



PRODIGY PUBLIC COMPANY LIMITED

Annual Report 2025 56-1 One Report



We are Solution.

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Financial Highlights

	2025	2024	2023	As Ended Of 31 December 2025
Financial Status				
สินทรัพย์รวม (ล้านบาท)	744.36	744.31	701.27	Total Asset (Million Baht)
หนี้สินรวม (ล้านบาท)	118.19	124.16	106.45	Total Liabilities (Million Baht)
ส่วนของผู้ถือหุ้น (ล้านบาท)	626.18	620.15	594.82	Shareholder's Equity (Million Baht)
Operational Performance				
รายได้รวม (ล้านบาท)	637.69	633.50	634.41	Total Revenue (Million Baht)
รายจ่ายรวม (ล้านบาท)	534.32	547.67	600.52	Total Expenses (Million Baht)
กำไรก่อนภาษีเงินได้ (ล้านบาท)	105.03	88.14	35.95	Earnings Before Income Tax (Million Baht)
กำไรสุทธิ (ล้านบาท)	83.24	70.58	28.90	Net Earnings (Million Baht)
Financial Ratio				
อัตราส่วนสภาพคล่อง (เท่า)	5.79	5.20	5.97	Current Ratio (Times)
อัตรากำไรสุทธิ (%)	13.05	11.14	4.55	Net Profit Margin (%)
อัตราผลตอบแทนผู้ถือหุ้น (%)	13.36	11.62	4.90	Return On Shareholder's Equity (%)
อัตราผลตอบแทนจากสินทรัพย์ (%)	14.15	12.24	5.10	Return On Total Asset (%)
อัตราส่วนหนี้สินต่อส่วนของผู้ถือหุ้น (เท่า)	0.19	0.20	0.18	Debt to Equity (Times)
Per Share Data			Per Share Data	
กำไรต่อหุ้น (บาท)	0.28	0.24	0.10	Earnings Per Share (Baht)
มูลค่าต่อหุ้น (บาท)	2.11	2.09	2.00	Value Per Share (Baht)
จำนวนหุ้นสามัญถัวเฉลี่ยถ่วงน้ำหนัก (หุ้น)	296,999,929	296,999,929	296,999,929	The Weight Average no of Common Stock (Share)



BACKGROUND AND IMPORTANT CHANGES

Background and Significant Changes The significant changes of the Company since its establishment in 1992 until 2025 are as follows:

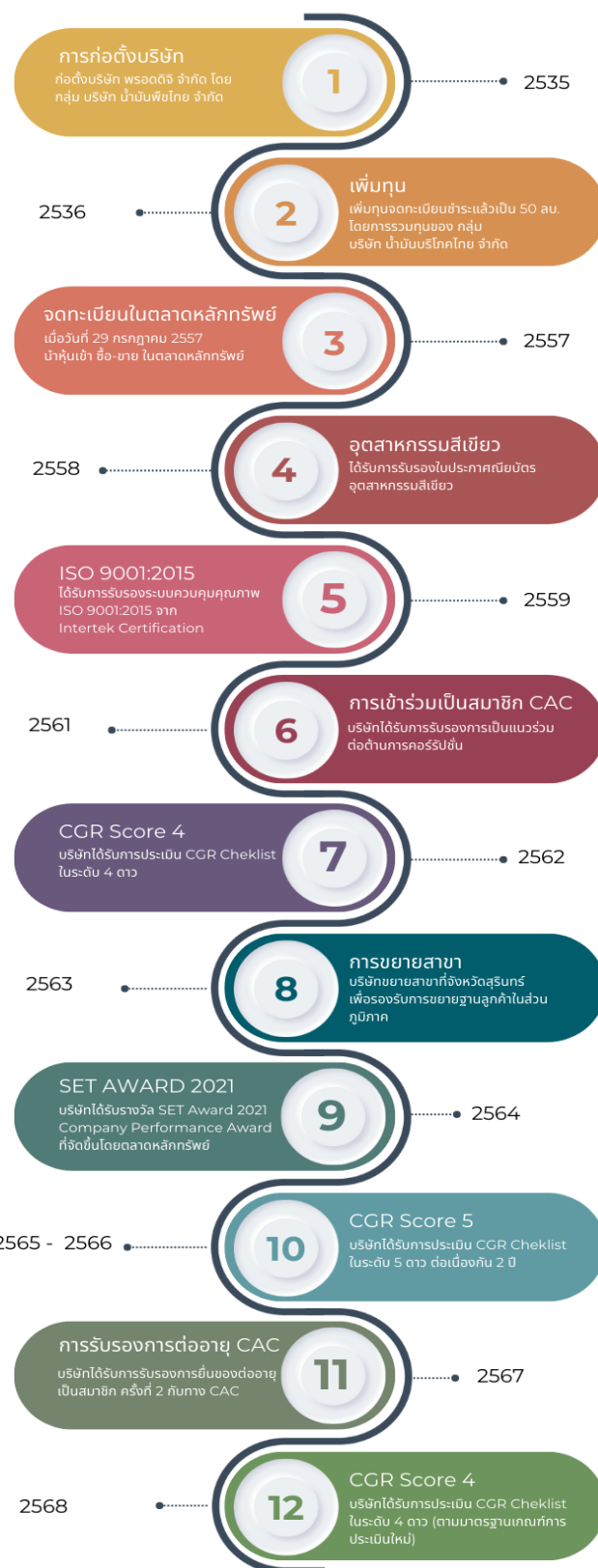
Prodigy Public Company Limited (“the Company”) was registered and established on April 23, 1992, to operate the business of manufacturing and distributing plastic packaging, specifically Polyethylene Terephthalate bottles (“PET bottles”). The co-founders of the Company include Thai Vegetable Oil Public Company Limited Group and Thai Edible Oil Company Limited Group. At its inception, the Company had an initial registered capital of 30 million Baht.

As of December 31, 2025, the Company has a registered capital of 148,500,000 Baht, with a paid-up registered capital of 148,499,964.50 Baht. This consists of a total of 296,999,929 ordinary shares at a par value of 0.50 Baht per share. The Company has no subsidiaries or associate companies.

Notes:

1. CAC (Thai Private Sector Collective Action Against Corruption): Thai Private Sector Collective Action Against Corruption.
2. CGR (Corporate Governance Report of Thai Listed Companies): Corporate Governance Report of Thai Listed Companies Survey Project

การเปลี่ยนแปลงที่สำคัญ



Message from Chairman

Dear shareholders and all stakeholders,

In 2025, the global economy continued to face challenges from various factors, including geopolitical uncertainties, inflationary volatility, and the tightening monetary policies of major economies, as well as the slowdown in international trade and investment. These factors have impacted overall economic stability and placed pressure on the manufacturing and business sectors in many countries, including Thailand.

Regarding the domestic economic overview in 2025, although there were signs of recovery in certain sectors driven by domestic consumption and tourism, the industrial sector continued to face challenges from fluctuating production costs, increased competition, and continuously rising expectations regarding environmental standards and sustainability. Such circumstances required businesses to adapt cautiously and manage risks effectively to maintain long-term competitiveness.

Under this context, Prodigy Public Company Limited has been able to operate its business continuously and with stability by focusing on cost management, maintaining product and service quality standards, and strengthening good relationships with customers and partners. The Company prioritizes improving operational processes for efficiency, aligning with the changing business environment, and appropriately responding to market demands.

The Board of Directors recognizes the importance of good corporate governance, risk management, and conducting business with social responsibility toward all stakeholder groups. Therefore, the Company is committed to integrating corporate governance principles, business ethics, and respect for human rights into decision-making processes and operations at all levels to build confidence among shareholders, investors, and stakeholders.

At the same time, the Company places importance on developing the potential of its personnel alongside promoting an organizational culture that emphasizes transparency, collaboration, and continuous learning. This ensures that personnel can adapt and grow with the organization amidst changes in the business environment and technology. The Board of Directors is confident that through the cooperation of executives, employees, and all stakeholders, Prodigy Public Company Limited will be able to operate its business securely, create sustainable value for shareholders, and contribute to the country's long-term economic and social development.

On behalf of the Board of Directors, I would like to express my gratitude to the shareholders, customers, partners, employees, and all stakeholders for their continued support and trust in the Company.

Ms. Thippawan Uthaisang

Chairman of the Board



Message from the Chief Executive Officer

2025 was another year in which the business sector faced challenges from a volatile economic environment, stemming from both external and internal factors. However, Prodigy Public Company Limited remained committed to conducting business under prudent management and remained flexible to changes to maintain operational continuity and stability.

Throughout the past year, the Company prioritized increasing efficiency in production processes, cost control, and maintaining the quality standards of products and services to appropriately meet customer needs under heightened competition. We also managed operational risks systematically by integrating them into decision-making processes at every level of the organization. In terms of strategy, the Company focuses on business operations aligned with trends in the PET plastic packaging industry, which emphasizes quality, safety, stakeholder consideration, and environmental responsibility. The Company has continuously developed work processes and products to support diverse customer groups and adapt to Environmental, Social, and Governance (ESG) standards, which play an increasingly significant role in modern business operations.

The Company values human resource development alongside organizational development by strengthening knowledge, skills, and awareness regarding safety, quality, and business ethics. This ensures that employees can perform their duties effectively and grow sustainably with the organization. Furthermore, the Company emphasizes creating an organizational culture that promotes collaboration, transparency, and responsibility toward all stakeholder groups.

The Company will continue to move forward with operational development, focusing on efficient resource utilization, comprehensive risk management, and balancing business growth with social and environmental responsibility to create long-term value for shareholders and stakeholders.


On behalf of the management, I would like to thank the Board of Directors, shareholders, customers, partners, and all employees for their support and dedication in performing their duties with commitment and responsibility. The Company believes that through the cooperation of all parties, Prodigy Public Company Limited will be able to overcome challenges and continue to grow securely and sustainably.

Mr. Thongchai Tansutat

Chief Executive Officer



Board of Directors and Executive Committee

Name	:	Miss Thipawan Uthaisang	
Position	:	Independent Director/Chariman/ Chairman of Audit Committee/ Corporate Governance, Nomination and Remuneration Committee	
Age	:	66 Years	
Share Holding (Direct)	:	None	
Share Holding (Indirect)	:	None	
% of Shareholding Change	:	-	
Position in Other Business	:	Other Listed Companies 4 Other None Listed Company 1	
Date of Appointment	:	May 2013	
Educations & Certificates	:	Master's Degree, MBA, Thammasat University Bachelor's Degree, Faculty of Commerce and Accounting, Thammasat University	
IOD Certification	:	Board Nomination & Compensation program (BNCP 17/2023) Board that Makes a Difference (BMD 9/2019) Advanced Audit Committee Program (AACP 26/2017) Role of the Compensation Committee (RCC 17/2013) Directors Certification Program (DCP 29/2003) Executive Program King Prajadhipok's Institute (9) Executive Program Capital Market Academy (8) Executive Program National Defence College (53)	
Present Position			
2013-Present	:	Independent Director /Chairman of Audit Committee/Corporate Governance Nomination and Remuneration Committee, Prodigy Public Company Limited	
2013-Present	:	Independent Director /Audit Committee/ Chairman of Nomination and Remuneration Committee, Winner Group Enterprise PCL	
2009-Present	:	Independent Director/ Audit Committee, Ladprao Hospital Public Company Limited	
2007-Present	:	Executive Director, Papermate (Thailand) Co., Ltd.	
2005-Present:	:	Audit Committee/ Chairman of Remuneration and Good governance, Eason Paint Public Company Limited	



Experiences

- : Independent Director/ Chairman of Audit Committee,
AIRA & AIFUL Public Company Limited
- : Manager, National Semiconductor (Bangkok) Co.,Ltd.
- : Deputy Managing Director, Data General (Thailand) Co.,Ltd.
- : Chief Executive officer, IEC PCL.
- : Managing Director, IEC Internet Co.,Ltd.



Name	:	Dr.Thanet Norabhoompipat	
Position	:	Independent Director	
Age	:	75 Years	
Share Holding (Direct)	:	None	
Share Holding (Indirect)	:	None	
% of Shareholding Change	:	-	
Position in Other Business	:	Other Listed Companies None	
	:	Other None Listed Company None	
Date of Appointment	:	February 2015	
Educations & Certificates	:	Bachelor and Master of Sciences in Civil Engineering, Massachusetts Institute of Technology, U.S.A.	
	:	Ph.D. in Civil Engineering, Carnegie-Mellon University, U.S.A.	
	:	Top Executive Program in Commerce and Trade, Class 3	
IOD Certification	:	Director Accreditation Program (DAP 120/2015)	
Present Position	:	Independent Director of Prodigy Public Company Limited	
	:	Professor	
	:	Director, Her Royal Highness the Princess Mother's Medical Volunteer Foundation.	
	:	Director, Puey Ungphakorn Institute	
Experiences			
2003-2007	:	Director, Executive Board, Office of Small and Medium Enterprises Promotion (OSMEP) Public Organization.	
2000-2012	:	Executive Director, Institute for Small and Medium Enterprises Development (ISMED).	
1998-2000	:	Independent Director and Chairman of the Audit Committee, President Rice Products Public Company Limited.	
1997-2000	:	Director and Executive Board, North Park Group of Companies	
1996-1998	:	Director, Thammasat University Council	
1995-1998	:	Dean, Faculty of Commerce and Accountancy, Thammasat University	




Name	: Ms.Nardrerddee Arj-Harnwongs	
Position	: Independent Director/ Chairman of Corporate Governance, Nomination and Remuneration Committee/ Audit Committee	
Age	: 58 Years	
Share Holding (Direct)	: None	
Share Holding (Indirect)	: None	
% of Shareholding Change	: -	
Position in Other Business	: Other Listed Companies	1 None
	: Other None Listed Company	- None
Date of Appointment	: 23 April 2025	
Educations & Certificates	: WEBSTER UNIVERSITY, Missouri, U.S.A.	
	Master of Arts in Human Resources Development	
	Major courses: Training & Development, Research Methodology, Instructional Design, HRD Assessments and Evaluation	
	: CHULALONGKORN UNIVERSITY, Bangkok, Thailand	
	Bachelor of Arts majoring in English	
	: Women On Boards: Building Exceptional Leaders By Wharton Executive	
	: Agile by IMD in Switzerland (2020)	
	: Hogan Assessment (2016)	
	: Asia Pacific HR Congress (2010) by Dave Ulrich, Bangkok	
	: Occupational Personality Questionnaire (2005) by SHL, Singapore	
	: HRM in Asia (2003) by INSEAD, INSEAD in France (2015), INSEAD in Singapore (2017)	
IOD Certification	: Director Certification Program (DCP 345/2023)	
	: Director Certification Program (DCP 257/2018)	
	: Committee in fostering trust and Transparency 2/2025	
Present Position		
	April 2025 - Present	
	: Independent Director/ Chairman of Corporate Governance, Nomination and Remuneration Committee/ Audit Committee	
	Prodigy Public Company Limited	
	: Chief People Officer	
	Asset World Corp Public Company Limited	
	: Director of Subsidiaries, Asset World Corp Public Company Limited	



Experiences

Mar 2023 – August 2023	: People Advisor to CEO True Corporation Public Company Limited
July 2015 – February 2023	: Chief People Office, People Group Total Access Communication PLC.
December 2009 – June 2015	: VP Human Resources Thailand, Myanmar, Cambodia & Laos Unilever Thai Trading Limited
April 2007 – November 2009	: Head of Hr, Sub-Region Asia North Nokia Siemens Networks (Thailand) Ltd.
Jan 2005 – April 2007	: Hr Head of Indochina Nokia (Thailand) Ltd.
July 2000 – December 2004	: Assistant Vice President, Retail Human Resources Ek-Chai Distribution System Co.,Ltd.
July 1996 – June 2000	: Regional HR Manager Ek-Chai Distribution System Co.,Ltd.
July 1993 – June 1996	: Recruitment & Training Manager Ek-Chai Distribution System Co.,Ltd.



Name	: Mr. Pirachai Bencharongkul	
Position	: Independent Director/ Corporate Governance, Nomination and Remuneration Committee/ Audit Committee/ Investment Committee	
Age	: 34 Years	
Share Holding (Direct)	: None	
Share Holding (Indirect)	: None	
% of Shareholding Change	: -	
Position in Other Business	: Other Listed Companies	- None
	: Other None Listed Company	9 None
Date of Appointment	: 23 April 2025	
Educations & Certificates	Master's degree in information Management for Business Management Science of Innovation (MSCI) University College London (UCL), U.K.	
IOD Certification	: Director Accreditation Program (DAP 235/2025)	
	: The Evolving Role of Audit	
	: Committee in fostering trust and Transparency	2/2025
Present Position		
April 2025 - Present	Independent Director/ Corporate Governance, Nomination and Remuneration Committee/ Audit Committee Prodigy Public Company Limited Chief Executive Officer / United Telecom Sales & Services Co.,Ltd. Chief Executive Officer / United Technology Enterprise Co.,Ltd. Chief Executive Officer / BB Technology Co.,Ltd. Managing Director / Rakbankerd Co.,Ltd. Board of Director / Novation Co.,Ltd. Board of Director / BCH Ventures Co.,Ltd. Board of Director / Telecom Solutions Provider Co.,Ltd. Board of Director / Brainergy Co.,Ltd. Board of Director / Seen Digital Co.,Ltd.	
Experiences		
Mar 2021 – August 2023	Co-Managing Director / United Telecom Sales & Services Co.,Ltd. Co-Managing Director / United Technology Enterprise Co.,Ltd. Co-Managing Director / BB Technology Co.,Ltd.	



- June 2020 – February 2021 : Deputy Managing Director
United Telecom Sales & Services Enterprise Co.,Ltd.
- : Deputy Managing Director
United Technology Enterprise Co.,Ltd.
- : Assitant Managing Director
BB Technoloty Co.,Ltd.
- January 2019 – May 2020 : Director of Department / BB Technoloty Co.,Ltd.
- January 2018 – December 2018 : Manager / BB Technoloty Co.,Ltd.
- October 2017 – December 2017 : Manager / Benchachida Holding Co.,Ltd.
- December 2015 – September 2017 : Consultant / BB Content & Multimedia Co.,Ltd.
- March 2014 – February 2015 : Manager / United Distribution Co.,Ltd.
- September 2013 – January 2014 : Consutant / United Information Highway Co.,Ltd.

Current Additional Positions

- : Vice President
The Telecommunications Association of Thailand Under
The Royal Patronage
- : Director, Creative and New Strategy Services Committee
The Thai Chamber of Commerce and Board of Trade of Thailand
- : Board of Director
Ruam Duay Chuay Kan Sam Nuek Rak Ban Kerd Foundation
- : Board of Director
Bencharongkul Foundation

Former Additional Position

- : Former Specialist
Commission on information Technoloty, Communications and
Telecommunications Senior Senate Council
- : Board of Advisor Thailand Swimming Association
- : Academic Advisor to the Economic and Financial Affairs Committee
Of Senate Council



Name : Mr.Thongchai Tansutat

Position : Director/ Executive Committee/
Risk Management Committee/ Managing

Director

Age : 65 Years

Share Holding (Direct) : 2.22% of Total Voting Shares

Share Holding (Indirect) : None

% of Shareholding Change : -

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

Date of Appointment : April 1992

Educations & Certificates : Master degree MBA, Kasetsart University
: MINI MBA, Thammasat University
: Holistic Finance for the Boss
: The Psychology for Management



IOD Certification

: Create Everlasting Company: Sustainability, Succession and Strategy
Mai listed company association (2024)

: Company Reporting Program (CRP 8/2014)

: Board Reporting Program (BRP 13/2014)

: Directors Certification Program (DCP 170/2013)

: Risk Management Committee Program (RMP 1/2013)

: Seminar Engaging Board in ESG the path of effective Sustainability

: CTO Course (Chief Transformation Officer) OF SET

Present Position

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

Experiences

: Sales Manager, Cheer (Thailand) Co.,Ltd.

: Sales Manager, Nakornchaisri Oil Co.,Ltd.

: Retail Manager, B&P Product Co.,Ltd.



