) • 2019: Strategic Board Master Class (SBM) • 2004: Director Accreditation Program (DAP)
10. Mr. PACHAI CHANPITAKSA (Director)	Participating	Thai Institute of Directors (IOD) • 2016: Director Certification Program (DCP) Other • 2024: The Cullinan: The Making of the Digital Board รุ่นที่ 382567 (Display information in Thai language only) • 2024: การใช้ AI เพื่อพัฒนารูรูกิจ รุ่นที่ 2/2567 (Display information in Thai language only) • 2024: Net Zero CEO Leadership Program รุ่นที่ 1/2567 (Display information in Thai language only)

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

The Board of Directors conducts an annual self-assessment to evaluate its performance and identify ways to enhance its effectiveness.

For the 2024 Board performance assessment, the Board reviewed the evaluation criteria proposed by the Corporate Governance, Nomination, and Remuneration Committee. These criteria were approved and adopted as the official evaluation framework for 2024. The assessment includes individual self-assessments, collective Board self-assessments, and the self-assessment of the Managing Director.

For the collective Board self-assessment, the evaluation criteria were reviewed to align with the organization's context and were referenced against the guidelines set by the Stock Exchange of Thailand. The assessment is categorized into eight key areas:

- 1) Board Structure
- 2) Board Readiness
- 3) Roles and Responsibilities of the Board
- 4) Risk Management and Internal Control
- 5) Conflict of Interest Management and Delegation of Authority
- 6) Board Meetings
- 7) Duties of the Chairman
- 8) Board Development and Executive Development

### Evaluation of the duty performance of the board of directors over the past year

In 2024, the results of the Board of Directors' collective self-assessment were as follows:

1) Board Structure	92.75%
2) Board Readiness	95.43%
3) Roles and Responsibilities of the Board	95.71%
4) Risk Management and Internal Control	94.67%
5) Conflict of Interest Management and Delegation of Authority	96.00%
6) Board Meetings	96.00%
7) Duties of the Chairman	92.00%
8) Board Development and Executive Development	90.40%
Overall Average Score	94.12%

### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

This assessment is included under **Category 7: Duties of the Chairman** in the Board of Directors' collective self-assessment.

## Information on meeting attendance and remuneration payment to each board member

### Meeting attendance and remuneration payment to each board member

#### Meeting attendance of the board of directors

#### Meeting attendance of the board of directors<sup>(3)</sup>

Number of the board of directors meeting over the past year : 7  
(times)

Date of AGM meeting : 24 Apr 2024

EGM meeting : No

#### Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. PRAYOON BOONPRASURD (Chairman of the board of directors, Independent director)	7	/	7	1	/	1	N/A	/	N/A
2. Mr. PURNRUX NACOB (Director)	7	/	7	1	/	1	N/A	/	N/A
3. Mr. THONGCHAI TANSUTAT (Director)	7	/	7	1	/	1	N/A	/	N/A
4. Mr. PRAMOTE SANTIWATTANA (Director)	7	/	7	1	/	1	N/A	/	N/A
5. Ms. THIPAWAN UTHAISANG (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
6. Mr. VACHARA VITAYATANAGORN (Director)	6	/	7	1	/	1	N/A	/	N/A
7. Ms. PUKIL TAKSINWARACHARN (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
8. Mr. THANET NORABHOOMPIPAT (Director, Independent director)	7	/	7	1	/	1	N/A	/	N/A
9. Mr. VORRAVUTH TANGPIROONTHUM (Director)	6	/	7	1	/	1	N/A	/	N/A
10. Mr. PACHAI CHANPITAKSA (Director)	7	/	7	1	/	1	N/A	/	N/A

### Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

In cases where certain board members cannot attend meetings as required by the company due to urgent commitments requiring overseas travel and when the scheduled meeting time is not conducive to online participation, the overall attendance rate of the board remains at 97.14% of all meetings throughout the year.

Remark: <sup>(3)</sup> This does not include the Board of Directors' meeting held once a year without the presence of the management team.