Name : Mr.Pramote Santiwattana

Position : Director / Chairman of Strategy, Risk and Sustainability Committee

Age : 68 Years

Share Holding (Direct) : 0.15% of Total Voting Shares

Share Holding (Indirect) : None

% of Shareholding Change : -

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

Date of Appointment : April 2005

Educations & Certificates : Bachelor of Economics,Thammasat University

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



Present Position

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

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

2005 -Present : Director
- Prodigy Public Company Limited

April 2025 – Present : Chairman of Strategy, Risk and Sustainability Committee
- Prodigy Public Company Limited

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

Experiences

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


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



2014 – 2021

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



Name	:	Mr.Vorravuth Tangpiroonthum	
Position	:	Director/ Chairman of Investment Committee	
Age	:	51 years	
Share Holding (Direct)	:	0.71% of Total Voting Shares	
Share Holding (Indirect)	:	None	
% of Shareholding Change	:	-	
Position in Other Business	:	Other Listed Companies	2
	:	Other None Listed Company	2
Date of Appointment	:	April 2015	
Educations & Certificates	:	MBA, Concentrate in Marketing and Finance SASIN Graduate Institute of Business Administration of Chulalongkorn University	
	:	BBA, concentrates in Management, Commerce, and Accountancy of Chulalongkorn University	
IOD Certification	:	The Institute of Director (IOD)	
		-Role of the Chairman Program (RCP) 60/2025	
		-Boardroom Excellence A Key to Corporate Success 2/2025	
		-Director's Briefing 4/2025 "ESG Risks Mitigation"	
		-Hot Issue for Directors: Climate Governance 1/2023	
		-The Board's Role in Mergers and Acquisitions (BMS) 4/2023	
		-National Director Conference 2021	
		-Director Refreshment Program 1/2021 (DRP)	
		-Director Diploma, Successful Formulation, And Execution of Strategy 33/2020 (SFE)	
		-Director Diploma, Boardroom Success Through Financing And Investment 9/2020 (BFI)	
		-Director Diploma, Strategic Board Master Class 6/2019 (SBM)	
		-Director Diploma, Board Nomination and Compensation Program 4/2018 (BNCP)	
		-Director Diploma, Advance Audit Committee Program 23/2016 (AACP)	
		-Director Diploma, Corporate Governance for Capital Market Intermediaries 15/2016 (CGI)	
		-Director Diploma, Family Business Sustainability 4/2016 (FBS)	
		-Director Diploma, Monitoring the internal Audit Function 6/2009(MIA)	
		-Director Diploma, Examination 22/2007 (EXAM)	
		-Director Diploma, Director Certification Program 92/2007 (DCP)	
		-Director Diploma, Finance for Non - Finance Directors 35/2007 (FND)	



- Director Diploma, Director Accreditation Program 14/2004 (DAP)
- Engaging Board in ESG: The Path to Effective Sustainability
- Hot Issue for Directors : Climate Governance
- The Board's Role in Mergers and Acquisitions (BMA)

- : Thai Intelligence Investors Program, Thai Investors Association
- : Professional CFO Diploma, National Institute of Developments Administration (NIDA)

Present Position

- | | | |
|--------------------|---|---|
| April 2025-Present | : | Chairman of Investment Committee/ Strategy, Risk and Sustainability Committee, Prodigy Public Company Limited |
| 2024-Present | : | Director, Thai Edible Oil Co.,Ltd. |
| 2017-Present | : | Director and Investment sub-committee Thai Vegetable Oil Public Company Limited |
| 2015-Present | : | Director, Prodigy Public Company Limited |
| 2011-Present | : | Chief Eexutive Officer, Cheer Group Holding C.o.,Ltd. |
| 1997-Present | : | Director and Chairman of the Risk Management Committee, Thaiha Public Company Limited |
| 2016-2019 | : | Director, Audit Committee and Member of Corporate Governance, Nomination and Remuneration Committee, Major Development Public Company Limited |
| 2007 – 2014 | : | Chief Financial Officer (CFO) and Chairman of the Risk Management Committee, Thaiha Public Company Limited |

Experience

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



Name	:	Mr.Vachara Vitayatanagorn
Position	:	Director/ Investment Committee
Age	:	55 Years
Share Holding (Direct)	:	2.22% of Total Voting Shares
Share Holding (Indirect)	:	None
% of Shareholding Change	:	-
Position in Other Business	:	Other Listed Companies 1
	:	Other None Listed Company 1
Date of Appointment	:	April 2008
Educations & Certificates	:	Master of Arts in Economic, University of Colorado at Denver, U.S.A. Bachelor
	:	Bachelor of Business Administration in Finance and Banking, Assumption University
	:	Thailand Energy Academy, Leadership Program Class 12/2018
	:	Leadership Program Class 22/2016,
	:	Capital Market Academy (CMA),Capital Market
IOD Certification	:	National Director Conference 2021
	:	Effective Minute Taking (EMT 28/2014)
	:	Company Reporting Program (CRP 8/2014)
	:	Board Reporting Program (BRP 13/2014)
	:	How to Develop a Risk Management Plan (HRP 5/2014)
	:	Directors Certification Program (DCP 174/2013)
	:	Risk Management Committee Program (RMP 1/2013)
Present Position		
April 2025 – Present	:	Investment Committee, Prodigy Public Company Limited
2018-Present	:	Director, Golden Thread Co.,Ltd.
2013-Present	:	Director, Thai Vegetable Oil Public Company Limited
2008-Present	:	Director/ Executive Committee/ Risk Management Committee Prodigy Public Company Limited



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



Name : Mr.Pachai Chanpitaksa

Position : Director/ Investment Committee/ **Strategy, Risk and Sustainability Committee**

Age : 41 Years

Share Holding (Direct) : 2.22% of Total Voting Shares

Share Holding (Indirect) : None

% of Shareholding Change : -

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

Date of Appointment : April 2023



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

IOD Certification

The Institute of Director (IOD)

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



- : CG Code 2017: Disclosure of 56-1 One Report and things to know about Anti-Corruption by Internal Auditor from Ascent Advisory Company Limited
- : Potential risks in a business amidst the current situation and significant for 2022 by Internal Auditor from Ascent Advisory Company Limited
- : Carbon Footprint for Organization by senior researcher, VGREEN, Faculty of Environment Kasetsart University
- : Agriculture and Cooperatives Executive Program (ACE 3/2023), Agricultural Research Development Agency, Ministry of Agriculture and Cooperatives
- : The Culliana: The Making of the digital Board 3/2024 by Thailand Management Association.
- : AI for Business 2/2024 By Sripatum University
- : Net Zero CEO Leadership Program 1/2024 By Carbon Institute for Sustainability
- : Executive Communication Program (EXCOM) รุ่นที่ 1/2025 Sauce Skills and THE STANDARD & Bluebik

Present Position

- April 2023 - Present : Director, Prodigy Public Company Limited
- April 2025 – Present : Investment Committee/ **Strategy, Risk and Sustainability Committee**
Prodigy Public Company Limited
- August 2022 –Present : Chief Executive Officer/ Environmental, Social, and Governance Committee
Thai Vegetable Oil Public Company Limited
- 2017 – Present : Director, Thai Vegetable Oil Public Company Limited

Expreience

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



Name	:	Mr.Nattawat Akrasukphaisan	
Position	:	Managing Director/ Executive Committee/ Risk Management Committee	
Age	:	45 Years	
Share Holding (Direct)	:	None	
Share Holding (Indirect)	:	None	
% of Shareholding Change	:	-	
Position in Other Business	:	Other Listed Companies - Other None Listed Company -	
Date of Appointment	:	2 May 2025	
Educations & Certificates	:	Bachelor Degree Engineering / Mechanical Engineering King Mongkut's University of Technology Thonburi In-house Management Training Program, Honda R&D Southeast Asia <ul style="list-style-type: none">- Strategic Creation Strategic Planning and Marketing Insight Analysis- Advance Management Executive Management and Strategic Human Resources- Business Excellence Sustainable Operational Excellence for Sustainable Growth- Monotsukuri Production Management and Product Development- Kaizen Implementing Process Improvement and Lean Management to Maximize Operational Performance	
Present Position			
May 2 2025 - Present	:	Managing Director, Prodigy Public Company Limited	
Expreience			
2008 - April 2025	:	Project Manager Honda R&D Southeast Asia	
2007 - 2008	:	Project Manager Suntech Palm Oil	
2006	:	Engineer Bangpong Engineering Company Limited	



Name :	Mrs.Lakkanar Romruen
Position	: Executive Committee / Risk Management Committee / Chief Financial Officer Financial & Accounting Manager
Age	: 60 Years
Share Holding (Direct)	: None
Share Holding (Indirect)	: None
% of Shareholding Change	: -
Position in Other Business	: None
Date of Appointment	: June 2013
Educations & Certificates	: Bachelor of Business Administration, NakhonPathomRajabhat University
IOD Certification	: Director Accreditation Program (DAP SEC/2013) : Company Secretary Program (CSP 55/2014) : Effective Minute Taking (EMT 28/2014) : Company Reporting Program (CRP 8/2014) : How to Develop a Risk Management Plan (HRP 5/2014) : Enhancing Good Corporate Governance based on CGR Scored : Preliminary to Corporate Sustainability (P01) : Corporate Sustainability Strategy (S01 – S03) : Sustainability Risk and Materiality Analysis (S04) : Sustainability Education and data management (S05) : The New CFO (Crisis Financial Officer) MAI
Present Position	
2010 - Present	: Chief Financial Officer, Accounting and Financial Manager, Prodigy Public Company Limited
Experiences	
1996 - 2010	: Accounting, Prodigy Public Company Limited
1986 - 1996	: Accountant, Thai Vegetable Oil Public Company Limited



Name	: MissThitikan Sa-nganetpetch
Position	: Company Secretary/ Investor Relation
Age	: 51 Years
Share Holding (Direct)	: None
Share Holding (Indirect)	: None
% of Shareholding Change	: -
Position in Other Business	: None
Date of Appointment	: 9 May, 2017
Education & Certificate	: Bachelor Degree, Administration Rajamonkala Institute Borpitpimuk Charkrawad
IOD Certification	: Company Secretary Program (CSP 8/2004, 80/2017) : Board Reporting Program (BRP 2/2010) : Effective Minute Taking (EMT 2/2006) : Enhancing Good Corporate Governance based on CGR Scorecard : Preliminary to Corporate Sustainability (P01) : Corporate Sustainability Strategy (S01 – S03) : Sustainability Risk and Materiality Analysis (S04) : Sustainability Education and data management (S05) : Business Model Reinvention for Corporate Sustainability : SET Sustainability Reporting Guide for ESG Metrics Basic Level & Industrial Group : Road to certify with TAHI CAC : Private Sector (CAC) Collective Action Against Corruption : ESG Risk Management Workshop 2024 : ESG Risk Workshop 2025 : Climate Change Risks / Supply Chain Risks (SCM)
Present Position	
2017 - Present	: Company Secretary/ Investor Relation, Prodigy Public Company Limited
Expreice	
1999 - 2016	: Secretary of Board of Director/ Secretary for MD, Pharmacosmet PCL.



Part 1

Business And Performance



1 **Business Structure and Operation**

Policy and overview of business operations

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

Mission : We will strive to improve the quality of our products and services to meet customer satisfaction.

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

Quality and Environment Policy

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

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

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

 **Professional service** means customer satisfaction.

 **Standardized environmental management** means managing environmental issues.

complies with regulations and laws

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

business goals

The goal of the Company's business operation is to be a leader in the production and distribution of PET bottles that can produce quality, clean and safe products according to customer specifications. This will lead to a good quality of life for end consumers and be able to deliver products to customers on time. so that the customer's factory can continue production Including the company The company also gives importance to good service, whereby the company will give advice on the selection of packaging that is suitable for the customer's production process. and provide recommendations on improvements to the production process necessary to make beverage packaging Or the customer's condiments are most effective.

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



***Company operating policies and
Subsidiary and Joint Group***

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



Industry and Competition

The **rigid plastic packaging** industry, specifically involving **Polyethylene Terephthalate (PET)**, continues to play a pivotal role in the food, beverage, and consumer goods supply chains. This importance is driven by PET's superior properties, including its high durability, lightweight nature, food-grade safety, and full recyclability—all of which align with global industrial trends toward sustainable development.

Prodigy Public Company Limited operates as a primary manufacturer and distributor of PET packaging and PET preforms within the rigid plastic sector. The company serves a core clientele in the beverage, drinking water, and consumer product industries, where PET is the preferred packaging material. PET packaging is widely recognized for its efficiency in preserving product quality, its compatibility with modern logistics systems, and its ability to meet consumer demands for both convenience and safety.

In **2025**, consumption trends within the food, beverage, and consumer goods sectors continue to expand steadily. Despite pressures from the global economic climate and fluctuations in raw material costs, the demand for **PET packaging**—the primary packaging medium for these industries—remains on an upward trajectory, directly correlating with production volumes and end-market consumption.

Concurrently, the packaging industry has placed an increased strategic emphasis on **environmental sustainability**. Key focus areas include reducing resource consumption, improving material recovery rates, and supporting the **Circular Economy**. In this regard, PET packaging is recognized as a highly efficient recyclable material, supported by an extensive and well-established global recycling infrastructure.

In response to these trends, the Company has been closely monitoring industrial shifts and remains committed to enhancing the efficiency of its **PET packaging production processes**. By aligning operations with both customer requirements and sustainability frameworks, the Company aims to strengthen its competitive advantage and ensure long-term business growth.

The Impact of the 2025 Economic Outlook on the Industry and Business Operations of Prodigy Public Company Limited

The economic landscape of 2025 impacts the industry and operations of **Prodigy Public Company Limited** through multiple dimensions. Regarding international trade, while Thailand's overall exports continue to grow across various product categories, the manufacturing sector for polymer-based raw materials and plastic products faces headwinds from a slowdown in partner economies and international trade policy shifts. Industry reports on Thailand's polymer sector indicate that polymer exports in 2025 are projected to decline by approximately **2.7% year-on-year**. This trend includes PET exports to certain overseas markets, despite the fact that PET exports to the United States currently benefit from exemptions on **reciprocal tariffs**.

A critical factor affecting the export of polymer resins and plastic products is the expansion of production capacity in major trading partner countries, such as China. The anticipated increase in **PE/PP** production capacity in China is expected



to dampen the demand for polymer imports from Thailand. Simultaneously, competition from low-priced foreign goods continues to exert pressure on Thai manufacturers seeking to expand their market share in plastics and related products.

In terms of domestic demand, while the overall economy is buoyed by growth in private consumption and the service sector—particularly in tourism and the steadily expanding **e-commerce** market—overall domestic demand growth remains modest relative to the industry's total capacity. Nevertheless, the rise of the service and e-commerce sectors has significantly stimulated demand for specific product categories, notably protective packaging and shipping containers for online delivery.

The growth trajectory of the service and e-commerce sectors remains a primary driver for domestic packaging demand. Market reports indicate that Thailand's e-commerce market has expanded significantly over recent years, catalyzing the need for high-performance packaging solutions, which serves as a vital support for domestic market demand.

Reference Sources

1. **Future Market Insights** – FMCG Packaging Market & PET Packaging Trends
2. **PlasticsEurope** – PET: Applications, Recycling and Sustainability
3. **ICIS** – PET Packaging and Beverage Market Overview
4. **Euromonitor International** – Food and Beverage Packaging: Global Outlook
5. **World Economic Forum** – Global Plastic Packaging and Circular Economy

Summary

In conclusion, while Thailand's overall export outlook shows expansion across various sectors, the polymer industry—specifically **PET**—continues to face export pressures stemming from the economic conditions of trading partners and intensified competition from foreign manufacturers. Conversely, the momentum from the service and e-commerce sectors has sparked growth in domestic demand for related packaging. These factors remain pivotal in shaping the Company's production planning and business strategies for the coming year.

Sustainability Trends in Plastic Packaging and rPET

Over the past several years, global packaging industry trends have shifted decisively. Sustainability and environmental impact have become the primary drivers defining market direction and development. A prominent trend is the surging demand for **eco-friendly packaging** and the increased integration of **recycled content** into manufacturing processes—particularly **rPET (recycled Polyethylene Terephthalate)**, which is derived from collected and reprocessed post-consumer PET bottles.

The Significant Rise in rPET Demand

Environmental advocacy from the private sector, regulatory bodies, and consumers has catalyzed strong support for the use of recycled materials in packaging:

- **PlasticsEurope** reports that demand for **rPET** is growing consistently as manufacturers seek to reduce reliance on fossil-based raw materials and promote a **Circular Economy**. This alignment supports the climate goals established by various countries and global industrial groups.



- Data from **Smithers** estimates that the rPET market will maintain a **Compound Annual Growth Rate (CAGR)** higher than that of **virgin PET** during 2025–2030. This is driven by escalating demand from the beverage, ready-to-eat food, and consumer goods industries, all of which are increasingly prioritizing packaging sustainability.

Key Drivers Supporting rPET Demand

The primary factors driving the growth in demand for **rPET** include:

1. Environmental Regulations and Legislation

- Many countries have established mandatory minimum requirements for recycled content in packaging. For example, recycled plastic targets in the **European Union** and the **United States** are compelling manufacturers to significantly increase the proportion of rPET in their product portfolios.

2. Consumer and Corporate Expectations

- Consumers and corporate partners—particularly **Fortune 500 companies** and global brands—are placing greater emphasis on packaging that minimizes environmental impact. The rising demand for products with a high percentage of recycled materials directly bolsters the upward trend in rPET adoption.

3. Resource Conservation and Carbon Reduction

- Utilizing **rPET** as a substitute for virgin PET (derived from fossil fuels) substantially reduces greenhouse gas emissions and lowers energy consumption during production. This alignment is crucial for meeting corporate carbon neutrality goals and global **ESG frameworks**.

Reference Sources (Set 2)

1. **Thailand's Polymer and PET Export Trends** – *Kasikorn Research Center*: Report on Thai polymer industry trends, detailing the contraction in exports and domestic demand forecasts for 2025.
2. **Pressures from Foreign Competition** – Market reports on cost factors, competition with low-priced imports, and raw material price volatility.
3. **Demand from Service and E-commerce Sectors** – Analysis of how the expansion of the e-commerce market impacts domestic packaging requirements.

Strategic Synergy with PDG's Business

For **Prodigy Public Company Limited**, whose core operations involve the manufacturing of **PET Packaging** and **PET Preforms**, the rising demand for **rPET** represents a significant **strategic opportunity** for product development and addressing customer expectations regarding sustainability.

- **Enhancing Sustainability:** Increasing the proportion of **rPET** in PET packaging products directly reduces environmental impact and aligns with the sustainability policies of the company's diverse clientele.
- **ESG Strategy Integration:** Leveraging rPET serves as a core component of the Company's **ESG (Environmental, Social, and Governance) strategy**, strengthening competitive advantage while building long-term confidence among shareholders, investors, and the broader market.
- **Supporting Circularity:** This transition actively promotes the **Circular Economy** framework, which is currently the definitive direction for the global packaging industry.



Key Factors Impacting the PET Industry in 2025

1. Shifts in Global Market Demand and Supply

Demand for PET remains robust, sustained by the growth of end-user industries such as food, beverages, and consumer goods. Due to its superior durability, lightweight properties, and excellent product preservation capabilities, PET continues to be the primary choice for packaging design. Conversely, the **volatility of petroleum-based raw material prices**—the primary cost driver for PET resin—poses a significant challenge to production planning and cost management for PET packaging manufacturers at both regional and global levels.

2. Environmental Pressures and Regulatory Frameworks

Sustainability concepts and environmental regulations have become defining factors for the industry's trajectory, particularly in developed markets and regions with stringent policies. For instance, the **European Union** has mandated minimum recycled content thresholds and implemented measures to reduce single-use plastics. These regulations compel manufacturers to increase the proportion of recyclable PET and adapt production processes to meet these evolving standards. Furthermore, consumer concerns regarding plastic waste and contamination within recycling systems are driving the development of more efficient collection and sorting infrastructures. This, in turn, impacts the stable supply of high-quality feedstock required for **rPET** production.

3. Demand for Recycled Materials (rPET) and Market Adoption

There is a clear surge in demand for eco-friendly **rPET**, especially in markets with high sustainability awareness and direct regulatory support. This includes government-mandated recycled content targets and the procurement standards of major multinational corporations. While this momentum positions rPET as a high-growth alternative, the industry still faces hurdles such as inconsistent quality, localized feedstock shortages, and relatively higher production costs compared to virgin materials.

Reference Sources (Set 3)

1. **PlasticsEurope – The Circular Economy and Recycled Plastics Market:** Outlines growth trends for rPET and its integration into the packaging industry.
2. **Smithers – Global Recycled PET (rPET) Market Forecast:** Predicts market volume growth and the certification of rPET for food and beverage applications.
3. **EU Packaging and Packaging Waste Regulation (PPWR):** Details the mandatory minimum recycled content requirements for packaging in Europe.
4. **Global Consumer Trends on Sustainable Packaging:** Reports on consumer expectations regarding environmentally friendly packaging.
5. **UNEP – Plastic and Climate: The Hidden Costs of a Plastic Planet:** Analyzes carbon emissions and the environmental advantages of utilizing recycled plastics.



4. Pressures from Cost Structures and the Supply Chain

PET production costs continue to be dictated by the prices of primary resin feedstocks, such as **PTA (Purified Terephthalic Acid)** and **MEG (Monoethylene Glycol)**, which maintain a high correlation with global crude oil prices. Additionally, supply chain uncertainties—stemming from logistics and raw material procurement—contribute to significant cost volatility for PET packaging manufacturers. These fluctuations directly impact production planning and market pricing strategies.

Furthermore, competition from **alternative packaging solutions**, such as biodegradable materials or other highly sustainable substrates, remains a long-term factor influencing the growth trajectory of the PET sector.

5. Shifts in Consumer Behavior and ESG Standards

Modern consumers are increasingly prioritizing **product sustainability and transparency**. This shift compels brands to adopt packaging solutions with a lower carbon footprint and high recyclability. PET products with a significant proportion of recycled content effectively address these demands while bolstering brand loyalty and consumer trust.

Moreover, expectations from shareholders and investors regarding **ESG (Environmental, Social, and Governance)** performance are placing additional pressure on PET industry players to disclose sustainability data and systematically implement **Circular Economy** practices. These factors are critical considerations for PDG in its long-term corporate strategy.

The Role of PET in the Food & Beverage Industry and Its Implications for PDG's Growth

Polyethylene Terephthalate (PET) serves as the primary material for the global **Food & Beverage (F&B)** industry, accounting for more than **50% of total PET packaging applications**. This dominance is attributed to its ideal properties for food-grade packaging, including high structural integrity, lightweight nature, safety for food contact, and the ability to preserve product quality throughout distribution and logistics cycles.

The F&B industry represents the primary **End-use Market** for PET packaging. Characterized by consistent demand driven by daily essential consumption, this sector provides PET packaging with a stable and non-cyclical growth trajectory, even amidst global economic volatility.

For **Prodigy Public Company Limited**, which focuses on manufacturing PET packaging and PET preforms for the beverage and consumer goods sectors, the widespread adoption of PET within the F&B segment reflects a significant **growth opportunity**. This aligns with long-term industrial trends, particularly as the consumption of beverages, drinking water, and consumer products continues to expand alongside population growth, urbanization, and evolving consumer lifestyles.

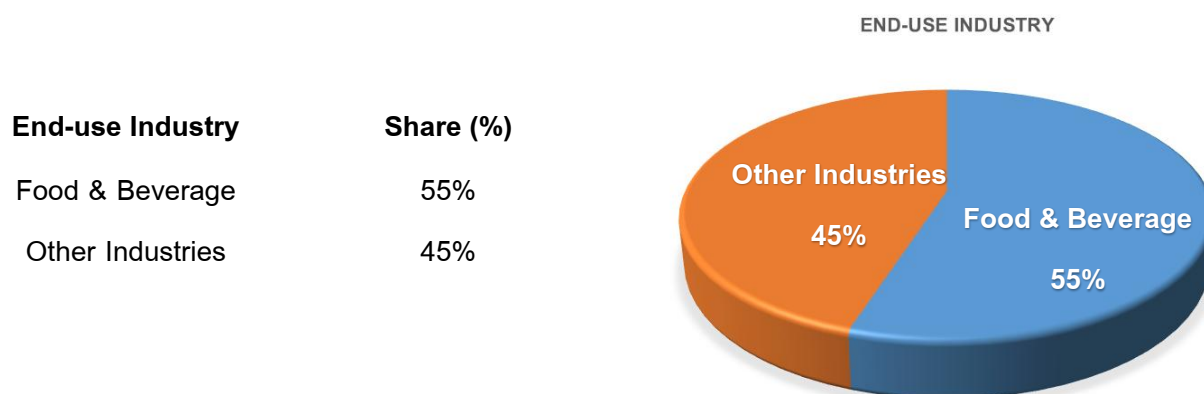
Furthermore, trends in sustainability and environmental impact reduction are prompting F&B manufacturers to prioritize recyclable packaging. As PET is one of the most widely supported materials in recycling infrastructures and allows for the continuous integration of **recycled PET (rPET)**, its role within the F&B industry is further solidified. These factors reinforce the strategic importance of PET packaging and support the future growth potential of **PDG**.



Reference Sources (Set 4)

- **PET Packaging Market Report:** Growth dynamics, demand pressures, and raw material cost analysis.
- **PET Plastic Recycling Market Trends:** The rise in rPET demand and recycling infrastructure constraints.
- **Thailand PET Packaging Market Forecast:** Demand-supply dynamics and competitive landscape in Thailand.
- **Euromonitor International:** Food & Beverage Packaging Outlook.
- **Smithers:** PET Packaging Market by End-use.
- **PlasticsEurope:** PET Applications and Market Share.

End-use of PET Packaging



Customer & End-use Profile

Prodigy Public Company Limited engages in the manufacture and distribution of **PET packaging and preforms**, maintaining a primary customer base within the food, beverage, and healthcare sectors. As these industries provide essential goods, they generate consistent demand, reflecting the long-term stability of packaging requirements.

The company's core clientele includes manufacturers and distributors of vegetable oil, drinking water, fruit juices, seasonings, pharmaceuticals, and nutritional supplements, as well as bottle manufacturers who purchase preforms for their own PET production. These industries are characterized by steady consumption patterns that are generally **resilient to short-term economic cycles**. Consequently, the Company benefits from stable order volumes and is able to optimize its production capacity effectively.

The Company's customer structure is well-diversified across various product categories and end-use applications. This diversification helps in **mitigating concentration risk** by reducing reliance on any single client or industry. Furthermore, it demonstrates the Company's capability to meet the demands of multiple market segments while maintaining recognized standards for quality and packaging safety.

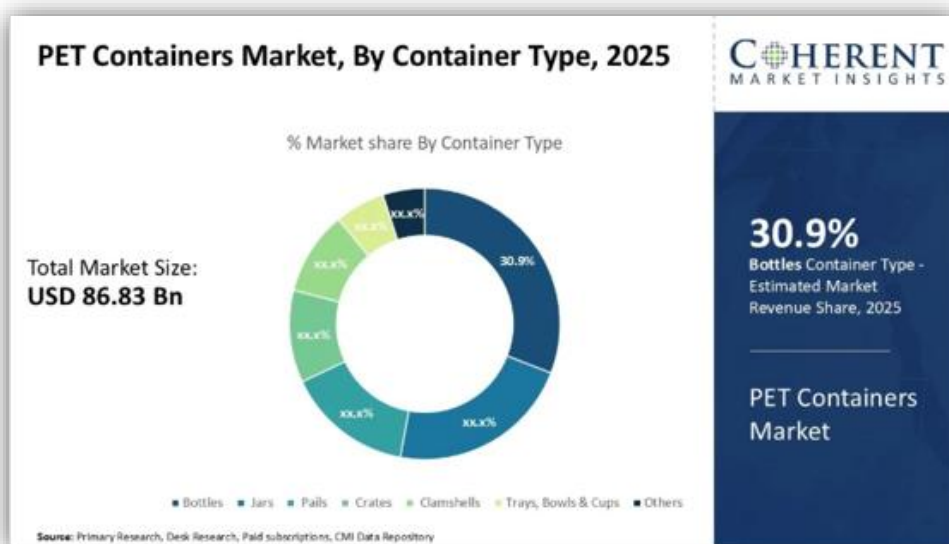


In **2025**, the demand for PET packaging continues to be bolstered by the expansion of the food and beverage sectors, as well as consumer goods related to health, wellness, and convenience. Additionally, customers across various segments are increasingly prioritizing eco-friendly packaging and the integration of recycled materials. This shift aligns seamlessly with the Company's product development direction and its overarching **sustainability strategy**.

Given its stable customer structure, diverse range of end-use applications, and the sustained growth trend in PET packaging demand, the Company is confident in its ability to maintain operational continuity and generate long-term value addition for all stakeholders.

Regarding the global PET packaging market, the Food & Beverage industry remains the dominant segment. According to the latest market research data, the Food & Beverage sector is projected to account for over 60% of total PET packaging utilization through 2025–2026. Furthermore, when categorized by end-use, this sector represents approximately 51.1% of the PET container market. These figures underscore the critical importance of this segment in driving both the volume and market value of PET demand globally.

Segmental Insights



Market Valuation and Growth Projections for PET Packaging

- **PET Packaging Market Value Growth:** Mordor Intelligence forecasts that the PET packaging market will experience sustained growth through 2031, expanding at a **Compound Annual Growth Rate (CAGR) of approximately 5.36%**.



- **Long-term Outlook for PET Materials Packaging: Future Market Insights** projects that the PET materials packaging sector will grow between 2025 and 2035 at a **CAGR of approximately 4.5%**.

Global PET Container Market Size and Trends (2025–2032)

The global PET container market is estimated to reach a valuation of **USD 86.83 billion in 2025**. It is projected to climb to **USD 124.72 billion by 2032**, representing a **CAGR of 5.3%** during the forecast period (2025–2032).

Key Market Insights:

- **Segment Analysis by Packaging Type:** The **bottle segment** is expected to hold a dominant market share of **30.9% in 2025**, driven by its extensive and versatile applications across a wide range of industries.
- **Segment Analysis by End-Use:** Based on application data, the **Food & Beverage sector** is projected to hold a **51.1% share** of the global PET packaging market in 2025. This dominance is driven by high consumption levels of packaged food and beverages worldwide.
- **Regional Market Shares:** In 2025, **North America** is expected to maintain the largest market share at **37.3%**, followed by the **Asia-Pacific** region at **28.9%**.

Market Overview and Growth Drivers

The growth of the PET container market throughout the forecast period is anticipated to be driven by several key factors, including the rising demand for packaged food and beverages, increased consumption of bottled water, the expansion of the **e-commerce sector**, and the eco-friendly attributes of **Polyethylene Terephthalate (PET)**.

PET containers have emerged as the preferred packaging material over traditional alternatives such as glass and metal. This preference is due to PET's superior barrier properties against moisture, gases, and light, combined with high transparency, lightweight characteristics, and durability. Furthermore, PET's inherent **recyclability and reusability** significantly enhance its adoption across various packaging applications.

PET Packaging Market Insights by Packaging Type Bottles represent the dominant packaging format due to their **extensive utilization across diverse industries**.

In terms of packaging categories, the market share for **bottles** is projected to reach **30.9% in 2025**. This dominance is fueled by a strong preference for PET bottles in the beverage, personal care, and household cleaning sectors, attributed to their **lead-free** properties and lightweight nature.

Furthermore, the **hermetic sealing** capabilities of PET bottles ensure product freshness and maintain quality during transportation and storage by providing a robust barrier against moisture and preventing leakage. From a manufacturing perspective, the utilization of **high-speed blow molding** technology allows for the mass production of bottles at a significantly **lower unit cost**, further driving market adoption.

PET Packaging Market Analysis and Trends in the Asia-Pacific Region

The **Asia-Pacific** region represents the fastest-growing market, projected to hold a **28.9% market share in 2025**. This rapid expansion is driven by rising disposable incomes, accelerated urbanization, and evolving consumption patterns within emerging economies, particularly **China and India**. Furthermore, the abundance of raw materials and competitive



manufacturing costs have established this region as a highly attractive destination for significant foreign direct investment over the past several years.

In **June 2025**, a Singapore-based firm inaugurated a PET bottle recycling facility in **Vietnam**, aiming to bolster sustainable packaging initiatives across Southeast Asia. The plant processes **post-consumer PET waste** into high-quality recycled resin to support **Circular Economy** objectives. This strategic move enhances regional recycling capacity and aligns with the escalating demand for eco-friendly materials within the packaging industry.

The Surging Demand for Lightweight and Recyclable Packaging

Over the past few decades, the packaging industry has faced intensified pressure to adopt more environmentally responsible practices. Both manufacturers and consumers are increasingly cognizant of the necessity to reduce plastic waste and are pivoting toward sustainable alternatives. In this context, **PET containers** have emerged as a preferred solution due to their lightweight yet robust nature.

Composed of **Polyethylene Terephthalate**, these containers are significantly lighter than glass or metal packaging of equivalent dimensions. This weight advantage allows brand owners to minimize raw material usage and substantially reduce logistics and transportation costs.

Market Opportunities for PET Packaging

Innovative Eco-friendly PET Materials and Advanced Recycling Technologies Progress in **material science** and recycling technologies presents a significant opportunity for the market to advance sustainability goals. Companies are currently developing PET materials with enhanced recyclability, ensuring they can be efficiently reprocessed into new containers or high-quality fibers.

Furthermore, breakthroughs in techniques such as **chemical recycling** (depolymerization) allow recycled PET to be restored to its original virgin-grade quality. The adoption of such innovations ensures that a greater volume of bottles can re-enter the production cycle rather than being diverted to landfills. Additionally, the development of **bio-based PET**, derived either partially or entirely from renewable biological sources, significantly reduces industry reliance on fossil fuels.

Source: https://www.coherentmarketinsights.com/industry-reports/pet-containers-market?utm_source

2025 PET Packaging Industry Overview

1) Market Size and Growth Trajectory

The PET packaging industry continues to demonstrate sustained global growth.

- **Market Valuation:** In 2025, the PET packaging market is valued at tens of billions of dollars and is projected to maintain a steady **Compound Annual Growth Rate (CAGR) of approximately 5–6%** through 2030. This growth is underpinned by robust demand within the food, beverage, and general consumer goods sectors.
- **Long-term Forecast:** Industry reports suggest the market may expand from approximately **USD 89.3 billion in 2025** to an estimated **USD 138.7 billion by 2035**, signaling a highly stable long-term outlook for the sector.



2) PET Packaging Market Share by End-Use

The **Food and Beverage industry** remains the cornerstone of PET packaging utilization, accounting for nearly **64% of global consumption in 2025**. This reflects PET's dominant role as the preferred packaging material for high-volume, fast-moving consumer goods (FMCG).

3) Economic and Trade Factors

At the regional level, PET remains a high-output production and export commodity. The **Asia-Pacific** region, in particular, commands a significant portion of global PET exports, reinforcing Asia's position as the primary manufacturing hub for the global PET industry.

Critical Factors Shaping the Future Trajectory

1) Demand for Sustainable Packaging and rPET Integration

Sustainability remains the primary catalyst for the PET packaging industry's future development.

- Both manufacturers and consumers are increasingly demanding packaging solutions that are easily recyclable and environmentally responsible.
- The rising adoption of **recycled PET (rPET)** represents a powerful trend, aligning with **Circular Economy** policies promoted across various nations and regions. The utilization of rPET is projected to expand steadily, despite persisting challenges regarding the quality and supply consistency of recycled feedstock.

2) Innovation in Design and Manufacturing

The PET packaging sector will be driven by advancements in material science and engineering. Key focus areas include **lightweighting** and the development of specialized solutions tailored to client needs, such as enhanced leak prevention and **shelf-life extension**. Furthermore, the integration of digital technology—known as **Smart Packaging**—is set to create product differentiation and significant value addition.

3) Regulatory Shifts and Environmental Standards

International policy trends, including more stringent standards for recycled plastic content, restrictions on single-use plastics, and zero-waste initiatives, will compel manufacturers to transition toward **ESG-compliant** raw materials. While regulatory landscapes vary by region, these shifts overall will bolster the PET packaging market by creating a clear framework for sustainable growth and innovation.

Future Outlook: PET Packaging Industry Trends

Core Trends

1. **Sustained Demand Growth:** The food, beverage, and fast-moving consumer goods (FMCG) sectors continue to serve as the primary anchors for PET packaging demand.
2. **Surging rPET Integration:** The transition toward **recycled PET (rPET)** is playing a pivotal role in strategic development and addressing global sustainability mandates.



3. **Digitalization and Design Innovation:** Advancements in "Smart Packaging" and engineering are enhancing functional efficiency and adapting to rapidly evolving consumer behaviors.

Asia as a Primary Growth Engine

- The **Asia-Pacific** region maintains the highest market share in PET packaging utilization and is projected to experience robust growth in the coming years. This trajectory is fueled by the expansion of the food and beverage sectors and the accelerating growth of the regional **FMCG industry**.

Analytical Overview

"Opportunities and Challenges for PET Packaging Manufacturers and Distributors in Thailand (2025) and Future Projections"

Opportunities

1) Expanding PET Packaging Demand Across Key Industries

- Demand for PET continues to grow steadily, particularly within the **Food & Beverage, Healthcare/Pharmaceutical, and Personal Care** sectors. PET's inherent properties—being lightweight, durable, food-safe, and recyclable—ensure its position as the primary packaging material for these industries. These sectors represent year-round consumption and show strong growth potential driven by the expanding middle-to-high-income consumer base in Thailand.

2) Advancement of Sustainability and rPET Integration

- Driven by government environmental policies and rising consumer awareness, PET and **rPET** are playing increasingly central roles in the **Circular Economy**. Investments in recycling technology and the value addition of eco-friendly PET provide a significant opportunity for packaging manufacturers to develop sustainable products that meet both local customer requirements and global market standards.

3) Expansion of the Domestic E-commerce and FMCG Markets

- The rapid growth of e-commerce and the service sector in Thailand has led to a consistent increase in demand for packaging solutions optimized for shipping and storage. PET serves as an ideal material for these applications, effectively addressing requirements for both lightweight durability and product safety.

Reference Sources (Set 5)

1. **Mordor Intelligence – PET Packaging Market Size, Share & Trends Report:** Evaluates market scale, growth by end-use segments, and strategic trends through 2031.
2. **Future Market Insights – PET Packaging Market Forecast 2025–2035:** Provides long-term market valuation projections and CAGR estimates.
3. **Chemdo – 2025 PET Raw Material Export Trends:** Offers an overview of export dynamics and Asia's pivotal role in the global market.
4. **Thailand Health Journal – Insights into Multilayer PET Bottle Growth:** Analyzes growth trends within specialized packaging segments.
5. **Industry Experts and Domestic Market Data:** Insights from Thai industrial media and innovation events focused on packaging technology.



Challenges

1) Environmental Concerns and Packaging Perception

While PET is inherently recyclable, Thailand's plastic waste management and recycling infrastructure remain fragmented. PET manufacturers face mounting social pressure and environmental regulations to overhaul production models and support more efficient recycling systems. This may necessitate significant investment in collection, sorting, and consumer education initiatives.

2) Volatility of Primary Raw Material Prices

The prices of key feedstocks, such as **PTA** and **MEG**, are highly sensitive to global crude oil price fluctuations. This creates uncertainty in production costs, directly impacting the pricing competitiveness and profit margins of PET packaging manufacturers in Thailand—particularly smaller players with less economies of scale.

3) Competition from Alternative Packaging

Despite PET's popularity, competition from **alternative materials** (such as glass, aluminum, or bio-based substrates) poses a strategic risk. These materials are often perceived as more sustainable or are marketed as substitutes to reduce single-use plastics, especially in premium markets or among brands prioritizing an eco-centric image.

4) Insufficient Recycling Infrastructure

Despite policy incentives, the collection and recycling systems for PET in many parts of Thailand lack the necessary efficiency. This serves as a bottleneck for establishing a **Circular Economy** for PET. Without systemic improvements, the potential for **rPET** utilization will remain under-realized, limiting opportunities to develop **ESG-compliant** products.

5) Regulatory Burdens and Compliance Standards

PET manufacturers must navigate increasingly complex food safety and environmental regulations. Compliance requires continuous investment in international certifications, quality audits, and production adjustments to meet both domestic standards and the more stringent requirements of export markets, potentially driving up operational overhead.

Future Outlook

Growth Potential of PET and rPET

- **Sustainability as a Primary Driver:** The sustainability trend will remain the central catalyst for the industry. Recyclable PET will garner increasing attention from both manufacturers and consumers who are committed to minimizing environmental impact.
- **Proliferation of rPET Integration:** The utilization of **rPET** in product manufacturing is set to rise as recycling technologies mature. Future advancements will enable the production of recycled resins with quality profiles nearly identical to **virgin PET**. This evolution will significantly reduce industry reliance on fossil-based raw materials and lower overall greenhouse gas emissions.



The Imperative for Product Innovation and Recycling Systems

- **Competitive Differentiation through Innovation:** The development of **Smart Packaging** and PET solutions engineered for enhanced recyclability will be a decisive factor in maintaining a competitive edge.
- **Infrastructure and Synergy:** Strengthening sorting and recycling infrastructures, alongside fostering **multi-stakeholder collaborations**, is essential for achieving sustainable long-term growth.

Reference Sources (Set 6)

1. **Thailand PET Packaging Market Forecast 2025–2031 — MobilityForesights:** Analyzes PET market growth trends and drivers in Thailand, including rPET, FMCG, and personal care segments.
2. **Thailand PET Packaging Market Trends & Challenges — 6Wresearch:** Examines sustainability factors and operational hurdles facing the Thai PET packaging industry.
3. **Thailand PET Preforms Market Challenges — MobilityForesights:** Details raw material price volatility and escalating environmental pressures.

Opportunities

- **Sector-Specific Growth:** Expansion within the Food & Beverage, Personal Care, and Healthcare industries.
- **Sustainability Focus:** Increasing demand for eco-friendly packaging and advanced recycling solutions.
- **Digital & Behavioral Shifts:** Market expansion driven by E-commerce growth and evolving consumer lifestyles.

Challenges

- **Infrastructure & Environmental Gaps:** Growing environmental concerns coupled with insufficient recycling infrastructure.
- **Raw Material Volatility:** Significant fluctuations in the costs of primary feedstocks.
- **Competitive & Regulatory Pressures:** Rising competition from alternative materials and increasingly stringent environmental regulations.

Marketing Policy and Key Product Characteristics

Corporate Marketing Policy

Prodigy Public Company Limited implements a marketing policy primarily focused on serving industrial sectors (**Business-to-Business / B2B**). The Company prioritizes establishing long-term strategic partnerships, maintaining rigorous product quality standards, and ensuring consistent, high-efficiency delivery. Amidst a rapidly evolving competitive landscape, the Company remains committed to responsible business practices, product safety, and alignment with global sustainability frameworks.

Key Product Characteristics and Target Segments

The Company's core product portfolio includes **PET packaging and PET preforms**, engineered specifically for the food, beverage, and healthcare industries. Our products emphasize safety, structural integrity, high clarity, and suitability for high-rotation consumer goods.



Our primary target audience comprises manufacturers and distributors within the following sectors:

- Vegetable oil, drinking water, and fruit juices.
- Seasonings, pharmaceuticals, and dietary supplements.
- Direct sales of PET preforms to clients equipped with their own blow-molding facilities.