## Remuneration of the board of directors

### Types of remuneration of the board of directors

The Board of Directors has established a policy and criteria for determining the remuneration of the Board, taking into account the appropriateness, assigned duties, and responsibilities, and benchmarking against listed companies on the Stock Exchange of Thailand in similar industries and businesses. The remuneration is set at a level sufficient to attract and motivate directors to perform their duties effectively and to achieve the company's business objectives. This process is conducted transparently to ensure confidence among shareholders.

### Remuneration of the board of directors

#### Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>1. Mr. PRAYOON BOONPRASURD</b> (Chairman of the board of directors)			1,015,000.00		N/A
Board of Directors	105,000.00	700,000.00	805,000.00	Yes	
Audit Committee	50,000.00	0.00	50,000.00	Yes	
Strategic & Risk and Sustainability Committee	120,000.00	0.00	120,000.00	Yes	
Nomination Remuneration and Corporate Governance Committee	40,000.00	0.00	40,000.00	Yes	
<b>2. Mr. PURNRUX NACOB</b> (Director)			496,000.00		N/A
Board of Directors	80,000.00	196,000.00	276,000.00	Yes	
Strategic & Risk and Sustainability Committee	180,000.00	0.00	180,000.00	Yes	
Nomination Remuneration and Corporate Governance Committee	40,000.00	0.00	40,000.00	Yes	
<b>3. Mr. THONGCHAI TANSUTAT</b> (Director)			100,000.00		N/A
Board of Directors	0.00	100,000.00	100,000.00	Yes	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
<b>4. Mr. PRAMOTE SANTIWATTANA (Director)</b>			<b>276,000.00</b>		<b>N/A</b>
Board of Directors	80,000.00	196,000.00	276,000.00	Yes	
<b>5. Ms. THIPAWAN UTHAISANG (Director)</b>			<b>655,000.00</b>		<b>N/A</b>
Board of Directors	80,000.00	460,000.00	540,000.00	Yes	
Audit Committee	75,000.00	0.00	75,000.00	Yes	
Nomination Remuneration and Corporate Governance Committee	40,000.00	0.00	40,000.00	Yes	
<b>6. Mr. VACHARA VITAYATANAGORN (Director)</b>			<b>250,000.00</b>		<b>N/A</b>
Board of Directors	70,000.00	180,000.00	250,000.00	Yes	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	N/A	N/A	N/A	No	
<b>7. Ms. PUKIL TAKSINWARACHARN (Director)</b>			<b>650,000.00</b>		<b>N/A</b>
Board of Directors	80,000.00	460,000.00	540,000.00	Yes	
Audit Committee	50,000.00	0.00	50,000.00	Yes	
Nomination Remuneration and Corporate Governance Committee	60,000.00	0.00	60,000.00	Yes	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>8. Mr. THANET NORABHOOMPIPAT (Director)</b>			640,000.00		N/A
Board of Directors	80,000.00	460,000.00	540,000.00	Yes	
Strategic & Risk and Sustainability Committee	100,000.00	0.00	100,000.00	Yes	
<b>9. Mr. VORRAVUTH TANGPIROONTHUM (Director)</b>			266,000.00		N/A
Board of Directors	70,000.00	196,000.00	266,000.00	Yes	
<b>10. Mr. PACHAI CHANPITAKSA (Director)</b>			276,000.00		N/A
Board of Directors	80,000.00	196,000.00	276,000.00	Yes	
<b>11. Mr. Wimol Wongchan (Member of the executive committee)</b>			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
<b>12. Mrs. Lakkhanar Romruen (Member of the executive committee)</b>			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	

#### Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	725,000.00	3,144,000.00	3,869,000.00
2. Audit Committee	175,000.00	0.00	175,000.00
3. Executive Committee	0.00	0.00	0.00



Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
4. Nomination Remuneration and Corporate Governance Committee	180,000.00	0.00	180,000.00
5. Strategic & Risk and Sustainability Committee	400,000.00	0.00	400,000.00
6. Risk Management Committee	0.00	0.00	0.00

#### Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,480,000.00
Other monetary remuneration (Baht)	3,144,000.00
Total (Baht)	4,624,000.00

#### Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of : 0.00  
directors over the past year  
(Baht)

#### Information on corporate governance of subsidiaries and associated companies

##### Corporate governance of subsidiaries and associated companies

##### Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : No  
companies

Mechanism for overseeing subsidiaries and associated : No / In progress  
companies

Mechanism for overseeing management and taking : Disclosure of financial condition and operating results  
responsibility for operations in subsidiaries and associated  
companies approved by the board of directors

#### Information on the monitoring of compliance with corporate governance policy and guidelines

##### The monitoring of compliance with corporate governance policy and guidelines

##### Prevention of conflicts of interest

##### Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest : Yes  
over the past year

The company adheres to the established policies and has internal auditors conduct audits and report the audit results to the audit committee every quarter.

##### Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

## Prevention of the use of inside information to seek benefits

### Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

The company adheres to the established policies and has internal auditors conduct audits and report the audit results to the audit committee every quarter.

### Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

## Anti-corruption action

### Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

1. Review the anti-corruption policy to ensure it is comprehensive and disseminate it to both internal and external stakeholders for their awareness and compliance.
2. The company applied for the renewal of its membership certification with the CAC and was granted membership certification.
3. Communicate and inform; conduct training for company employees.
4. Follow up on the anti-corruption operation results.

In the past year, the company has not received any corruption complaints.

### Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

## Whistleblowing

### Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : No / In progress  
over the past year

#### Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

#### Information on report on the results of duty performance of the audit committee in the past year

##### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Ms. THIPAWAN UTHAISANG (Chairman of the audit committee)	4	/	4
2 Mr. PRAYOON BOONPRASURD (Member of the audit committee)	4	/	4
3 Ms. PUKIL TAKSINWARACHARN (Member of the audit committee)	4	/	4

#### The results of duty performance of the audit committee

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

In 2024, the Audit Committee organized a joint meeting between the Audit Committee and the auditors without the management's participation 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 from the auditors. The audit committee, including acknowledging the operational guidelines of the auditors for the next year.

#### Information on summary of the results of duty performance of subcommittees

##### Meeting attendance and the results of duty performance of subcommittees

##### Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. THONGCHAI TANSUTAT (The chairman of the executive committee)	12	/	12

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
2 Mr. VACHARA VITAYATANAGORN (Member of the executive committee)	0	/	12
3 Mr. Wimol Wongchan (Member of the executive committee)	12	/	12
4 Mrs. Lakkhanar Romruen (Member of the executive committee)	12	/	12

### The results of duty performance of Executive Committee

1. Establish Key Performance Indicators (KPIs) to enhance operational efficiency.
2. Monitor performance on a monthly and quarterly basis.
3. Evaluate strategies to improve operational efficiency in alignment with the organization's overall strategy.

### Meeting attendance of Nomination Remuneration and Corporate Governance Committee

Meeting Nomination Remuneration and : 4  
Corporate Governance Committee (times)

List of Directors	Meeting attendance of Nomination Remuneration and Corporate Governance Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Ms. PUKIL TAKSINWARACHARN (The chairman of the subcommittee)	4	/	4
2 Ms. THIPAWAN UTHAISANG (Member of the subcommittee)	4	/	4
3 Mr. PRAYOON BOONPRASURD (Member of the subcommittee)	4	/	4
4 Mr. PURNRUX NACOB (Member of the subcommittee)	4	/	4

### The results of duty performance of Nomination Remuneration and Corporate Governance Committee

In 2024, the Corporate Governance, Nomination, and Compensation Committee reviewed and enhanced the corporate governance policy and the self-assessment forms for the Board of Directors, both at the individual and collective levels, as well as the self-assessment form for the Chief Executive Officer. This revision aimed to ensure that the evaluation criteria comprehensively covered and aligned with the organization's context for the 2024 assessment.