These industries represent essential sectors with consistent, non-discretionary demand, ensuring the long-term stability of PET packaging requirements.

Market Structure and Distribution Channels

The Company operates within the industrial market, utilizing a direct-to-customer sales model. This is facilitated by our dedicated marketing and **Customer Relationship Management (CRM)** teams, ensuring we meet the bespoke technical requirements of each client. We focus on high-quality service, close cross-functional coordination with customers, and the precise fulfillment of standards and delivery timelines.

Pricing and Competitive Strategy

The Company defines its pricing strategy by carefully evaluating production costs, product quality, and prevailing market competition. Our primary focus is on Value-based Competition, prioritizing the delivery of superior value over competing solely on price. To sustain long-term competitiveness and profitability, the Company emphasizes rigorous cost management, stringent quality control, and the continuous optimization of manufacturing processes.

Customer Relationship Management and Retention

The Company is committed to cultivating and maintaining long-term relationships with its clients, positioning itself as a strategic business partner dedicated to mutual growth. We provide comprehensive consultancy services, including packaging selection, custom design, and product development tailored to specific client applications. Furthermore, our dedicated post-sales support ensures continuous service excellence, reinforcing customer trust and long-term satisfaction.

Standards Certification and Customer Data Protection

The Company is committed to building trust with customers and business partners by strictly adhering to operational standards encompassing quality, safety, and environmental and social responsibility. These frameworks ensure that our products maintain consistent quality and fully comply with all relevant industrial regulations.

We manage and control our manufacturing processes in accordance with certified standards as mandated by law and industry requirements.

Furthermore, the Company continuously reviews and optimizes its operational workflows to sustain high performance and meet long-evolving customer demands. **Personal Data Protection and Privacy** Recognizing the critical importance of privacy, the Company has implemented robust data protection policies for customers, partners, and all stakeholders. We operate in strict accordance with the **Personal Data Protection Act (PDPA)**, establishing rigorous internal controls for data access, utilization, and disclosure, while ensuring high-level information security.

The Company actively fosters data privacy awareness among employees and oversees data management practices to ensure they are accurate, transparent, and respectful of data subjects' rights. These measures are designed to reinforce confidence and maintain long-term professional integrity in all business collaborations.



Technical Support and Collaborative Problem-Solving

The Company prioritizes providing comprehensive technical support throughout the product lifecycle. This is especially critical when customers integrate our packaging into their filling and production lines. Should any issues arise that impact production efficiency, our team of experts—possessing deep specialized knowledge in packaging and manufacturing processes—is ready to provide systematic root-cause analysis and support.

The Company supports its clients through close coordination, deploying technical specialists to conduct on-site inspections, diagnostic evaluations, and technical consultations. Our objective is to identify solutions that are perfectly compatible with the customer's specific machinery and production environments.

These initiatives aim to minimize operational disruptions, optimize production line efficiency, and ensure business continuity for our clients. Such technical empowerment is a core component of our **Long-term Partnership** strategy, reflecting our commitment to aligning product development with real-world applications. Ultimately, this reinforces customer confidence and fosters sustainable mutual satisfaction in our business collaborations.

Market Trends and Future Directions

The future trajectory of the packaging market highlights a definitive shift toward eco-friendly solutions, the integration of recycled materials, and business operations that strictly adhere to sustainability principles.

In response, the Company is committed to advancing its product development and manufacturing processes to seamlessly align with these evolving trends. This includes a focus on **continuous operational excellence** to bolster our competitive edge and ensure the Company's robust, long-term growth.

2025 Marketing Operational Overview: Key Products

In 2025, **Prodigy Public Company Limited** operated amidst a volatile economic and industrial landscape, influenced by global economic shifts, fluctuating raw material costs, and intensifying competition within the packaging sector. Despite these headwinds, the Company consistently executed its key product marketing policies in strategic alignment with corporate goals, prioritizing product quality, delivery consistency, and deep responsiveness to industrial client needs.

A core focus for the Company has been proactive collaboration and problem-solving. Whether addressing issues arising from our products or technical challenges within our clients' own production machinery, we provide dedicated technical support to maintain long-term relationships across all product categories. These efforts target industrial sectors with consistent PET packaging demand, ensuring **operational resilience** even during economic slowdowns. The Company remains committed to retaining its existing client base while strategically expanding into new markets, ensuring each product is developed to meet the specific standards of individual clients through robust **Customer Relationship Management (CRM)**.

Furthermore, the Company operates under rigorous quality and safety standards, including strict adherence to the **Personal Data Protection Act (PDPA)**, to reinforce the trust of our customers and business partners. Simultaneously, we have prepared our production processes and product development to align with future market trends—specifically the rising demand for eco-friendly packaging and sustainable business practices.



Based on these strategic pillars, the Company is confident that its 2025 marketing policies and product characteristics effectively bolster its competitive edge, solidify its customer base, and establish a firm foundation for sustainable, long-term business growth.

Customer Profiles and Target Segments

Prodigy Public Company Limited engages in the manufacture and distribution of Polyethylene Terephthalate (PET) packaging and preforms. The Company's primary clientele consists of operators in industries essential to daily life—sectors characterized by consistent, **non-discretionary demand** and long-term stability.

1. Customer Industry Characteristics

The majority of the Company's clients operate within the **Food and Beverage** sectors, as well as consumer goods categories directly related to daily consumption, such as drinking water, fruit juices, vegetable oils, seasonings, pharmaceuticals, and dietary supplements. These industries exhibit a continuous requirement for PET packaging due to its superior safety profile, durability, and suitability for consumable products. This customer structure bolsters the Company's **revenue stability** and mitigates the impact of cyclical economic fluctuations.

2. End-use Characteristics

The Company's products serve as **end-use packaging** within customers' production lines. These containers must be compatible with high-speed **automated filling processes** and adhere strictly to rigorous quality, safety, and hygiene standards. Consequently, customers prioritize product quality, consistency of standards, and seamless integration with their production machinery. This aligns perfectly with the Company's core focus on continuous product development and stringent quality control.

3. Nature of Customer Relationships

The Company is committed to fostering long-term relationships, positioning itself as a strategic **business partner** rather than a mere packaging supplier. We prioritize providing technical consultancy, developing bespoke products tailored to specific client needs, and offering on-site support for real-world production line challenges. This proactive approach reinforces customer confidence and is instrumental in maintaining high **client retention** over the long term.

4. Standards and Customer Expectations

The majority of the Company's clients operate in industries with rigorous requirements for quality standards, product safety, and regulatory compliance. Consequently, the Company places immense importance on operating under appropriate certification systems, including robust customer data protection in accordance with the **Personal Data Protection Act (PDPA)**. Operating within these standardized frameworks is a key factor in building trust among customers and stakeholders alike.

5. Alignment with Customer Sustainability Trends

The Company recognizes the growing demand for eco-friendly and recyclable packaging, particularly the integration of recycled materials such as **rPET** to minimize environmental impact and support the **Circular Economy**. To this end, the



Company prioritizes the development of products and manufacturing processes capable of meeting these requirements, ensuring full alignment with our customers' corporate directions and long-term industry trends.

Business Trends

2024–2026 Krungsri Research projects that global demand for plastic products will increase at an average rate of **2.0%–3.0% annually** between 2024 and 2026. This trajectory aligns with a gradual **global economic recovery** (with the IMF forecasting global growth between 3.0%–3.5% per year). During this period, Brent crude oil prices are expected to average between **USD 80–85 per barrel**, indicating that raw material costs for the plastic industry are likely to remain **stable yet elevated**. Consequently, global plastic resin prices are anticipated to trend upward at a measured pace (see Figure 1). **In Thailand**, the economy is expected to recover in tandem with the global landscape. This recovery is primarily bolstered by the **tourism sector**, which is projected to return to near pre-COVID-19 levels by 2025. This resurgence will drive demand for plastic products across key **downstream industries**, most notably in **packaging, electrical appliances, automotive parts, construction, and medical devices**. These sectors collectively account for nearly 80% of the total value of all plastic products.

Furthermore, domestic sales of plastic products are forecasted to grow by **2.0%–3.0% annually** (see Figure 2), while export volumes are expected to rise at a similar rate of **2.0%–3.0% per year**. The projected growth for downstream industries during the 2024–2026 period can be summarized as follows:

This section provides a detailed sectoral analysis of the plastic packaging market, contrasting global benchmarks from **Smithers Pira** with local insights from **Krungsri Research**. I have used professional industry terms like **Flexible vs. Rigid Packaging, Petroleum-based plastics**, and **Market Contraction** to ensure high-level technical accuracy.

Plastic Packaging Industry Analysis

Global Outlook The plastic packaging industry is projected to maintain a steady growth trajectory. According to **Smithers Pira**, global consumption of **flexible packaging** reached 33.5 million tons in 2023 and is expected to grow at an average annual rate of **4.2%** from 2024 to 2026. Meanwhile, **rigid packaging** consumption stood at 66.8 million tons in 2023—a 3.0% increase from the previous year—and is forecasted to grow by an average of **3.4%** annually during the 2024–2026 period.

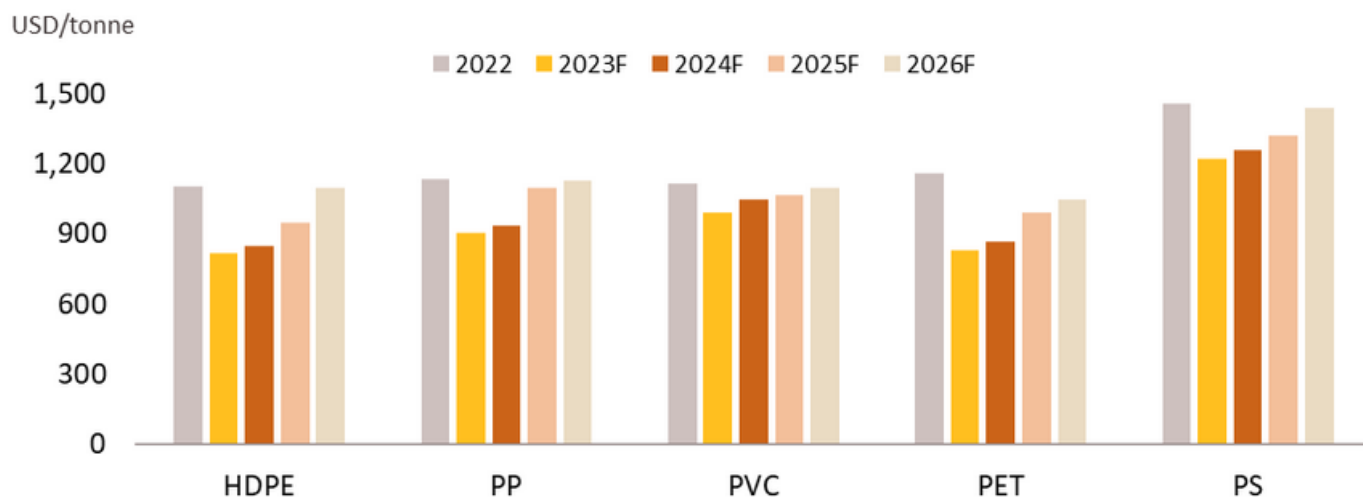
Thailand Market Forecast For Thailand, **Krungsri Research** estimates that plastic packaging production volume expanded by **0.0%–1.0%** in 2023, recovering from a **-3.4% contraction** in 2022. Growth is expected to accelerate to an average of **2.5%–3.5%** per year between 2024 and 2026 (see Figure 3). This recovery is driven by the resurgence of the Thai tourism sector and heightened hygiene awareness, which has spurred demand across related sectors, particularly in **Food (including frozen and processed varieties) and Beverages**. Additionally, the sustained expansion of the retail and E-commerce sectors will provide a positive impact on related products such as films, food containers, plastic bags, and bottles.



Challenges and Regulatory Pressures Despite the positive domestic outlook, exports may see a slower recovery due to economic deceleration in key trading partner nations (such as Japan, the US, and China). Furthermore, the industry faces pressure from raw material (plastic resin) prices, which are expected to remain **consistently high** in line with global crude oil trends.

On the regulatory front, the government is promoting sustainable plastic consumption under the **Phase 2 Plastic Waste Management Plan (2023–2027)**. This policy incentivizes the shift toward eco-friendly products—such as **bioplastics**, reusable plastics, and recyclable materials—over traditional **single-use petroleum-based plastics**, which are difficult to decompose. Consequently, demand for basic plastic packaging, particularly conventional plastic bags, is likely to experience a moderate slowdown.

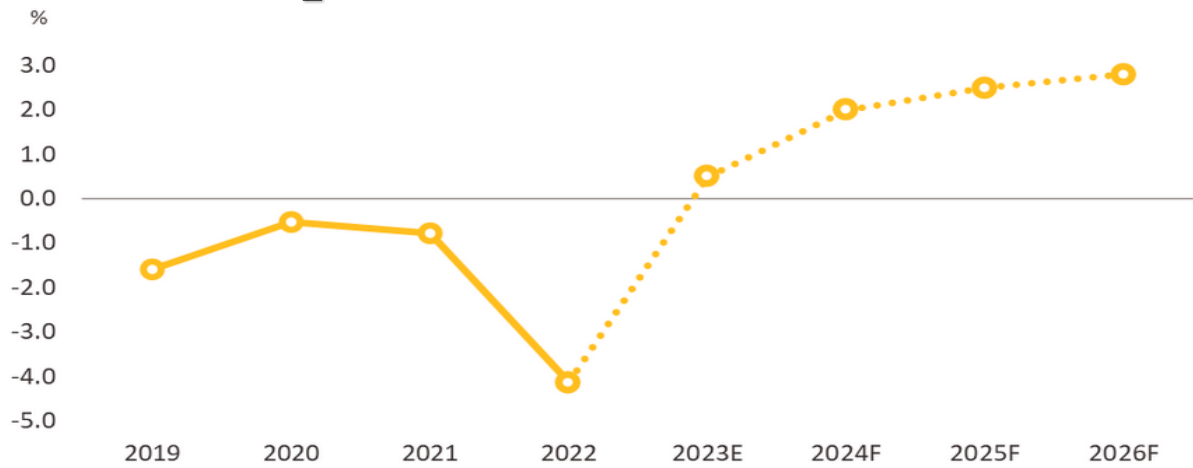
1 Selected Plastic Resin Prices



Source: Bloomberg, Forecast by Krungsri Research

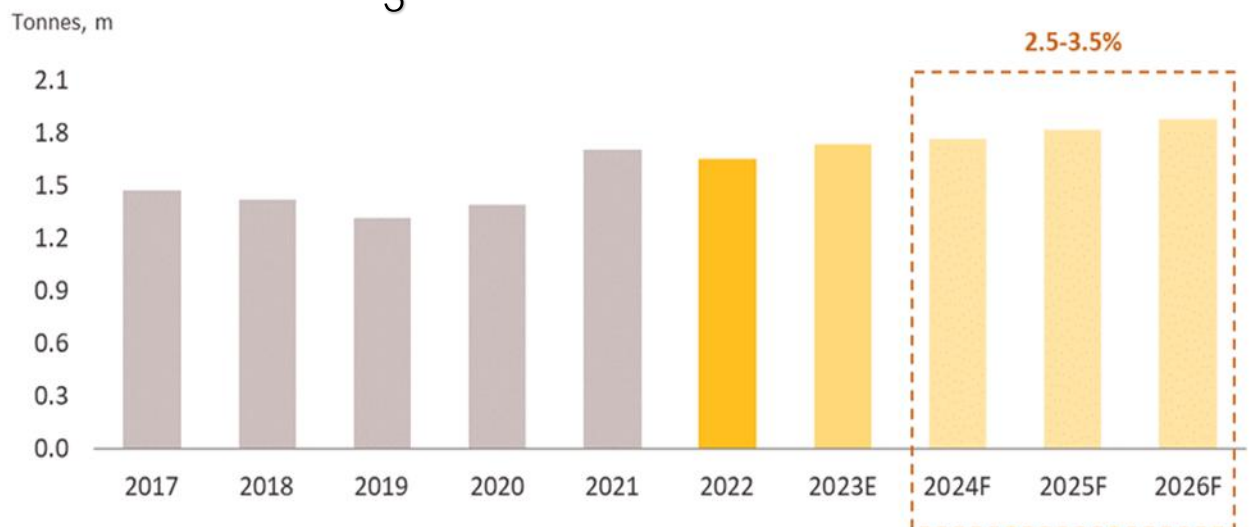


2 Sales Growth of Thai Plastic Product



Source: OIE, Forecast by Krungsri Research

3 Plastic Packaging Productions



Source: OIE, Forecast by Krungsri Research



Table 1: Opportunities and Challenges of Thai Plastics Industry

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

Source: Krungsri Research



Marketing Policy and Key Product Characteristics

Strategy and Competition

The Company is a leading manufacturer and distributor of **PET plastic packaging and preforms**, serving diverse sectors including bottled water, fruit juices, vegetable oils, fish sauces, seasonings, and various other consumer goods. Our core focus is on delivering high-quality products that precisely meet the bespoke requirements of each industrial segment.

The Company is widely recognized for its product quality, consistent manufacturing standards, and superior service. We prioritize quality control at every stage—from the design and development of packaging to match specific client applications and the sourcing of standardized raw materials to rigorous production oversight, final quality audits, and logistics management to ensure **on-time delivery**.

These operational guidelines are designed to ensure that all products meet customer specifications and expectations, thereby fostering long-term satisfaction and brand loyalty.

Key Competitive Strategies

1. Competition through Quality and Manufacturing Standards

The Company places the highest priority on maintaining consistent product quality. We regulate every production step under a comprehensive **Quality Management System** to ensure all products are safe, suitable for the food and beverage industry, and fully compliant with both client specifications and relevant legislation. This commitment to standards secures long-term trust and recurring orders.

2. Bespoke Product Development (Customization)

We possess the technical capability to design and develop packaging tailored to the specific needs of individual clients—focusing on shape, structural integrity, weight, and compatibility with the client's automated filling lines. Our goal is to provide **value-added solutions** that assist customers in launching new products or optimizing existing packaging to align with market trends.

3. Cost Management and Operational Efficiency

The Company emphasizes strategic cost management, particularly regarding **PET resin** (our primary raw material). We continuously improve production efficiency to minimize waste and maximize resource utilization. This approach allows the Company to remain price-competitive while upholding premium product quality.

4. Cultivating Long-term Customer Partnerships

We focus on building long-term strategic alliances by offering technical support, production line consultancy, and collaborative problem-solving. A key competitive advantage is our **manufacturing agility**: in the event of sudden surges in demand, we can rapidly adjust production lines to scale capacity. For long-term contract clients, we coordinate closely to maintain safety stocks, ensuring they never miss a market opportunity due to supply shortages.

5. Data Privacy and Client Confidentiality

The Company is deeply committed to protecting personal data and maintaining client confidentiality. We operate in strict accordance with the **Personal Data Protection Act B.E. 2562 (PDPA)** and all related regulations. We have established



transparent policies and rigorous security measures to govern the collection, use, disclosure, and storage of data, ensuring professional integrity and security.

The Company has established systematic internal control measures to protect technical specifications related to client-commissioned products, as well as commercial data that could impact a client's competitive advantage. We strictly prohibit the unauthorized disclosure or improper use of such information for personal gain. Access is strictly limited to authorized personnel based on their specific roles and responsibilities, governed by the principles of **Business Confidentiality**.

Furthermore, the Company provides formal channels for client grievances or suggestions regarding personal data and confidentiality. We have a clear fact-finding and resolution process overseen by designated committees to ensure transparency, fairness, and timely responses.

In 2025, the Company received zero complaints regarding personal data breaches or unauthorized disclosure of client information. We remain committed to continuous risk management in this area to reinforce long-term business trust.

6. Eco-Friendly Product Development

The Company recognizes the global shift toward sustainable packaging and prioritizes product development aligned with **Resource Efficiency** and the **Circular Economy**.

- **Sustainable Materials:** We support the integration of **rPET (Recycled PET)** as appropriate, based on functional requirements, legal regulations, and client demand.
- **Innovative Design:** Our design process emphasizes **Light-weighting**, raw material optimization, and waste reduction during manufacturing.
- **Holistic Assessment:** Every product development cycle undergoes a dual assessment for technical feasibility and consumer safety alongside environmental impact.

The Company closely monitors environmental trends and evolving legislation to inform our investment planning. This proactive approach mitigates long-term regulatory risks and aligns with our sustainable growth strategy, with progress monitored at the executive level.

7. Strategic Supply Chain Management

The Company prioritizes a transparent and resilient supply chain, particularly for our primary raw material: **PET Resin**.

- **Supplier Evaluation:** We utilize clear criteria for selecting and auditing suppliers, covering quality, production standards, delivery reliability, financial stability, and legal compliance.
- **Risk Mitigation:** To manage market volatility and potential shortages, the Company maintains a **multi-vendor strategy** and manages appropriate **Safety Stock** levels.
- **Business Continuity:** These measures ensure production continuity and our ability to meet delivery deadlines consistently.



Our supply chain management is integrated into the **Enterprise Risk Management (ERM)** framework and is supervised at the executive level to ensure rigorous oversight, transparency, and alignment with our sustainability goals.