Additionally, the committee established guidelines for determining the compensation of the Chief Executive Officer, as well as the remuneration of the Board of Directors and subcommittees for the year. These proposals were submitted to the Board of Directors for consideration and included as an agenda item for approval at the 2024 Annual General Meeting of Shareholders.

This information is included in the 2024 Annual Report (56-1 One Report) on pages 132-133.

### Meeting attendance of Strategic & Risk and Sustainability Committee

List of Directors	Meeting attendance of Strategic & Risk and Sustainability Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. PURNRUX NACOB (The chairman of the subcommittee)	13	/	13
2 Mr. PRAYOON BOONPRASURD (Member of the subcommittee)	13	/	13
3 Mr. THANET NORABHOOMPIPAT (Member of the subcommittee)	11	/	13

### The results of duty performance of Strategic & Risk and Sustainability

#### Committee

Business feasibility study report

1. Developing a business towards sustainability with important factors that are appropriate for the situation
2. Study businesses that have the potential to be profitable, are low-risk, and help diversify the risks of the existing business.
3. Study the appropriate investment expansion model.
4. Study the information to prepare for the appropriate timing. In the report on the progress of the business feasibility study, even though

There is no conclusion yet.

Clear about the parallel business operations, but in the past year, the board of directors has engaged in discussions and provided various beneficial comments. Allow the management to apply various important issues to the organization.

### Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 4

List of Directors	Meeting attendance of Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mr. Wimol Wongchan (The chairman of the subcommittee)	4	/	4
2 Mr. THONGCHAI TANSUTAT (Member of the subcommittee)	4	/	4
3 Mr. VACHARA VITAYATANAGORN (Member of the subcommittee)	4	/	4
4 Mrs. Lakkhanar Romruen (Member of the subcommittee)	4	/	4

### The results of duty performance of 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, who will consider their appropriateness and put them into practice. If any measures are still unable to reduce the risk, the

management must reconsider and adjust the measures to effectively reduce the risk. And report to the risk management committee every quarter. The board of directors will consider additional risks.

Regarding climate change and ESG risks, which are currently important issues, as well as other issues that are likely to arise in the future, which may significantly impact the company's business operations.

# Corporate Sustainability Policy

## Information on policy and goals of sustainable management

### Sustainability Policy

Sustainability Policy : Yes

The company is committed to conducting its business by its vision and mission, with responsibility towards the environment and society throughout the value chain, under ethical principles and business conduct that align with the guidelines.

Good corporate governance includes risk management to reduce negative impacts from business operations and to create value in acceptance and trust among all stakeholders.

### Sustainability management goals

Does the company set sustainability management goals : Yes

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

#### 1.Sustainable Profitability

- 1.1 Continuously improve the ability to generate revenue and profit.
- 1.2 Manage financial stability to ensure liquidity in business operations
- 1.3 Consistent Dividend Payments

#### 2. Sustainable Investment and Resource Management

- 2.1 Seeking new investment opportunities to create continuous business growth
- 2.2 Efficient Resource Management
- 2.3 Invest in renewable energy to reduce operational costs

#### 3. Sustainability through Organizational Growth and Development

- 3.1 Improve work processes and reduce costs
- 3.2 Develop people and enhance efficiency for long-term growth
- 3.3 Use technology to improve business processes for greater efficiency

United Nations SDGs that align with the organization's sustainability management goals	:	Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions
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## Information on review of policy and/or goals of sustainable management over the past year

### Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

The Company considers the Company's business strategy that covers ESG operations related to the business process, which the Company's strategy is in line with the 17 goals of the SDGs.

1. Strategy for delivering value by taking into account various groups of stakeholders (Stakeholders) in line with SDGs 9 and 12.

In the past year, the Company has invested in efficient production technology by introducing technological tools and equipment in the production process to reduce the amount of waste and industrial waste to reduce the impact on the environment.

Including cooperating with suppliers of PET raw materials to organize training for employees and executives to provide

information about rPET to provide basic knowledge and limitations in various aspects for preparing future production plans to support customer needs.

2. Strategy for expanding awareness of what customers want (Customer Value Proposition) to what society wants (Social Value Proposition) in line with SDGs 3.

By the Company developing safety standards for packaging free from hazardous substances and taking into account the health of consumers.

For more information, see 56-1 One Report, pages 189 - 198

## Information on impacts on stakeholder management in business value chain

### Business value chain

Managing the impact on stakeholders in the company's value chain from the main business activities in the value chain, classified by stakeholders in each activity, by analyzing the impact from upstream to downstream to cover the entire business process (more details in the 56-1 One report, pages 69-79).

### Analysis of stakeholders in the business value chain

#### Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<b>External stakeholders</b>			
<ul style="list-style-type: none"> <li>• Creditor</li> <li>• Competitors</li> <li>• Suppliers</li> <li>• Business partners</li> <li>• Community</li> <li>• Raw material distributors</li> <li>• Consumers</li> <li>• Raw material manufacturers</li> <li>• Customers</li> </ul>	Business operations that do not create negative impacts on stakeholders.	Analyze the expectations of each stakeholder group to manage and reduce the impacts that may occur.	<ul style="list-style-type: none"> <li>• Press Release</li> <li>• Social Event</li> <li>• Annual General Meeting (AGM)</li> <li>• Complaint Reception</li> <li>• Satisfaction Survey</li> </ul>

## Information on organization's material sustainability topics

### Organization's material sustainability topics

The company has identified its sustainability materiality topics : No

## Information on sustainability report

### Corporate sustainability report

Corporate sustainability report : Have data

### Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : Others : SDGs guidelines



## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

**Risk Management** is a process in which personnel within the organization participate in thinking, analyzing, and anticipating potential events or risks. It also involves establishing risk management strategies to maintain risks at an acceptable and appropriate level, ensuring that the organization achieves its defined objectives. The company has established the following risk management policy:

**Risk management is the responsibility of all personnel** within the company. Everyone must be aware of the risks associated with their work and the company's operations. Risk management should be implemented systematically to maintain risks at an adequate and appropriate level.

**Risk management is a key tool for the company**, and personnel at all levels must understand and cooperate in managing risks effectively.

**The company implements an efficient risk management process** in accordance with good corporate governance principles. A Risk Management Committee has been established to ensure effective management and reporting at all levels, thereby reducing the likelihood and impact of risks. Regular reports on risk management must be submitted to the Board of Directors.

**The company promotes risk management as a concrete practice**, instilling a sense of responsibility among employees to incorporate risk management into the corporate culture. All employees should be aware that managing risks is part of their responsibilities, contributing to the company's success.

**Each management level responsible for risk management must have a clear operational framework** to establish systematic risk management processes, appropriate control measures, and effective risk mitigation strategies.

### Information on ESG risk factors management standards

#### ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

### Information on ESG risk factors

#### Risk factors on business operation

#### Operational risk associated with the Company or the group of companies

##### Risk 1 Economic Risks

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Government policy
- Changes in technologies
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors
- Competition risk
- Economic risk
- New business risk
- Climate change and disasters

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Product obsolescence
- Information security and cyber-attack
- Loss or damage from non-compliance of partners or counterparties
- Delays in the development of future projects
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Corruption
- System disruption risk
- Inventory risk
- Pandemic risk

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Corporate Governance

Financial Risk

- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Income volatility

ESG risk factors : Yes

**Risk characteristics**

**External Risks Affecting Business Operations**

**Economic Risks**

- 1.1 Global economic volatility
- 1.2 Fluctuations in exchange rates
- 1.3 Volatility in PET resin prices

**Legal and Regulatory Risks**

Changes in environmental laws and regulations

**Geopolitical Risks**

Prolonged international conflicts, including trade wars

**Natural and Environmental Risks**

- 4.1 Natural disasters
- 4.2 Climate change

## Risk-related consequences

### Risk Issues

#### 1. Economic Risks

**Global economic volatility** may lead to domestic economic recession, causing liquidity shortages for entrepreneurs and reduced consumer purchasing power.