2025 Strategic and Competitive Overview

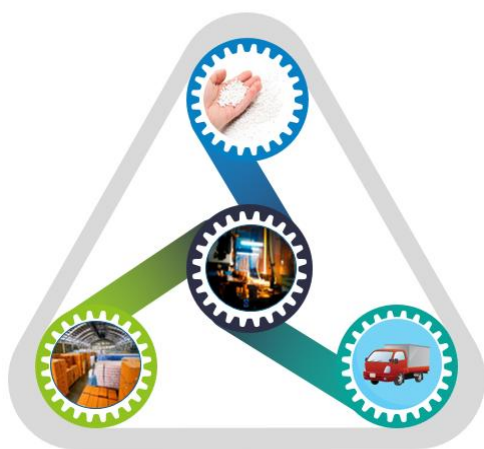
In 2025, the Company executed its competitive strategies within its established framework, continuing to emphasize product quality, packaging development expertise, and the cultivation of long-term customer relationships. There were no structural shifts in our core strategic direction; instead, the Company prioritized **strategic continuity** to bolster operational stability and reinforce long-term customer confidence.

Amidst ongoing economic volatility and intensifying competition within the plastic packaging industry, the Company enhanced its **operational agility**. We placed significant emphasis on raw material cost management, manufacturing process optimization, and prudent supply chain oversight to mitigate the fluctuations in **PET resin** prices and evolving market conditions. Simultaneously, the Company maintained close monitoring of demand trends across various industrial segments to ensure our product offerings and services remained precisely aligned with market realities.

To uphold customer trust, the Company remained steadfast in its commitment to product quality, standardized production consistency, and the provision of technical support for packaging integration within client production lines. These efforts have strengthened our **collaborative business partnerships** and enabled the Company to consistently retain its core customer base.

Looking ahead, the Company is preparing for industry-wide transitions by prioritizing the development of products that meet stringent environmental regulations. This includes increasing the integration of **rPET**, enhancing resource efficiency, and embedding **Enterprise Risk Management (ERM)** into our corporate strategy. Our goal is to maintain a robust competitive edge while fostering stable and sustainable growth over the medium and long term.

End-to-End Process: From Raw Material Intake to Final Delivery



quality requirements defined by the client.

1) Strategic Raw Material Selection The procurement of high-quality raw materials is a critical first step. This selection process significantly reduces the rate of production defects (waste) and ensures the manufacturing of premium-quality finished goods.

2) In-Process Quality Control (IPQC) Rigorous inspection and quality control measures are implemented throughout the manufacturing stages to monitor production stability and maintain standards in real-time.

3) Final Quality Inspection Prior to Delivery A comprehensive final quality audit is conducted before products are dispatched to the customer. This ensures that every product manufactured and delivered by the Company strictly adheres to the specific **product specifications** and



No.	Customer Category	Profile of the Company's Current Customer Base
1	PET Packaging for Vegetable Oil 	Large-scale vegetable oil producers, including Thai Vegetable Oil PCL (manufacturer of "Angoon" brand) and Thai Edible Oil Co., Ltd. (manufacturer of "King" Rice Bran Oil).
2	PET Packaging for Bottled Drinking Water 	Medium to large-scale bottled water manufacturers located in Bangkok and its vicinity. This group includes Contract Manufacturers (OEM) for modern trade retailers, hospitals, commercial banks, and large restaurant chains.
3	PET Packaging for Bottled Fruit Juices 	Medium to large-scale fruit juice producers in Bangkok and its vicinity that do not possess their own in-house bottle manufacturing machinery.
4	PET Packaging for Seasonings 	Medium-scale seasoning producers in Bangkok and its vicinity without in-house bottle production. This includes manufacturers of fish sauce, soy sauce, vinegar, lime juice, sukiyaki sauce, and fermented fish sauce.
5	PET Packaging for Pharmaceuticals & Supplements	Medium to large-scale manufacturers of pharmaceuticals and dietary supplements in Bangkok and its vicinity without in-house machinery. Products include jars, clear bottles, and amber bottles.
6	PET Preform Products 	Both small and large-scale bottle manufacturers, specifically those equipped with their own blow-molding machines or contract blow-molding providers.



The Company's marketing strategy is centered on diversifying its customer base beyond its traditional segments while simultaneously maintaining and elevating relationships with existing clients. We prioritize capturing business opportunities in high-potential industries that align with global consumption trends—specifically those emphasizing environmental sustainability and consumer safety. This involves developing bespoke products and services that meet the unique demands of each segment in terms of quality, standards, and sustainability to drive long-term revenue growth and market share expansion.

To retain our existing base, the Company focuses on fostering satisfaction and trust through consistent quality control, high-efficiency order management, and reliable delivery. Furthermore, we provide dedicated technical support and collaborate closely with clients to develop integrated solutions. These initiatives form the core of our **Strategic Customer Relationship Management (Strategic CRM)**.

The Company has successfully integrated its marketing strategies with its **Enterprise Risk Management** framework. This is particularly vital in addressing risks associated with economic volatility, rapidly shifting market demands, and environmental issues related to plastic packaging. Our mitigation tactics include:

- **Customer Base Diversification:** Reducing dependency on specific segments.
- **Alternative Material Development:** Increasing the use of rPET and other sustainable resins.
- **Operational Optimization:** Enhancing resource and energy efficiency within the production process. These approaches bolster our competitive edge while reducing **structural risks** across the **value chain**.

Expected Outcomes The Company anticipates that these strategies will yield both quantitative and qualitative positive results, including:

- **Stable Revenue Growth:** Ensuring financial consistency.
- **New Client Acquisition:** Expanding into high-potential target groups.
- **Long-term Retention:** Securing the loyalty of our core customer base.
- **Corporate Image Enhancement:** Solidifying our reputation as a socially and environmentally responsible packaging manufacturer.

These objectives are directly aligned with the Company's short-to-medium-term sustainability roadmap and its commitment to responsible business practices.

Distribution Channels

Currently, the Company distributes all its products to the domestic market through various strategic channels designed to reach our target segments effectively, as follows:

1) Direct Sales via the Marketing and Sales Team

The Company initiates contact and cultivates direct relationships with clients through a highly experienced marketing team. Our specialists possess deep technical knowledge and a thorough understanding of product applications across various industries. This team engages directly with clients to conduct in-depth studies of their **technical and commercial**



requirements, allowing the Company to present products and specifications that are precisely tailored to each client's unique needs.

This direct engagement process enables the Company to continuously identify emerging market trends and evolving customer demands. This vital data is then utilized to drive product development, refine manufacturing processes, and elevate the overall quality of our services.

For projects involving high complexity or specialized technical specifications, the marketing team facilitates **synergetic collaboration** with internal departments, such as Production, Research and Development (R&D), and Quality Control. Together, they formulate comprehensive proposals and **bespoke solutions** that align with specific client objectives. This integrated approach is designed to bolster customer satisfaction, reinforce trust, and sustain long-term business partnerships.

2) Inbound Sales and Direct Customer Engagement

The Company receives orders from both major corporations and small-to-medium enterprises (SMEs) through various direct channels. A significant portion of these inquiries stems from brand reputation and **customer referrals**, alongside new SMEs seeking expert consultation from our marketing team to select packaging that best fits their specific product profiles.

The Company prioritizes transparent and accessible product communication. We utilize our official website, transit advertising on delivery fleets, and social media platforms—such as **Facebook and Line**—to ensure customers can reach us conveniently. Dedicated personnel are assigned to provide continuous consultation, ensuring that all communications are efficient and precisely address customer requirements.

Over the past year, the Company has focused on **proactive communication** to build broad-based awareness and expand access to a diverse client base. By aligning our communication channels with modern digital search behaviors, we have enhanced information accessibility and strengthened long-term customer engagement.

Technical Support and Value Engineering We place great emphasis on high-quality, responsive **post-sales service** and technical advisory. Our team focuses on optimizing product performance while balancing cost-efficiency through initiatives such as **Light-weighting**—reducing packaging weight while strictly maintaining structural integrity and safety standards. This supports resource efficiency and aligns with the Company's sustainability framework.



One-Stop Service and Strategic Partnerships To enhance customer convenience, the Company offers a **One-Stop Service** model. Through a robust network of business partners, we provide a comprehensive packaging solution that includes labels, caps, and other essential components. This ensures that clients receive "ready-to-use" packaging tailored to their specific brand requirements.

The Company provides complimentary delivery services within **Bangkok and its vicinity** for orders meeting the specified minimum criteria. For upcountry deliveries, charges are applied based on actual costs, with customers having the flexibility to choose their preferred carriers, such as Thailand Post or private



logistics providers. All logistics operations are conducted under the principles of transparency and fair trade.

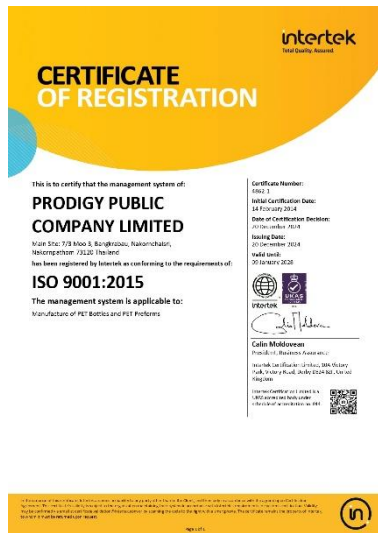
Operational Excellence and Governance From upstream to downstream, the Company adheres to certified management standards and clearly defined **Standard Operating Procedures (SOPs)** across all processes. We manage our **business value chain** with a steadfast commitment to quality, safety, social responsibility, and environmental care. This ensures that all stakeholders can remain confident in our commitment to professional ethics and continuous compliance with **Good Corporate Governance** principles.

Awards and Certifications

The Company is committed to continuously enhancing its production efficiency and management systems to maintain a manufacturing facility that meets universally recognized standards. To build enduring trust among our customers and stakeholders, the Company has achieved several internationally recognized certifications across various operational dimensions, as follows:



Procurement of Products and Services



The Company manages its procurement and supply chain through four key dimensions:

1. Fair Procurement Policy and Principles

The Company procures raw materials, machinery, and related services under the principles of fairness, transparency, and accountability. We uphold the standards of fair competition, non-discrimination, and prioritize quality, price appropriateness, and business continuity.

All procurement practices are aligned with the Company's Good Corporate Governance policy, Code of Conduct, and relevant laws to ensure maximum benefit for the Company and all stakeholders.

2. Supplier Selection and Evaluation Process

PET Resin is our primary raw material, directly impacting product quality and production stability. Therefore, the Company employs a systematic selection and evaluation process based on key criteria:

- **Quality and Production Standards:** The supplier's manufacturing excellence.
- **Supply Continuity:** The ability to provide a steady and uninterrupted supply.
- **Financial Stability and Business Credibility:** The supplier's long-term viability.
- **Legal Compliance:** Adherence to all relevant laws and industrial regulations.
- **Environmental and Ethical Practices:** Commitment to sustainable and ethical business.

The Company conducts **Periodic Evaluations** and maintains an **Approved Vendor List (AVL)** reviewed by relevant departments to mitigate quality and delivery risks.

3. Supply Chain Risk Management

To navigate market volatility and prevent shortages, the Company utilizes a **multi-sourcing strategy** for key raw materials and maintains appropriate **Safety Stock** levels to ensure uninterrupted production.

- **Main Production Facility:** Located in Bang Krabao, Nakhon Chai Si, Nakhon Pathom, covering approximately 17 Rai. This site houses the headquarters, warehouses, and production lines equipped with advanced injection molding, blow molding, and preform manufacturing machinery.
- **Operational Resilience:** The plant layout is designed as two independent production units with separate power and support systems. This structure supports the **Business Continuity Plan (BCP)** and minimizes the risk of total production downtime.
- **Regional Expansion:** The Company established a branch in **Surin Province** (approx. 15 Rai) to expand regional capacity, reduce lead times, and enhance logistical flexibility. This geographic diversification reduces operational risks and supports long-term supply chain stability.

These supply chain risks are integrated into the **Enterprise Risk Management (ERM)** framework and are regularly monitored by executive management.

4. Ethics, Human Rights, and Supplier Sustainability

The Company mandates that the procurement of products and services must adhere to ethical business practices and respect human rights. We expect our suppliers to strictly comply with labor laws, environmental regulations, and occupational safety standards.



We communicate our ethical guidelines to our partners and encourage them to operate with social and environmental responsibility. Should risks or ethical issues arise, the Company will collaborate with the partner on corrective actions or re-evaluate the business relationship as appropriate. This reflects our commitment to a transparent, accountable, and sustainable supply chain.

The maximum production capacity and capacity utilization rates for the years 2023, 2024, and 2025 are as follows:

	2023	2024	2025
Maximum Production Capacity (Millions of plastic bottles per month)	61.5	61.5	61.5
Preform Production Capacity (Millions of pieces per month)	20	20	20
Average Capacity Utilization Rate (%)	47.68	44.34	49.47

Raw Materials: Primary Inputs and Supply Chain Risk Management

The primary raw material utilized in the Company's production is **PET Resin (Polyethylene Terephthalate)**, which represents a significant portion of total production costs. This material directly impacts product quality, manufacturing stability, and the Company's overall competitive edge. The Company procures PET resin from highly reputable and industry-recognized domestic manufacturers and distributors, such as **Indorama Polymers PCL, IVICT (Thailand) Co., Ltd., and Mitsui & Co. (Thailand) Ltd.**



As PET resin is a **commodity**, its price is subject to volatility driven by global market conditions, crude oil prices, foreign exchange rates, and industry-specific supply-demand dynamics. Consequently, the Company closely monitors raw material price trends and conducts periodic impact assessments on its cost structure. These insights inform strategic procurement planning, cost management, and the appropriate determination of commercial terms with customers.

Regarding inventory management, the Company maintains an optimal **Safety Stock** level that aligns with production schedules and order forecasts. Furthermore, a **multi-sourcing strategy** is employed to mitigate the risk of over-reliance on any single supplier. The Company consistently monitors inventory levels and turnover ratios to ensure efficient working capital management while maintaining uninterrupted production continuity.



Historically, the Company has never encountered raw material shortages that disrupted production or delivery. This reflects the effectiveness of our supply chain management system and **Supply Chain Risk Governance**, which is fully integrated into the **Enterprise Risk Management (ERM)** framework.

The Company fully recognizes that raw material volatility can directly impact **Business Continuity** and long-term competitiveness. Consequently, raw material risk management is designated as a key priority monitored at the executive level. This ensures that the Company maintains production stability, meets delivery deadlines, and consistently reinforces customer confidence.

Customer Engagement & Onboarding Processes

I. Standardized PET Products (Existing Catalog)

1. **Product Sampling & Quotation:** The Company provides various PET bottle samples along with price quotations for the client's consideration.
2. **Consultation:** Both parties engage in discussions to finalize pricing, terms, and specific conditions.
3. **Commercial Production:** Upon the client's acceptance of the terms and product specifications, the Company commences commercial manufacturing and delivers the goods according to the purchase order.

II. Bespoke PET Products (Custom Specifications)

1. **Credentials Presentation:** The Company submits technical data and its track record of past performance to the client for initial review.
2. **Commercial Site Visit:** The client conducts an on-site inspection of the Company's operations to verify that our work systems and production processes meet their required standards.
3. **Technical Evaluation:** A comprehensive assessment of the Company's capacity, technical capabilities, and quality control systems to ensure we can produce items that precisely match the client's unique requirements.
4. **Specification Submission:** The client provides detailed product data, including raw material types, dimensions, shapes, and required volumes. The Company analyzes these details for quoting, sampling, and production planning.
5. **Cost Analysis & Quotation:** The Company performs a detailed cost analysis and submits a formal quotation to the client.
6. **Detailed Negotiation:** Both parties discuss and finalize the specific pricing and contractual terms.
7. **Final Prototype & Production Plan:** Once the price is accepted, the Company develops a final product prototype and submits a comprehensive production schedule to the client.



8. **Client Verification:** The client reviews and validates the accuracy of the final prototype and the proposed production plan.
9. **Commercial Launch:** Upon final approval of the prototype and plan, the Company initiates commercial-scale production and delivers the products according to the agreed schedule.



Nature of Business Operations

Business Overview

Prodigy Public Company Limited ("the Company") is a premier manufacturer and distributor of **PET (Polyethylene Terephthalate) packaging and preforms**. We serve the food and beverage industries, including bottled water, fruit juices, vegetable oils, and seasonings, as well as the pharmaceutical and dietary supplement sectors. Our core strength lies in providing **Customized Packaging Solutions** tailored to the specific functional requirements of each client.

The Company operates primarily as a **B2B (Business-to-Business)** entity, with the vast majority of our revenue generated from the sale of PET bottles and preforms to industrial food and beverage producers.

We position ourselves not merely as a manufacturer, but as an **"Integrated Packaging Solutions Provider,"** offering a comprehensive value chain that includes product design, technical consultancy, manufacturing, quality control, logistics, and after-sales support.

Regional Expansion and Market Potential

Through our branch in **Surin Province**, we effectively serve regional demand, particularly in the Northeastern (Isan) region. This strategic location has enabled the Company to expand its customer base significantly within the region, with high expectations for continued growth across various product categories.

The Northeastern region is a vital hub for the seasoning industry, specifically for **"Fermented Fish Sauce" (Pla-ra)**. This sector is characterized by a unique and renowned production culture. Many provinces in this region produce high-quality fermented fish sauce that is popular both domestically and in export markets. Consequently, the fermented fish sauce market shows strong potential for continuous and sustainable growth.

Product and Service Categories

The Company's products are categorized into **six primary groups**:

1. Vegetable Oil Packaging
2. Drinking Water Packaging
3. Fruit Juice Packaging
4. Seasoning Packaging



5. Pharmaceuticals & Dietary Supplements Packaging

6. PET Preforms

We offer expertise in designing shapes, sizes, weights, and specific technical characteristics to ensure practical functionality. Our designs prioritize structural integrity, consumer safety, compatibility with automated filling lines, and cost-efficiency.

Our comprehensive services include:

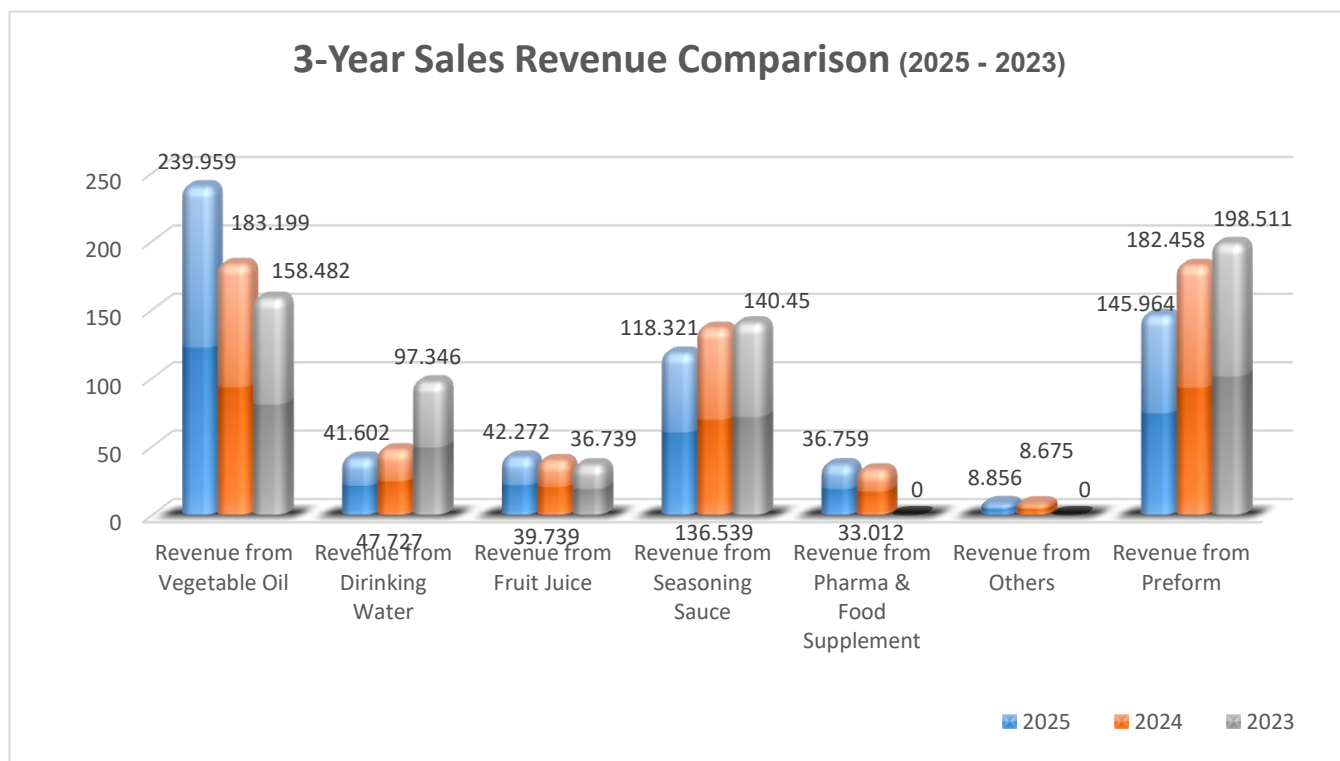
- Technical consultancy on packaging selection.
- Collaborative troubleshooting and optimization of the client's bottling processes.
- Joint product development (**Co-development**) with clients.
- **One-Stop Service** solutions in collaboration with strategic partners for caps, labels, and other essential components required by the client.