#### 2. Foreign Exchange Rate Fluctuations

Changes in exchange rates may affect import costs, including raw materials, machinery, and other necessary equipment sourced from foreign countries.

#### 3. Volatility in PET Resin Prices

**3.1** PET resin prices are closely linked to global crude oil prices since PET resin is derived from crude oil and natural gas refining. As a result, PET resin prices fluctuate in line with global crude oil and natural gas prices, which are traded in U.S. dollars.

**3.2** Geopolitical issues among oil-producing countries may reduce oil production, leading to PET resin shortages and higher prices.

If raw material prices rise sharply and for an extended period, this could significantly impact production costs and the company's gross profit margin.

#### 4. Legal and Regulatory Risks

Changes in environmental laws, regulations on plastic waste management, and recycling policies—such as carbon taxation or restrictions on greenhouse gas emissions—may lead to increased compliance costs for the company. This could affect product pricing and competitiveness in the PET plastic bottle packaging industry.

#### 5. Geopolitical Risks

Prolonged international conflicts and trade wars may disrupt the supply chain from upstream to downstream, affecting businesses engaged in trade with conflict-affected countries. Such disruptions could indirectly impact the company.

#### 6. Natural and Environmental Risks

##### 6.1 Natural Disasters

Events such as floods, earthquakes, or storms may affect production and logistics. For example, severe and prolonged flooding in northern regions could damage machinery and company assets. Although the company's location has not experienced severe flooding, the company has established an engineering and production team to develop emergency response plans, including flood barriers around the factory and regular inspections.

##### 6.2 Climate Change

###### 6.2.1 Water Resources

**(a) Water scarcity:** The company's production processes require water for cleaning and cooling. A shortage of water could disrupt operations or increase production costs.

**(b) Declining water quality:** Poor water quality may require additional treatment, leading to higher costs and lower production efficiency.

###### 6.2.2 Energy

**(a) Rising energy costs:** Increases in fossil fuel prices (such as oil, natural gas, and coal-based electricity) could directly impact production costs, particularly in energy-intensive processes like melting and injection molding.

**(b) Energy shortages:** Climate change could reduce the availability of renewable energy sources, such as lower hydroelectric power generation during droughts or fluctuating wind energy output. This could cause power shortages during peak demand periods (e.g., summer months). Insufficient electricity supply may disrupt production, potentially damaging machinery such as injection molding and bottle-blowing equipment and increasing production waste.

## Risk management measures

### External Risks Affecting Business Operations

#### 1. Economic Risks

##### 1.1 Global Economic Volatility

###### Risk Management Approach:

Monitor economic conditions and adjust business strategies accordingly, such as expanding into specific customer segments to compensate for slowdowns in other markets or acquiring new customers to strengthen the customer base.

##### 1.2 Exchange Rate Fluctuations

###### Risk Management Approach:

Utilize financial instruments to mitigate risks, such as hedging contracts to protect against exchange rate volatility.

##### 1.3 Volatility in PET Resin Prices

###### Risk Management Approach:

**(a)** Diversify raw material suppliers to mitigate risks related to supply shortages or price surges.

(b) Closely monitor factors affecting raw material prices and manage inventory efficiently to secure optimal pricing and availability.

## **2. Legal and Regulatory Risks**

### **Changes in Environmental Laws**

#### **Risk Management Approach:**

- (a) Monitor and analyze new regulations affecting the company's industry.
- (b) Adjust business strategies accordingly and establish a dedicated team to ensure compliance with regulatory requirements.
- (c) Consider investing in technology to enhance production processes and minimize environmental impact.
- (d) Promote employee skill development through upskilling and reskilling to prepare for future market demands.
- (e) Encourage the use of Generative AI as a tool to improve operational efficiency and adapt to evolving business landscapes.
- (f) Explore opportunities to develop diverse packaging solutions that meet customer needs.

## **3. Geopolitical Risks**

### **Prolonged International Conflicts and Trade Wars**

#### **Risk Management Approach:**

Monitored geopolitical developments and implemented contingency plans to mitigate potential business disruptions.