Revenue Structure

the Company's primary revenue stream has been derived from the **Vegetable Oil** segment. However, the Company has implemented a strategic policy to mitigate **revenue concentration risk** by reducing over-reliance on any single customer group.

Product group	2025	%	2024	%	2023	%
Revenue from Vegetable Oil	239.959	37.86	183.199	29.02	158.482	25.10
Revenue from Drinking Water	41.602	6.56	47.727	7.56	97.346	15.41
Revenue form Fruit Juice	42.272	6.67	39.739	6.29	36.739	5.82
Revenue from Seasoning Sauce	118.321	18.67	136.539	21.63	140.450	22.24
Revenue from Pharma & Food Supplement	36.759	5.80	33.012	5.23	-	-
Revenue from others	8.856	1.40	8.675	1.37	-	-
Revenue from Preform	145.964	23.03	182.458	28.90	198.511	31.43
Total	633.732	100.00	631.350	100.00	631.528	100.00





Note: 2023 revenue for other products is included within the Seasoning and Others group.

Business Operations by Product Line

The Company manufactures and distributes Polyethylene Terephthalate ("**PET bottles**") to its customers. Customers utilize these PET bottles to package their own products. Additionally, the Company supplies **Preforms** for customers who possess their own blow-molding machines to produce bottles independently.

Product Characteristics

The Company is a manufacturer and distributor of PET plastic bottle packaging, capable of producing a wide variety of shapes and capacities to meet specific customer requirements. Our products are widely recognized by both industrial brands and general consumers. The PET bottles produced and distributed by the Company range in size from **60 ml to 6,000 ml**. The primary raw material used in the production process is **PET Resin**.

The PET bottle packaging manufactured for each customer varies in detail based on their functional needs. These variations include shape, size, color, raw material specifications, unique material properties, and bottle labeling.

The Company's product portfolio can be categorized into **five main groups** based on the application of the PET bottles, as follows:

1. **PET Bottles for Fruit Juices**
2. **PET Bottles for Vegetable Oil**



3. **PET Bottles for Drinking Water**
4. **PET Bottles for Fish Sauce and Seasonings**
5. **PET Bottles for Pharmaceuticals Including the *Preform Group*.**

Details for each product group are provided below.

Fruit Juice PET Bottle Group



The Company is a manufacturer and distributor of PET plastic bottles for **bottled fruit juices**. The PET bottles produced range in capacity from **200 ml to 1,000 ml** (with weights ranging from **13 g to 56 g**). These are available in both **clear** and **opaque white**, the latter of which helps extend the shelf life of light-sensitive beverages.

The revenue generated from the production and sale of this product category accounted for **5.82%, 6.29%, and 6.67%** of total sales revenue in **2023, 2024, and 2025**, respectively.



Vegetable Oil PET Bottle Group



The Company's PET bottles for the **vegetable oil segment** range in capacity from **250 ml to 5,000 ml** (with weights ranging from **15 g to 110 g**). Key customers in this segment include **Thai Vegetable Oil Public Company Limited**, under the **"Angoon"** trademark, and **Thai Edible Oil Company Limited**, under the **"King"** trademark. Revenue from the production and sale of this product category accounted for **25.10%, 29.02%, and 37.86%** of total sales revenue in **2023, 2024, and 2025**, respectively.

Drinking Water PET Bottle Group



The Company is a manufacturer and distributor of PET plastic bottles for **bottled drinking water**. The PET bottles produced by the Company range in capacity from **350 ml to 6,000 ml** (with weights ranging from **13 g to 110 g**). These are available in both **clear** and **transparent blue**. Revenue from the production and sale of this product category accounted for **15.41%, 7.56%, and 6.56%** of total sales revenue in **2023, 2024, and 2025**, respectively.



Seasoning Sauce PET Bottle Group



The Company is a manufacturer and distributor of PET plastic bottles for **fish sauce, seasonings, and other products**. The PET bottles produced by the Company range in capacity from **60 ml to 2,000 ml** (with weights ranging from **6 g to 67 g**).

Revenue from the production and sale of this product category accounted for **22.24%, 21.63%, and 18.67%** of total sales revenue in **2023, 2024, and 2025**, respectively.

Pharma & Food Supplement PET Bottle Group



The Company is a manufacturer and distributor of PET plastic packaging for **pharmaceuticals and dietary supplements**. The PET containers produced by the Company include **amber-colored bottles** and **opaque white jars**, with capacities ranging from **40 cc to 240 cc** (weights ranging from **12 g to 30 g**).

Revenue from the production and sale of this product category accounted for **5.23% and 5.80%** of total sales revenue in **2024 and 2025**, respectively.



Preform Group for Bottle Blowing



The Company is a manufacturer and distributor of **preforms for bottle blowing**. Currently, the Company produces three preform sizes: **13.5 g, 28 g, and 31 g**, available in both **clear** and **blue**. The Company began selling preforms in the **second quarter of 2018** (2561 BE) and has seen its customer base in this segment grow in subsequent years.

Revenue from the production and sale of this product category accounted for **31.43%, 28.90%, and 23.03%** of total sales revenue in **2023, 2024, and 2025**, respectively.

Customer Characteristics and Target Groups

The Company's primary customers are in the **food and beverage industries**, which maintain a consistent demand for PET packaging, as well as other consumer goods manufacturers. Our clientele includes both **major corporations and SMEs**. The Company employs a strategy of **diversifying its customer base** to mitigate the risk of over-reliance on any single client.

Strategies and Competitive Advantages

The Company focuses on the following competitive strategies:

1. **Customized Product Development:** Developing products that meet specific customer requirements.
2. **Quality Control and Manufacturing Standards:** Ensuring high-standard production processes.
3. **Technical Support and Collaborative Problem-Solving:** Providing technical services and working closely with customers to resolve issues.
4. **Cost-Efficiency Management:** Managing production costs effectively.
5. **Regional Capacity Expansion:** Expanding production capabilities within the region.

The Company prioritizes maintaining **long-term customer relationships** while continuously expanding its new customer base.



Business Operations

Manufacturing Process

The Company operates a PET plastic packaging business with a systematically controlled core manufacturing process consisting of:

1. **Injection Process** Producing preforms from PET resin under strictly controlled temperature and pressure, in accordance with defined quality standards.
2. **Blowing Process** Transferring preforms into the blow-molding process to shape them into PET bottles based on the specific designs, sizes, weights, and properties required by customers.
3. **Quality Control** Implementing quality checks at every stage of production (**In-process & Final Inspection**) to ensure that all products meet specifications and relevant industry standards.

The Company operates under management systems certified to international standards to oversee product quality, workplace safety, and environmental management. This systematic approach is a key mechanism in mitigating **Operational Risk** and building customer confidence.

Our primary manufacturing facility is located in **Nakhon Pathom**, with a branch in **Surin** to support production expansion and enhance logistical flexibility. Furthermore, the main factory is equipped with a **Dual Power System** to strengthen **Business Continuity Management (BCM)** and reduce the risk of production downtime.

Research and Development (R&D)

The Company recognizes the vital role of Research and Development in building competitiveness and adapting to changing industry trends, focusing on two main pillars:

(1) Product and Process Development

The Company continuously engages in **Co-development** with customers to meet specialized needs, such as:

- **Colored PET bottles**, including transparent blue, amber, and opaque white.
- **Lightweight Design** for packaging.
- **Customized shapes, sizes, and specific functional properties.**

These developments focus on maximizing raw material efficiency and reducing packaging weight while maintaining strength and safety. This approach helps reduce costs for customers and supports efficient resource utilization. In terms of manufacturing, the Company integrates technology and **Continuous Improvement** methodologies to minimize waste, enhance machine efficiency, and control production costs—essential factors for long-term competitiveness.

(2) Internationally Certified Quality Standards

The Company has earned certifications for quality management and food safety systems, including:

- **ISO 9001:2015**
- **GMP (Good Manufacturing Practice)**
- **HACCP (Hazard Analysis and Critical Control Point)**



(3) Development of Health-Safe Products and Consumer Responsibility

The Company prioritizes the development of products that are safe for the health and hygiene of end-consumers. We ensure that product design and development adhere to **Food Safety** standards and relevant legal requirements throughout the entire value chain. Furthermore, the Company has established systematic policies for raw material quality control, production, and pre-delivery product testing to ensure that our packaging is safe, fit for purpose, and poses no health risks to consumers.

During the Research and Development (R&D) process, the Company undertakes the following actions:

- **Establishing Product Specifications** that align with safety standards and specific customer requirements.
- **Performance Testing** to evaluate physical properties and functional suitability before proceeding to commercial production.
- **Product Risk Assessment** to evaluate quality and safety risks.
- **Packaging Optimization** to ensure appropriate weight and structural strength without compromising the quality of the contained food and beverage products.

The Company operates under internationally certified quality management systems, including **ISO 9001:2015, GMP, and HACCP**. These frameworks cover the control of potential hazards in the production process, alongside continuous monitoring, auditing, and system reviews.

Additionally, the Company maintains a systematic channel for receiving customer complaints and feedback. This data is analyzed to drive **Continuous Improvement** of both products and manufacturing processes, thereby elevating safety standards and customer satisfaction.

In **2025**, the Company received no significant complaints regarding product safety. We remain committed to continuously evolving our quality control processes and risk assessments to align with international standards and stakeholder expectations.

Furthermore, the Company considers environmental impacts alongside quality development. We have participated in the **Green Industry Project** by the Ministry of Industry to promote environmentally and socially responsible business practices. The development of these standardized systems is an integral part of our **Risk Management** framework and **Good Corporate Governance**, aimed at building trust among customers, shareholders, and all stakeholder groups.

Distribution and Service

The Company conducts its sales and product distribution through a **direct marketing team** that possesses a deep understanding of the business nature and specific requirements of customers across various industry segments. Additionally, the Company utilizes **online channels** to facilitate seamless communication and provide easy access to product information.

Regarding **product delivery**, the Company establishes clear service terms and offers flexibility in selecting transportation methods tailored to the specific locations and needs of customers, covering Bangkok, its vicinity, and other provinces. We prioritize **On-time Delivery** and efficient **logistics cost control**.



These approaches help strengthen long-term customer relationships (**Customer Retention**), enhance competitive advantage, and support consistent revenue growth.

Executive Summary of Business Operations: Fiscal Year 2025

In 2025, **Prodigy Public Company Limited** ("the Company") operated under a framework of **Good Corporate Governance**, alongside risk management and sustainable development. The Company focused on enhancing production efficiency, developing market-responsive products, maintaining quality standards, and continuously strengthening customer confidence. The performance in each dimension is summarized as follows:

1. Enhancement of Manufacturing Efficiency and Business Continuity

The Company consistently implemented projects to improve production line efficiency, aiming to reduce manufacturing waste, increase machine utilization rates, and optimize production cost management. Concurrently, the **Business Continuity Plan (BCP)** was reviewed to address operational risks concerning electrical systems, machinery, and logistics.

The factory structure, designed with modular production units and independent electrical systems, significantly mitigated the risk of production downtime and ensured stable, continuous product delivery. In 2025, the Company experienced no significant disruptions affecting business operations.

2. Research and Development for Competitive Advantage

The Company prioritizes continuous **Co-creation** with customers, focusing on designing packaging with optimized weight to reduce raw material usage without compromising product integrity. This includes supporting the use of recycled materials (**rPET**) and developing packaging solutions that align with environmental trends.

These initiatives not only enhance resource efficiency and reduce costs for customers but also align with the Company's sustainable growth strategy and its defined **Material ESG Topics**.

3. Maintenance and Development of Quality and Safety Standards

The Company operates under certified management systems, including **ISO 9001:2015, GMP, and HACCP**, with regular monitoring and system reviews to systematically control product quality, workplace safety, and environmental management.

In 2025, the Company passed all scheduled audits with no major non-conformities, and there were no instances of certificate suspension or revocation. Furthermore, the Company provided ongoing training to employees regarding quality, safety, and business ethics to foster a corporate culture rooted in quality and responsibility.

4. Customer Relationship Management and Market Expansion

The Company executed a marketing strategy focused on maintaining relationships with existing clients while expanding its new customer base through a **direct marketing team** and online communication channels to facilitate easy access to information and consultation.

In 2025, the Company placed high importance on improving after-sales service quality, providing packaging design consultancy, and managing on-time delivery. Consequently, the Company received no significant complaints that impacted customer trust.



5. Governance and Integration with Risk Management and Sustainability

The aforementioned performance is overseen by the **Board of Directors and Executive Management**. Operational results, key risks, and sustainability issues are regularly reported to the Board to ensure that business operations align with the corporate strategy, risk management plans, and the established sustainability development framework.

The Company is confident that its operations in **2025** reflect its ability to maintain business stability while creating value for all stakeholder groups. This sets a solid foundation for secure and sustainable growth in the long term.

Environmental Impact and Management: Fiscal Year 2025

The Company recognizes the importance of conducting business alongside environmental responsibility. Our manufacturing processes are designed to comply with legal standards and systematically control environmental impacts.

1. Management under Standardized Systems

In 2025, the Company continued to operate under the **ISO 14001:2015** Environmental Management System. This involved reviewing **Significant Environmental Aspects**, conducting **Environmental Risk & Opportunity Assessments**, and regularly monitoring indicators for energy, resources, and waste.

The Company sets annual environmental objectives and targets, reporting performance results to senior management and reviewing system effectiveness through **Internal Audits** and **Management Reviews**.

2. Environmental Governance

Following the establishment of the Environmental Committee in 2024, the Company further enhanced the committee's role in 2025. Its responsibilities now include monitoring performance against environmental targets, overseeing energy reduction projects, and driving corporate-level greenhouse gas (GHG) reduction initiatives.

Senior management is actively involved in directing and tracking the progress of the **Carbon Footprint of Organization (CFO)** project to ensure alignment with the Company's sustainable growth strategy.

3. Energy and Resource Initiatives

The Company implements measures to promote energy efficiency, focusing on improving machinery performance, controlling electricity consumption in production, and fostering resource conservation awareness among employees.

The **"Paperless Project"** has been continuously developed through internal digital communication systems, reducing paper usage and increasing the efficiency of environmental data communication.

4. Carbon Footprint of Organization (CFO) Management

In 2025, the Company collected and analyzed GHG emissions data at the corporate level (**Scope 1, Scope 2, and evaluated Scope 3** where applicable) to serve as a baseline for future reduction targets. This data is utilized for **Climate-related Risk** analysis and planning for energy efficiency improvements, as well as developing products that minimize environmental impact.

Reflecting the high priority placed on this matter by top management, a consultant was appointed in mid-2024 to analyze company activities across all three scopes of GHG emissions. Subsequently, in 2025, an external verifier was engaged to validate the accuracy of the data for certification. Consequently, the Company was officially granted **Carbon**



Footprint of Organization (CFO) certification by the **Thailand Greenhouse Gas Management Organization (TGO)** in August 2025.

5. 2025 Performance Summary




In 2025, the Company experienced no significant environmental impact incidents and had no cases of non-compliance with environmental laws. The Company is committed to continuously evolving its environmental management approach by integrating environmental performance with sustainable growth strategies and enterprise risk management to balance business results with long-term environmental responsibility.



Business Value Chain

Characteristics of the Company's Value Chain

The Company operates in the manufacturing and distribution of PET bottles and preforms, with a value creation process that encompasses the entire cycle from upstream to downstream, as follows:

	Main Activities	Key Business Drivers	Relevant ESG Dimensions	Governance	Support Activities
(Upstream)	การจัดหาวัตถุดิบและบริหารผู้ค้า				<ul style="list-style-type: none"> - Human Resources Management - Finance & Risk Management
	<ul style="list-style-type: none"> - PET Resin procurement - Supplier evaluation & selection - Contract & pricing management - Inventory control 	<ul style="list-style-type: none"> - Price volatility of PET Resin - Supply chain disruption risks - Impact of raw material quality on finished products 	<ul style="list-style-type: none"> E: Use of rPET / Circular Economy S: Human Rights in Supply Chain G: Supplier Code of Conduct 	<ul style="list-style-type: none"> - Raw material risk reporting to management - Executive approval of Approved Vendor List (AVL) 	
(Midstream)	Manufacturing & Quality Control				<ul style="list-style-type: none"> - Corporate Governance - ESG & CFO (Carbon Footprint) Management
	<ul style="list-style-type: none"> - Injection Process - Blowing Process - Quality Assurance (QA/QC) - Machine & Energy management 	<ul style="list-style-type: none"> - Machine efficiency (OEE) - Production waste/defect rates - Energy costs - Business Continuity 	<ul style="list-style-type: none"> E: Energy consumption / Carbon Footprint (CFO) S: Occupational Health & Safety G: ISO 9001 / ISO 14001 Systems 	<ul style="list-style-type: none"> - Monthly Production KPIs - Internal Audit - Management Review 	
(Downstream)	Marketing, Distribution & After-Sales				
	<ul style="list-style-type: none"> - Product Co-development with clients - Technical consultancy - Logistics & Delivery - One Stop Service 	<ul style="list-style-type: none"> - Customer satisfaction - Quality reliability - Development of health-safe packaging 	<ul style="list-style-type: none"> E: Lightweight/ rPET S: Consumer Safety & Health G: PDPA / Customer Data Protection 	<ul style="list-style-type: none"> - Complaint management reporting - Customer Satisfaction tracking - Executive-level oversight 	



Business Success Factors and Risks: Fiscal Year 2025

Key Success Factors (KSF)

1. **Expertise in PET Packaging and Preform Manufacturing** The Company possesses specialized expertise in PET plastic packaging and preform production, utilizing efficient manufacturing technologies, systematic quality control, and the ability to develop products that meet customer needs with flexibility and speed.
2. **Long-term Customer Relationships and Market Insight** The Company focuses on building Strategic Partnerships by deeply understanding the requirements of downstream markets—including beverages, food, and consumer goods—enabling the development of value-added products and consistent customer retention.
3. **Efficient Cost and Raw Material Management** The Company maintains a system to closely monitor and analyze PET Resin price volatility, while managing inventory and procurement terms effectively to mitigate impacts on profit margins.
4. **Strong Corporate Governance and Systematic Risk Management** The Board of Directors and relevant sub-committees play a vital role in policy-making, oversight, and regular performance monitoring under the principles of good governance, transparency, and adequate disclosure to all stakeholders.
5. **Environmentally Responsible and Sustainable Operations** The Company operates in accordance with ISO 14001:2015 and drives the Carbon Footprint of Organization (CFO) project, alongside energy-saving and waste-reduction initiatives, to support long-term sustainable growth.

Key Business Risks

1. **Raw Material Price Volatility** PET resin is a primary raw material with prices fluctuating according to global oil prices and economic conditions. The Company manages this risk by monitoring market trends in advance, practicing prudent inventory management, and negotiating commercial terms that appropriately reflect cost changes.
2. **Economic Conditions and Purchasing Power Risks** Economic uncertainty may impact customer order volumes. The Company mitigates this by diversifying its customer base and developing a wide range of products to reduce over-reliance on any single client or industry.
3. **Competition within the Packaging Industry** The packaging industry faces intense price and quality competition. The Company focuses on differentiation through superior product quality, innovation, and fast, reliable service.
4. **Regulatory and Environmental Risks** Changes in environmental laws or regulations may affect production models. The Company closely monitors regulatory requirements and adapts its manufacturing processes to remain compliant with all relevant standards.
5. **Key Personnel Dependency and Business Continuity Risks** Recognizing the importance of key personnel, the Company has implemented Succession Planning and a Business Continuity Plan (BCP) to minimize impacts from unforeseen events.



Governance Oversight

The Board of Directors oversees key success factors and business risks through regular quarterly meetings. Their oversight includes reviewing risk analysis reports from management and evaluating the adequacy of internal control systems to ensure the Company can manage risks within acceptable levels while supporting long-term sustainable growth.

Furthermore, the Board of Directors has appointed a specific sub-committee: the Corporate Strategy, Risk, and Sustainability Committee. This committee is tasked with the dedicated responsibility of deliberating on the Company's risk management and sustainability initiatives.



2

Risk Management

Risk Management Policy

Prodigy Public Company Limited (the "Company") recognizes the critical importance of integrating a systematic risk management framework into its business operations. This policy serves as a vital tool to ensure the Company achieves its corporate objectives and maintains sustainable growth.

Definitions of Risk and Risk Management

- **Risk:** Refers to any uncertainty that may arise at any time and impact business operations, potentially causing the Company to fall short of its defined objectives. Such risks may result in financial loss or cause damage to the Company's image and reputation.
- **Risk Management:** Refers to the collective process in which personnel across the organization participate in identifying, analyzing, and forecasting potential events or risks. This includes establishing guidelines to mitigate and manage risks within appropriate or acceptable levels to help the organization achieve its goals.

Risk Management Policy Guidelines:

1. **Shared Responsibility:** Risk management is the responsibility of every employee. All personnel must be aware of the risks within their respective departments and the Company at large, ensuring that risk management is conducted systematically at an adequate and appropriate level.
2. **Strategic Management Tool:** Risk management is a fundamental tool for the Company. Personnel at all levels must possess a clear understanding and provide full cooperation in managing risks.
3. **Governance and Efficiency:** The Company shall establish effective risk management processes in accordance with Good Corporate Governance principles. This includes the appointment of a Risk Management Committee to ensure systematic oversight, hierarchical reporting, and the reduction of risk likelihood and impact. Regular reports must be submitted to the Board of Directors for acknowledgment.
4. **Risk Culture:** The Company promotes the realization of risk management by instilling a "Risk Culture" across the organization. It is the duty of every employee to integrate risk awareness into their daily operations to drive the Company toward its defined success.
5. **Framework and Controls:** Every line of command involved in risk management must operate under a clear framework. This includes developing risk management guidelines and implementing appropriate and effective control measures.



Enterprise Risk Management (ERM)

The Company recognizes the importance of risk management as a vital mechanism that supports stable and sustainable business operations amidst a volatile and rapidly changing business environment—encompassing economic shifts, competition, technology, legislation, as well as environmental and social issues.

The Company has established a comprehensive risk management system covering Strategic Risk, Operational Risk, Financial Risk, Compliance Risk, and Environmental & Sustainability Risk. Risk management is integrated into strategic planning and executive decision-making to ensure that the Company's operations respond appropriately to changes in the business landscape.

Risk Management Policy and Framework

The Company defines its risk management policy as an integral part of the organizational management process. We focus on identifying, assessing, and managing risks that may impact the achievement of business objectives in both the short and long term. The Company's risk management process considers both internal and external factors and is regularly reviewed by Executive Management and the Board of Directors.

Identification and Assessment Process

The Company identifies and assesses risks arising from changes in the business environment, including:

- External Factors: Economic conditions, raw material price volatility, industry competition, changes in laws and government policies, and environmental and sustainability trends.
- Internal Factors: Production efficiency, product quality, resource availability, and risk management systems.

Identified risks are evaluated based on their significance and potential impact on business operations to determine appropriate management guidelines and provide strategic insights for executive decision-making.

Risk Management Process and ESG Integration

Prodigy Public Company Limited ("PDG") manages risks according to the Enterprise Risk Management (ERM) framework by integrating Environmental, Social, and Governance (ESG Risks) into the core risk management process. This ensures alignment with our strategic direction and the drive toward business sustainability.

The Company's Risk Management Process:

1. Risk Identification: Covers Strategic, Operational, Financial, Legal/Compliance, Technological, and ESG risks, including Emerging Risks.
2. Risk Assessment: Risks are evaluated based on Likelihood (probability of occurrence) and Impact (severity), considering financial, reputational, operational, and sustainability consequences.
3. Risk Mitigation Plan: Identifying Risk Owners and establishing clear management and response plans.
4. Monitoring & Reporting: Risks are reviewed regularly, with performance reports submitted to the Board of Directors at least once a year.



Key Enterprise Risks

In 2025, the Company identified several key risks that could significantly impact business operations, financial performance, and overall competitiveness, as detailed below:

1. Risk of Volatility in Raw Material and Energy Costs

The Company's business relies heavily on PET resin as a primary raw material. Its price is highly volatile and is influenced by global economic conditions and international geopolitical situations. Such fluctuations can directly affect production costs and the Company's profit margins.

- Management Approach: The Company diversifies its sourcing of raw materials, maintains high production efficiency, and continuously reviews manufacturing processes to optimize raw material utilization.

2. Risk of Competition in the PET Plastic Packaging Industry

The PET packaging industry is characterized by intense competition, particularly regarding pricing, which may affect the Company's market share and profitability.

- Management Approach: The Company focuses on differentiation through superior product quality, production consistency, and the ability to meet specific customer requirements (customization), while developing high-value-added products.

3. Legal and Environmental Regulatory Risk

Changes in environmental laws and government policies may impact the Company's operational processes and compliance costs.

- Management Approach: The Company closely monitors changes in legislation and regulatory requirements while ensuring that its environmental management systems are fully prepared to remain compliant with all relevant standards.

4. Risk of Product Quality and Customer Confidence

Product quality is a critical factor in maintaining customer trust. Any quality-related issues could damage the Company's reputation and long-term business relationships.

- Management Approach: The Company prioritizes quality control throughout the entire production process and continuously enhances its inspection and improvement systems to ensure excellence.



Significant Risks for Fiscal Year 2025

The following table presents the Company's primary risks, categorized by risk type and integrated with ESG Risks & Strategies:

Risk Category	Risk Issue	Risk Level	Management Approach
Strategic Risk	PET Resin Price Volatility	High	Diversify sourcing, establish long-term contracts, and implement efficient inventory management.
Operational Risk	Production disruption from unforeseen events	Medium	Develop a Business Continuity Plan (BCP) and establish supply chain contingency plans.
Environmental Risk (Climate)	Impacts from climate change	Medium	Enhance energy efficiency, upgrade machinery, and closely monitor environmental legislation.
Social Risk	Employee health and safety	Medium	Implement Occupational Health and Safety (OHS) systems and provide regular training.
Governance Risk	Non-compliance with laws and capital market regulations	Low	Maintain internal oversight systems and conduct continuous compliance monitoring.
Geopolitical / Emerging Risk	Geopolitical uncertainty affecting operations (e.g., potential border conflicts near the Surin branch)	Low – Medium	Closely monitor the situation and prepare contingency plans, including backup operational sites.

Note: ESG risks are fully integrated into the existing Enterprise Risk Management (ERM) framework and are not managed as a separate, independent process.



Climate-related Risk Assessment based on TCFD Framework

The Company has assessed climate-related risks in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), at a level appropriate to its business size and nature. This assessment covers both Physical Risks and Transition Risks.

Risk Dimension	Issues Considered	Potential Impacts	Management Approach
Physical Risk	Heatwaves, flooding, or extreme weather events.	Disruptions to production efficiency and business continuity.	Maintain comprehensive property insurance, upgrade protection systems, and implement a Business Continuity Plan (BCP).
Transition Risk	Stricter environmental regulations and carbon reduction mandates.	Increased energy and operational costs.	Enhance machinery efficiency, reduce energy consumption, and develop eco-friendly products.

Risk Monitoring and Review

The Company regularly monitors and reviews its risk status through management meetings and reports submitted to the Board of Directors. This process aims to evaluate the effectiveness of risk management measures and adapt operational strategies to align with the evolving business environment.

Monitoring Emerging Risks

The Company continuously monitors and assesses Emerging Risks, such as:

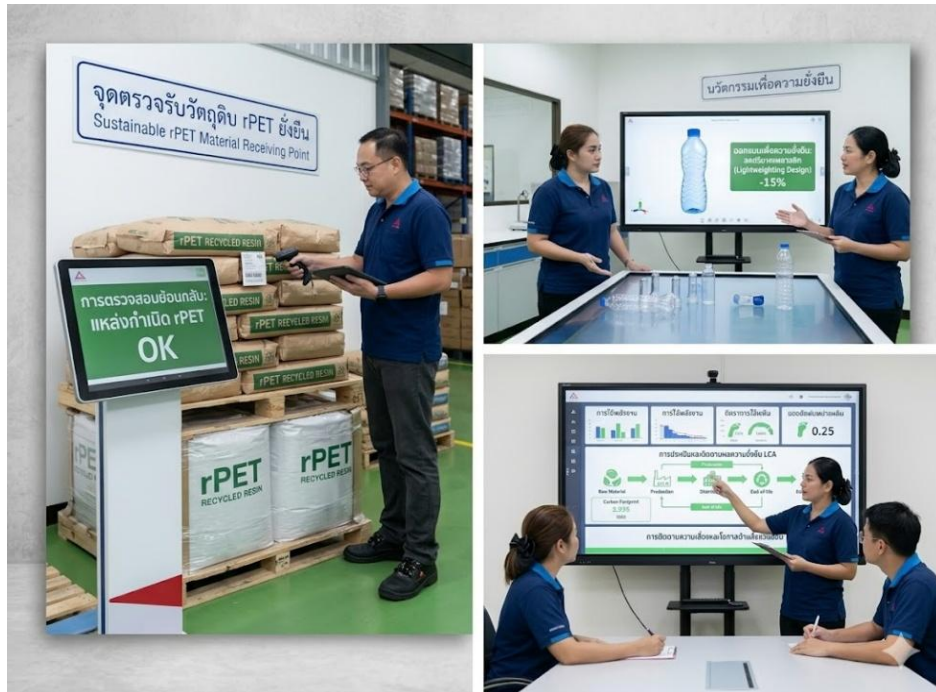
- Changes in environmental legislation and regulations.
- Trends in plastic alternative materials.
- Geopolitical volatility and uncertainties.
- Shifts in consumer behavior and preferences.

These risks are integrated into the Enterprise Risk Management (ERM) process and reported to the Board of Directors as appropriate.



Integration with Sustainable Business Operations

The Company's risk management prioritizes balancing business growth with responsibility toward the environment, society, and all stakeholders. We focus on minimizing environmental impacts, utilizing resources efficiently, and operating under the principles of Good Corporate Governance. By mitigating potential impacts on stakeholders, the Company aims to create long-term value and ensure organizational sustainability.



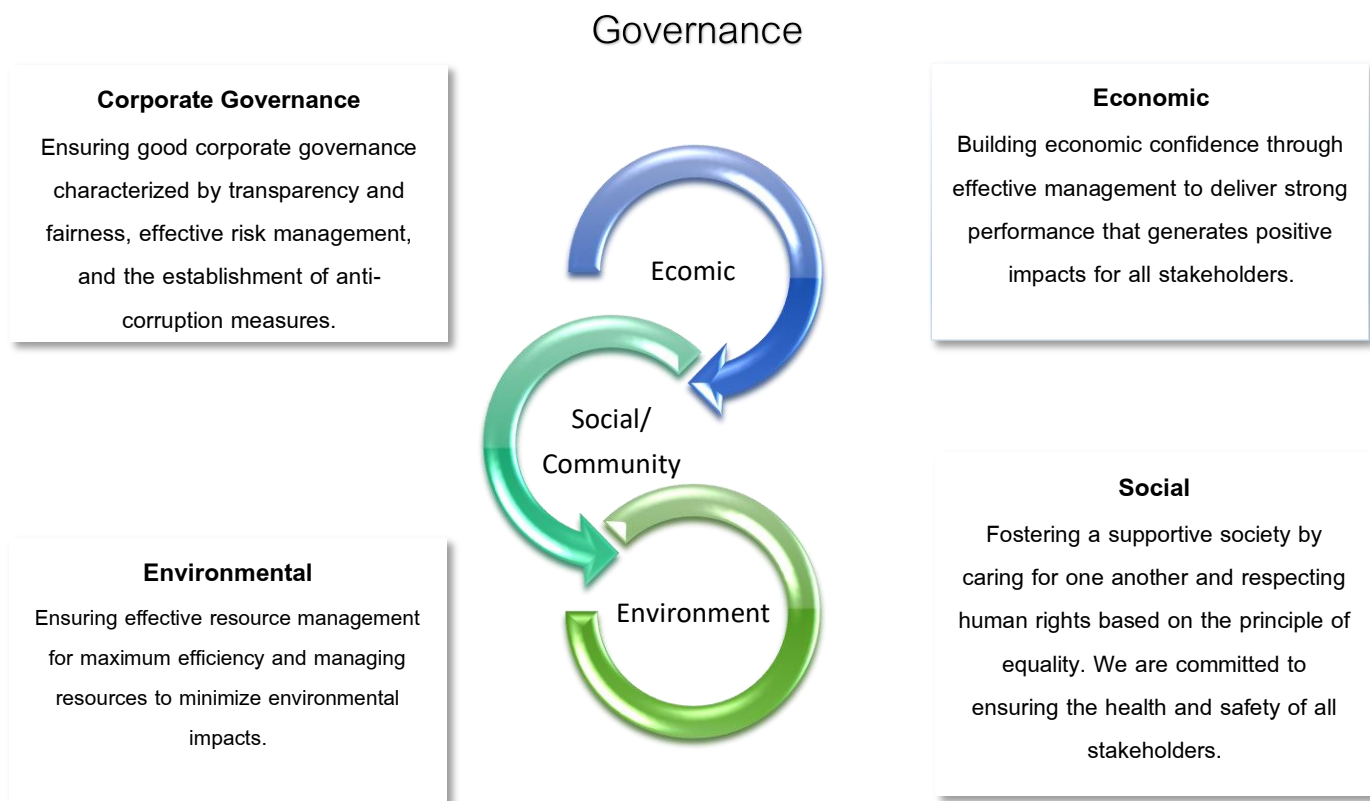
3 Driving Business for Sustainability



1. Corporate Sustainability Principles

The Company operates under a balanced framework that integrates Environmental, Social, and Governance (ESG) principles. This approach aims to create shared value for all stakeholders while maintaining long-term business stability and sustainability.

The Company firmly believes that sustainable organizational growth requires a clear Vision, Mission, and Strategy, supported by operational plans that advance alongside social and environmental stewardship. We prioritize transparent operations, good corporate governance, and a strong commitment to society and surrounding communities, focusing on creating a seamless synergy across these three core pillars.



1.1 Driving Business for Sustainability and ESG Governance 2025

1.1.1 Governance Framework and Board Responsibilities

The Board of Directors has integrated Environmental, Social, and Governance (ESG) issues into its strategic oversight. Rather than treating sustainability as a series of isolated activities, the Company integrates these principles into its business direction, risk management, and performance monitoring.

The roles and responsibilities of the Board of Directors include:



- Approving sustainability policies and operational frameworks.
- Reviewing significant ESG risk issues that may impact the business.
- Regularly monitoring ESG performance and related developments.

Management is responsible for developing action plans, defining Key Performance Indicators (KPIs), and providing periodic progress reports to the Board. This ensures that operations remain aligned with the corporate strategy and stay within the Risk Appetite (acceptable risk levels).

1.1.2 Integrating ESG with Strategy and Risk Management

The Company incorporates ESG factors into its Enterprise Risk Management (ERM) framework by identifying issues that impact long-term competitiveness and sustainability, including:

- PET Resin Price Volatility
- Energy Efficiency and Production Costs
- Greenhouse Gas (GHG) Emissions and Environmental Regulatory Trends
- Product Safety and Quality
- Sustainability Expectations from Customers and Business Partners

These risks are assessed based on their impact and likelihood. Control measures, responsible owners, and monitoring cycles are clearly defined and reported to the Board of Directors.

1.1.3 Environmental Performance

In the context of the PET packaging business, the Company prioritizes resource efficiency and environmental impact reduction. Key actions taken in 2025 include:

- Monitoring and controlling electricity consumption per production unit, including the efficiency of power generation from Solar Rooftops.
- Improving production processes to achieve Scrap Reduction.
- Initiating the collection of Scope 1 and Scope 2 Greenhouse Gas Emissions data to serve as a baseline for future management.

The Company emphasizes development based on empirical data and follows a gradual approach aligned with organizational capabilities.

1.1.4 Social Performance

The Company recognizes its role in caring for employees, customers, and partners, focusing on:

- Occupational Health and Safety: Through training and accident prevention measures.
- Quality Control: Ensuring products meet relevant standards.
- Customer Grievance Mechanism: Systematically receiving and addressing customer complaints.

In 2025, there were no significant complaints regarding product safety or ethical issues.

1.1.5 Governance and Ethics

The Company operates under the principles of Good Corporate Governance by:

- Complying with laws and regulations from governing authorities.



- Maintaining a Business Code of Conduct and guidelines for directors, executives, and employees.
- Establishing Whistleblowing channels with clear whistleblower protection measures.

The Board of Directors continuously monitors governance and transparency to maintain the confidence of shareholders and stakeholders.

1.1.6 Future Development Roadmap

The Company has identified the following areas for further development:

- Upgrading the ESG Database to be more comprehensive and auditable.
- Reviewing environmental KPIs to align with the industry context.
- Further integrating ESG data into Strategic Decision-Making.

1.2 Management for Sustainability

The Company recognizes that sustainable growth requires a balance between Economic, Environmental, Social, and Governance (ESG) factors. In 2025, the Company integrated ESG issues into its strategy, risk management, and daily operations, specifically tailored to its core business of manufacturing and distributing PET packaging and preforms.

1.2.1 Sustainability Governance Structure

The Board of Directors oversees the overall sustainability agenda by:

- Reviewing ESG-related policies and operational guidelines.
- Acknowledging significant Environmental, Social, and Governance risks.
- Monitoring performance periodically.

Management is responsible for defining KPIs, action plans, and monitoring results, with regular reports submitted to the Board. Significant ESG issues are embedded into the Enterprise Risk Management (ERM) process to ensure proactive and systematic management.

1.2.2 Material Sustainability Issues 2025

Based on a review of the business context and stakeholder expectations, the Company has identified the following material issues:

Material Issues	Impact on Business	Management Approach
PET Resin Price Volatility	Production costs and profit margins.	Closely monitor market conditions, implement prudent inventory management, and adjust procurement plans.
Energy Efficiency	Production costs and environmental footprint.	Enhance machinery efficiency and control energy consumption per production unit.



Material Issues	Impact on Business	Management Approach
Greenhouse Gas (GHG) Emissions	Regulatory risks and customer expectations.	Collect data across all three scopes (Scope 1, 2, and 3) and monitor global trends.
Product Safety and Quality	Customer confidence and brand trust.	Maintain quality control according to international standards and systematically track customer complaints.
Corporate Governance and Ethics	Shareholder and investor confidence.	Strictly comply with laws, regulations, and the Corporate Code of Conduct.

1.2.3 ESG Performance Overview and Monitoring

The Company has established Key Performance Indicators (KPIs) that align with its business context. These indicators are subject to regular monitoring and periodic review to ensure continuous improvement and alignment with sustainability goals.

Dimension	Key Performance Indicators (KPIs)	2025 Strategic Direction
Environmental	Electricity consumption per production unit.	Maintain control to prevent any significant increase.
Environmental	GHG emissions across all 3 Scopes.	Initiate database establishment and monitor trends.
Economic	Production scrap rate.	Enhance efficiency to minimize waste.
Social	Occupational accident rate.	Focus on prevention and employee training.



Dimension	Key Performance Indicators (KPIs)	2025 Strategic Direction
Governance	Number of ethical complaints.	Zero significant cases.

The Company does not set overly aggressive targets beyond its organizational capabilities. Instead, we prioritize risk control, systematic data collection, and continuous improvement.

1.2.4 Integration with Risk Management

The Company integrates ESG issues into its **Corporate Risk Register**. Related risks, such as:

- Raw material price volatility.
- Environmental policy uncertainties.
- Customer expectations regarding sustainability.

These risks have been assessed based on their **severity** and **likelihood**. Corresponding control measures and responsible owners have been clearly defined.

2. Business Strategy (Short to Medium Term, 3-5 Years): The 3S Framework



Sustainable Profitability

1. Continuously enhance revenue generation and profitability.
2. Manage financial stability to ensure consistent liquidity for business operations.
3. Maintain a consistent dividend payment policy.

Sustainable Investment & Resource Management

1. Identify and pursue new investment opportunities to ensure continuous business growth.
2. Manage resources with maximum efficiency.
3. Invest in renewable energy to reduce operational costs.

Sustainable Organization Growth & Development

1. Enhance operational efficiency and reduce costs.
2. Empower people and optimize workflows to foster long-term growth.
3. Leverage technology to streamline business processes and drive efficiency.

2.1 Performance Summary 2025 Under the 3S Strategic Framework

In 2025, Prodigy Public Company Limited operated under the 3S Strategic Framework, which consists of:

1. Sustainable Profitability
2. Sustainable Investment and Resource Management
3. Sustainable Organization Growth and Development

This framework systematically integrates business operations with Enterprise Risk Management (ERM), Good Corporate Governance, and the management of Material ESG Topics.

2.1.1 Sustainable Profitability

In 2025, the Company focused on systematically enhancing production efficiency and cost control. We implemented Process Optimization projects to reduce waste, increase machine utilization rates, and prudently manage raw material costs amidst the volatility of key material prices.

The Company pursued a dual strategy of retaining our existing customer base while expanding into new markets. We prioritized product quality, punctuality, and providing technical consultancy to help customers achieve Total Cost Efficiency. This approach has enabled the Company to maintain long-term business relationships and consistently strengthen customer confidence.

These results reflect our ability to effectively manage risks related to costs, competition, and economic fluctuations under the strategic oversight of the Board of Directors.



2.1.2 Sustainable Investment and Resource Management

The Company manages production resources for maximum value by utilizing a factory structure designed with modular production units and independent electrical systems (Dual System). This setup enhances Business Continuity and mitigates the risk of production interruptions.

In 2025, the Company prioritized:

- Prudent raw material inventory management.
- Maintaining a multi-supplier strategy to mitigate supply chain risks.
- Enhancing energy efficiency and minimizing waste within the production process.

Furthermore, the Company supports the development of products using recycled materials (rPET) and packaging designs that reduce resource consumption without compromising quality. This aligns with industry trends and stakeholder expectations. These initiatives are integrated into our Supply Chain Risk Governance and systematic environmental management.

2.1.3 Sustainable Organization Growth and Development

The Company operates under certified management systems, including ISO 9001:2015, GMP, and HACCP, with continuous monitoring and reviews to maintain product quality, safety, and customer confidence.