## **4. Natural and Environmental Risks**

### **4.1 Natural Disasters**

### **4.2 Climate Change**

#### **Climate Change Risk Management Approach**

##### **1. Water Resource Management**

- (a) Improve water efficiency by adopting advanced water treatment technologies to address poor water quality and enhance water recycling in production processes.
- (b) Secure alternative water sources and collaborate with local authorities for joint water management initiatives.

##### **2. Energy Management**

- (a) Increase the use of renewable energy by installing solar panels or wind energy systems at production facilities.
- (b) Enhance energy efficiency by investing in energy-saving machinery and optimizing production processes.
- (c) Install backup power systems and emergency generators to ensure uninterrupted operations.
- (d) Implement a Carbon Footprint of Organization (CFO) assessment to develop a strategic plan for reducing carbon emissions.

##### **3. Supply Chain Management**

- (a) Diversify suppliers and business partners to minimize supply chain disruptions.
- (b) Effectively manage critical raw materials to ensure preparedness for emergencies.
- (c) Collaborate with suppliers to assess climate-related risks within the supply chain and jointly develop risk management strategies.
- (d) Prepare contingency plans for supply chain disruptions caused by natural disasters such as floods or droughts, which may impact the transportation of raw materials and finished products.

## **Information on business continuity plan (BCP)**

### **Business Continuity Plan (BCP)**

Business Continuity Plan (BCP) : No

## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

Company’s sustainable supply chain management policy and guidelines : No

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company’s sustainable supply chain management plan : Yes

##### Sustainable Supply Chain Management Approach

###### 1. Identifying Sustainability Issues Across the Supply Chain

The company consolidates sustainability issues throughout the value chain, encompassing both internal and external factors from raw material procurement, production processes, transportation, distribution, and consumer use of the company's products and services. This is conducted through stakeholder satisfaction surveys, various complaint channels, and corporate risk assessments.

###### 2. Assessing the Significance of Impacts on Stakeholders

The company evaluates the importance of various sustainability issues based on their impact on stakeholders. This assessment is conducted through satisfaction surveys, focus group discussions with the company's employee committee, and community engagement activities. These initiatives foster positive relationships and open channels for dialogue, enabling the company to clarify and align perspectives in cases of differing viewpoints with the community.

###### 3. Evaluating the Significance of Impacts on the Company

The company assesses the significance of sustainability issues based on their potential impact on business operations. This is achieved through shareholder meetings, media interviews, analyst meetings, and dedicated communication channels. These efforts aim to gather feedback that may directly or indirectly affect the company's business opportunities.

###### 4. Prioritizing Sustainability Issues Based on Overall Impact

The company prioritizes sustainability issues by evaluating their overall impact, considering both significance and severity. Risk factors are also taken into account to minimize adverse effects and drive sustainable business development.

### Information on new suppliers undergoing sustainability screening criteria

#### New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : Yes

	2022	2023	2024
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	100.00	100.00	100.00

### Information on supplier code of conduct

#### Supplier code of conduct

Supplier code of conduct : Yes

### Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge : Yes  
compliance with the supplier code of conduct?

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	N/A	N/A	100.00

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Company's research and development (R&D) policy : No

#### Research and development (R&D) expenses over the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	0.00	0.00

### Information on organization's innovation culture development and promotion process

#### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes  
innovation culture

In addition to using customer needs to further develop products that can create customer satisfaction, it must also be possible to reduce the use of raw materials and reduce the amount of waste in a tangible way. In each process, it can be compared with the operations from the previous year or the increased customer satisfaction.

### Information on innovation development benefits and research and development (R&D) expenses

#### Benefits of innovation development

##### Financial benefits

Does the company measure the financial benefits from : No  
innovation development?

##### Non-financial benefits

Does the company measure the non-financial benefits from : Yes  
innovation development?

	2022	2023	2024
Percentage increase in customer satisfaction scores (%)	0.00	0.00	0.00

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