In 2025, the Company focused on:

- Continuous Customer Co-development of products.
- Promoting employee training in quality, safety, personnel conduct, and business ethics.
- Optimizing workflows to support future growth.

The Company received no significant complaints regarding product quality or data privacy violations in the past year. We continue to improve our grievance mechanisms and data governance to strengthen long-term trust.

2.2 Governance and Integration with Risk and Sustainability

All operations in 2025 were conducted under the oversight of the Board of Directors and Management. Performance results, key risks, and sustainability issues were regularly reported to the Board to ensure business operations align with:

- Short and medium-term Corporate Strategies.
- The Enterprise Risk Management (ERM) plan.
- The Company's Sustainability Development Framework.

The Company is committed to operating its PET packaging business under sustainability principles, integrating Economic, Social, Environmental, and Governance (ESG) dimensions into corporate strategy, risk management, and corporate governance. This ensures long-term competitiveness and sustainable profitability.

The Company firmly believes that the 2025 operations under the 3S Strategic Framework have established a solid foundation for creating economic value alongside social and environmental responsibility.

2.3 The 3S Strategic Framework Integrated with ESG

The Company's sustainability initiatives are driven by three core strategies (3S):

- 1) Sustainable Profitability Aiming for stable and consistent profitability through:



- Maintaining product quality and ISO 9001 / GMP / HACCP standards.
- Developing products that meet customer needs, including rPET and Lightweight Design.
- Building investor confidence through transparent disclosure.

2) Sustainable Investment & Resource Management Focusing on efficient resource management and strategic investment through:

- **Supply Chain Risk Management** and maintaining a multi-supplier strategy.
- Operations aligned with **ISO 14001** and the **Carbon Footprint of Organization (CFO)** project.
- Designing factories with **Dual Production Units** to enhance **Business Continuity**.

3) Sustainable Organizational Growth & Development Focusing on the development of the organization, personnel, and governance systems through:

- Enhancing employee skills and safety systems (aligned with the **Company's Occupational Health and Safety Policy**).
- Personal data governance in compliance with **PDPA**.
- Establishing a clear **ESG responsibility structure** at the executive level.

2.4 ESG-ERM Integration

The Company has integrated material ESG issues into its **Enterprise Risk Management (ERM)** process by:

- Identifying risks related to **PET Resin raw materials** and price volatility.
- Identifying **legal and environmental risks**.
- Identifying risks related to **product quality and customer data**.
- Assessing the **impact and likelihood** of these risks and defining control measures.

Significant risks are regularly reported to Management and the Board of Directors.

2.5 Value Chain Governance

The Company oversees key activities from upstream to downstream, including:

1. **Fair and transparent raw material procurement.**
2. **Production processes** under certified international standards.
3. **Environmentally friendly product development.**
4. **Distribution and after-sales service.**
5. **Waste management and energy efficiency.**

All activities are conducted under **Business Ethics**, legal compliance, and a **Risk-based Thinking** approach.

2.6 Key Highlights 2025

- Operated under **ISO 9001**, **ISO 14001**, and relevant safety standards.
- **Zero complaints** regarding personal data breaches or environmental violations.



- Developed products that meet customer needs and **sustainable packaging trends**.
- Managed **Business Continuity** through production process optimization.
- Continued implementation of environmental projects and **Carbon Footprint** initiatives.

2.7 Governance Structure

- **The Board of Directors** provides overall oversight.
- **Management** is responsible for strategic execution.
- **Relevant Departments** oversee ISO systems and internal controls.
- **Regular monitoring and reporting** are conducted to ensure transparency.

2.8 Strategic Essence

The Company's drive toward business sustainability is not merely a policy-driven activity, but a core organizational management mechanism that integrates **Stakeholders, ESG, Risks, Strategy, and Corporate Governance**.

This approach enhances competitiveness, mitigates systemic risks, and supports stable, long-term growth within the continuously evolving landscape of the PET packaging industry.



3. Stakeholder Analysis in the Business Value Chain

The Company's stakeholder analysis approach is categorized into three main sections:

1. Stakeholder Identification Process

The Company identifies its stakeholders in accordance with the ISO 9001:2015 Quality Management System and the ISO 14001:2015 Environmental Management System. This process considers relationships within the value chain, business impact, and the level of influence on the Company's operations. Furthermore, stakeholder expectations are reviewed on an annual basis.

2. Materiality and Prioritization

The Company prioritizes shareholders, customers, and raw material suppliers as top-tier stakeholders. This is due to their direct impact on financial performance, business continuity, and long-term competitiveness.

3. Integration with Risk and Strategy

Stakeholder expectations are integrated into the Enterprise Risk Assessment and the formulation of the Annual Business Strategy.

3.1 Stakeholder Identification Principles and Processes

The Company recognizes that sustainable business operations must account for expectations and impacts on stakeholders throughout the entire Value Chain. We identify and review stakeholder groups in accordance with the ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System, and Occupational Health and Safety Management standards. This process encompasses:

1. Identifying stakeholders across upstream and downstream business activities.
2. Assessing the level of influence stakeholders have on the business and the level of impact the Company has on them.
3. Prioritizing key issues (Prioritization).
4. Defining response strategies and assigning clear responsibilities.

The results of this analysis are integrated into Enterprise Risk Management (ERM), strategic formulation, and the development of the Company's sustainability policies.

Value Chain Structure and Related Governance

The Company understands that creating sustainable value requires a holistic view of the business value chain spanning raw material procurement, production, distribution, sales, and services, as well as corporate support activities. For each activity, the Company has identified related risks and material sustainability issues, while establishing appropriate governance mechanisms. This ensures that business operations remain efficient, transparent, and capable of comprehensive risk management.



Value Chain Analysis and Related Governance

Core Value Chain Activities	Value Created for Business	Related Risks	Related ESG Issues	Governance Mechanisms
1. Raw Material Procurement (PET Resin)	Production continuity and cost competitiveness.	PET price volatility; supply chain risks.	Transparent procurement; fair supplier selection.	Procurement Dept. reports to Senior Management under Enterprise Risk Management (ERM).
2. Production Process	Product quality and resource efficiency.	Machinery downtime; energy consumption; production waste.	Energy efficiency; waste control; ISO 14001 compliance.	Production Dept. / Internal Control Systems / Management Review.
3. Quality Control	Customer confidence and product standardization.	Non-compliance with customer standards.	Product safety; responsibility to customers.	Quality Control (QC) systems and grievance tracking.
4. Distribution and Logistics	Customer satisfaction and on-time delivery.	Transportation delays; logistics costs.	Efficient logistics management.	Operations Dept. and monitoring of Delivery KPIs.
5. Sales and Customer Service	Retention of customer base and revenue growth.	Price competition; evolving customer expectations.	Fair business practices; accurate information disclosure.	Marketing Dept. / Executives overseeing Business Ethics.
6. Support Activities (Finance, IT, HR, Risk Management)	Organizational stability and security.	IT system risks; human resource	Good Corporate Governance; human	Executive Committee / Internal Control / Internal Audit.



Core Value Chain Activities	Value Created for Business	Related Risks	Related ESG Issues	Governance Mechanisms
		risks; legal compliance.	capital development; risk management.	

Governance Approach

The Company integrates risk management into all value chain activities. Risk assessments are conducted annually and reported to Management to establish appropriate control measures. Furthermore, material issues are linked to the corporate strategy formulation process and the development of annual operational plans.

These actions reflect the Company's commitment to balancing business performance with social responsibility and environmental stewardship to support stable, long-term sustainable growth.

3.2 Key Stakeholder Groups and Management Approaches

The Company has identified its primary stakeholder groups as follows:

Stakeholders	Key Expectations	Responsive Activities	Communication Channels	Responsible Departments
Shareholders / Investors	Appropriate returns; transparent information disclosure.	Prudent performance management; disclosure in compliance with SET regulations.	Shareholders' Meeting (AGM); Form 56-1 One Report; Company Website.	Board of Directors / Investor Relations (IR).
Customers	Product quality and safety; on-time delivery; data privacy.	Quality control under ISO / GMP / HACCP; after-sales service; PDPA compliance.	Marketing team; Phone; Email; Social Media.	Marketing Dept. / Production Dept.



Stakeholders	Key Expectations	Responsive Activities	Communication Channels	Responsible Departments
Suppliers / Vendors	Fair procurement; consistency in purchase orders.	Supplier selection and evaluation process; multi-supplier strategy for key raw materials.	Supplier evaluation sessions; Business meetings.	Procurement Dept.
Employees	Fair compensation; occupational health and safety.	Compliance with labor laws; internal and external skill development training.	Internal meetings; Line Official; Announcement boards.	Management / Human Resources (HR).
Community / Society	Business operations with no environmental impact.	Operations aligned with ISO 14001; energy-saving initiatives.	Communication through corporate activities and company channels.	Management / Environmental Committee.

Impact Management for Stakeholders in the Value Chain

The Company recognizes that activities throughout its business value chain ranging from raw material procurement and production to distribution and corporate management generate both positive and negative impacts on various stakeholder groups. Consequently, the Company has established a systematic approach to managing these impacts by integrating them with Enterprise Risk Management (ERM) and Good Corporate Governance processes.

Significant impact issues are incorporated into the annual risk review and embedded within the risk management and operational plans of relevant departments. These processes are continuously overseen by the Management and respective Committees to ensure effectiveness and accountability.



Core Value Chain Processes	Related Stakeholders	Potential Impacts	Management and Governance Approaches
1. Raw Material Procurement (PET Resin & Others)	Suppliers, Shareholders, Customers	Price volatility; supply continuity; raw material quality.	Supplier selection and evaluation based on defined criteria; quality monitoring; sourcing diversification; prudent price risk management.
2. Production Process	Employees, Community, Customers	Occupational safety; energy and resource consumption; product quality.	Production control according to corporate standards; promotion of workplace safety; resource efficiency monitoring; pre-delivery quality inspection.
3. Warehousing and Distribution	Customers, Business Partners	Delivery delays; product damage.	Appropriate inventory management; monitoring of delivery KPIs; coordination with logistics partners to ensure service quality control.
4. Sales and Customer Service	Customers	Customer satisfaction; product complaints; continuity of purchase orders.	Establishing grievance mechanisms; root cause analysis and process improvement; accurate communication of product information.
5. Corporate Management and Governance	Shareholders, Investors, Regulatory Agencies	Transparency; legal compliance; corporate credibility.	Operating under the Good Corporate Governance framework; maintaining robust internal control and internal audit systems; ensuring accurate and timely disclosure of information.



Integration with Risk Management and Review

The Company conducts a review of impacts and risks related to the value chain at least once a year, or whenever significant events occur that may affect the business. The assessment results are used to:

- Update the Enterprise Risk Management (ERM) plan.
- Define operational plans for relevant departments.
- Support the formulation of the annual corporate strategy and business plan.

This approach enables the Company to appropriately manage stakeholder impacts, aligning with the business context and supporting long-term sustainable growth.

3.3 Linkage to Risk Management and Strategy

Stakeholder expectations are integrated into the Enterprise Risk Management (ERM) process, specifically regarding issues such as:

- Raw material price volatility (PET Resin).
- Production and delivery continuity.
- Product safety.
- Compliance with environmental laws and regulations.

The Board of Directors and Senior Management oversee these management processes to ensure they align with the corporate strategy and sustainability development framework.

3.4 2025 Performance Summary

In 2025, the Company consistently implemented these management approaches, with key highlights including:

- Zero complaints regarding personal data privacy breaches.
- No production disruptions caused by raw material shortages.
- No incidents of non-compliance with environmental or labor laws.
- Maintained all relevant ISO certifications continuously.

These results reflect a systematic stakeholder management approach and support long-term business stability.

3.5 Linking Stakeholders with ESG, Risks, and Corporate Strategy

The Company has integrated stakeholder analysis results with Material ESG Topics, corporate risks, and the 3S Strategic Framework to ensure business alignment and systematic governance, as summarized in the following table:



Stakeholders	Related ESG Topics	Linked Risks	Management Approaches	Supporting 3S Strategy	Governance
Shareholders / Investors	G: Transparency & Disclosure	Decline in investor confidence.	Disclosure in compliance with SET regulations and Form 56-1.	Sustainable Profitability	Board of Directors
Customers	S: Product Safety G: PDPA	Product quality risks; data privacy breaches.	ISO 9001 / GMP / HACCP; PDPA processes.	Sustainable Profitability	Management / Quality Control & Development Dept.
Customers	E: Eco-friendly packaging	Environmental legal and regulatory risks.	rPET development; Lightweight Design.	Sustainable Investment & Resource Management	Management
Suppliers	G: Fairness E: Sourcing	PET Resin price volatility.	Multi-supplier strategy; supplier evaluation.	Sustainable Investment & Resource Management	Procurement Dept.
Employees	S: Occupational safety	Workplace accidents; lack of skilled labor.	Occupational Health and Safety policy; Training.	Sustainable Organizational Growth	Management



Stakeholders	Related ESG Topics	Linked Risks	Management Approaches	Supporting 3S Strategy	Governance
Community / Regulatory Agencies	E: Environmental impact	Risk of legal non-compliance.	ISO 14001; Carbon Footprint of Organization (CFO).	Sustainable Investment & Resource Management	Environmental Committee

Strategic Conclusion from the Integration Table:

1. The table reflects the application of Risk-based Thinking principles.
2. ESG issues are formally integrated into the Enterprise Risk Management (ERM) process.
3. Significant risks are monitored by Management and reported to the Board of Directors.
4. The linkage with the 3S Strategy demonstrates the alignment between sustainability and long-term profitability.

3.6 Enhancing Stakeholder Engagement

The Company adheres to its Business Code of Conduct and respects the rights of all stakeholder groups across the business value chain. This ensures that the fundamental legal rights of stakeholders are protected with fairness and equity.



Our commitment is to provide mutual benefits to all stakeholders who have expectations of our business operations. The Company conducts satisfaction surveys and actively listens to grievances through various channels to meet the specific needs of each group—including employees, shareholders, customers, partners, communities, and government agencies—in a unified direction.

The following sections outline the response guidelines and activities designed to meet the expectations of all stakeholder groups:





Stakeholders	Key Expectations	Response Guidelines	Response Activities	Responsible Parties
 <p>SHAREHOLDERS</p> <p>Shareholders</p>	<ol style="list-style-type: none"> 1. Fair returns. 2. Equitable treatment. 3. Accurate disclosure. 4. Social and environmental responsibility. 5. Stability and continuous growth. 	<ol style="list-style-type: none"> 1. Build investor confidence. 2. Generate stable and sustainable returns. 3. Provide accurate, clear, and reliable information. 	<ol style="list-style-type: none"> 1. Annual General Meeting (AGM). 2. Organize or participate in Investor Relations activities. 3. Communicate through various channels to inform investors and the public. 	<p>Management / Investor Relations / Company Secretary</p>
 <p>Employees</p>	<ol style="list-style-type: none"> 1. Appropriate salary and benefits. 2. Career stability and advancement. 3. Continuous knowledge development. 4. Well-being and occupational safety. 	<ol style="list-style-type: none"> 1. Maintain a fair and appropriate compensation and benefits system. 2. Drive motivation and work efficiency. 3. Provide job-specific training for personnel. 4. Prioritize the working environment. 	<ol style="list-style-type: none"> 1. Elect employee representatives for the Welfare Committee to voice concerns to Management. 2. Organize activities to strengthen relationships between management and employees. 	<p>Administration & Warehouse Dept. / Management</p>



Stakeholders	Key Expectations	Response Guidelines	Response Activities	Responsible Parties
 <p>Customers</p>	<ol style="list-style-type: none"> 1. High-quality products that meet needs. 2. Attentive care and satisfaction in products/services. 3. Co-development to add value and competitiveness. 	<ol style="list-style-type: none"> 1. Produce and deliver high-quality products as requested. 2. Provide advice and guidance on selecting the right packaging. 3. Study and apply new innovations to production processes. 	<ol style="list-style-type: none"> 1. Customer satisfaction surveys. 2. Grievance mechanisms through various corporate channels. 	<p>Marketing / Production / Quality Control & Development / Warehouse & Logistics</p>
 <p>Suppliers (Trade Creditors)</p>	<ol style="list-style-type: none"> 1. Business satisfaction. 2. Fair and appropriate returns. 3. Equitable and non-discriminatory treatment. 4. Business sustainability. 	<ol style="list-style-type: none"> 1. Adhere to Good Corporate Governance principles. 2. Implement Anti-Corruption policies and seek supplier cooperation. 3. Build relationships based on equality and fairness. 	<ol style="list-style-type: none"> 1. Joint meetings with suppliers. 2. Supplier site visits. 3. Receive suggestions and grievances through established corporate channels. 	<p>Human Resources & Administration (Procurement) / Management</p>



Stakeholders	Key Expectations	Response Guidelines	Response Activities	Responsible Parties
 <p>Partners (Financial Institutions)</p>	<ol style="list-style-type: none"> 1. Cooperation in financial transactions. 2. Long-term trust in providing financial services. 	<ol style="list-style-type: none"> 1. Build credibility with banks to ensure operational liquidity. 2. Manage financial transactions with high efficiency. 	<p>Communication through bank officers, relationship managers, or bank call centers.</p>	<p>Accounting & Finance / Management</p>
 <p>Community</p>	<ol style="list-style-type: none"> 1. Build and maintain good relationships. 2. Create jobs and support local employment/income. 3. Contribute to community development in various aspects. 	<ol style="list-style-type: none"> 1. Prioritize local hiring to generate jobs and income for residents. 2. Support and promote activities organized by the community and local agencies. 3. Actively listen to grievances regarding community and environmental impacts. 	<ol style="list-style-type: none"> 1. Participate in community activities. 2. Receive and manage grievances through the Company's established channels. 	<p>Administration & Warehouse Dept. / Management</p>



Stakeholders	Key Expectations	Response Guidelines	Response Activities	Responsible Parties
 <p>Government Agencies</p>	<ol style="list-style-type: none"> 1. Compliance with relevant and up-to-date laws. 2. Cooperation in various organized activities. 3. Social, community, and environmental responsibility. 	<ol style="list-style-type: none"> 1. Strictly and accurately adhere to all relevant laws. 2. Strictly follow Anti-Corruption policies as pledged. 3. Develop and implement practices that exceed legal requirements for higher efficiency. 	<p>Communicate through the specific channels designated by each government agency.</p>	<p>Administration & Warehouse Dept. / Production / Management</p>
 <p>Media</p>	<p>Receive accurate, transparent, and timely information from the Company.</p>	<ol style="list-style-type: none"> 1. Maintain good relationships with all media outlets. 2. Ensure all provided information is factual, accurate, and transparent. 	<ol style="list-style-type: none"> 1. Participation in Opportunity Day. 2. Executive interviews through various media platforms. 	<p>Management / Investor Relations (IR)</p>



2025 Performance Summary (Outcome Summary)

- Zero complaints regarding PDPA (Personal Data Protection Act) violations.
- No labor disputes occurred throughout the year.
- Zero supply chain disruptions from business partners or suppliers.
- Successfully verified and maintained continuous ISO certifications.

3.7 Materiality Assessment Process

The Company identifies and reviews Material Topics by considering both their impact on business operations and the expectations of stakeholders throughout the value chain. This process is conducted systematically and reviewed annually to ensure alignment with the business context, economic environment, legislation, and evolving ESG trends.

Information Sources for Assessment

The Company gathers data from multiple channels, including:

- Results from customer opinion and satisfaction surveys.
- Feedback from shareholders during the Annual General Meeting (AGM).
- Internal management review meetings.
- Employee grievances and suggestions.
- Monitoring of Enterprise Risk Management (ERM) issues.
- Regulatory requirements and relevant international standards (e.g., ISO and ESG guidelines).

Assessment and Prioritization Methodology

The Company evaluates various topics based on the following criteria:

1. Impact level on operational performance and business continuity.
2. Level of expectation or concern from stakeholders.
3. Alignment with the Company's strategy and growth direction.

The results are prioritized and presented to Management for review and approval.

Strategic Integration of Results

Material topics are integrated into:

- Annual business planning.
- Enterprise Risk Management (ERM) plans.
- Product and production process development plans.
- Quality, environmental, and operational goals.

This ensures that the Company's operations create long-term value and appropriately respond to stakeholder expectations.

The Company reviews its materiality assessment process at least once a year, or more frequently if significant events occur that impact the business.



Material Topics	Importance to Stakeholders	Business Impacts	Related Risks	Strategies / Management Approaches	2025 KPIs / Outcomes	Governance Units
PET Price Volatility	Investors' concern over costs.	Impacts profit margins.	Supply Risk	Multi-supplier strategy.	Maintained adequate inventory levels.	Procurement Dept.
Product Quality & Safety	Customers and consumers.	Reputation Risk	Operational Risk	ISO 9001 / Quality Control (QC).	Zero product recalls.	Production Dept.
Energy Usage / Environment	Community and government agencies.	Regulatory Risk	Environmental Risk	ISO 14001 / Carbon Footprint (CFO).	Zero environmental complaints.	Environmental Working Group
Customer Data Protection	Customers and business partners.	Legal Risk	PDPA Risk	Data Control systems.	Zero data privacy complaints.	Management

Future Outlook for Materiality Assessment

The Company plans to further enhance the comprehensiveness of its materiality assessment process in the future by incorporating international best practices and feedback from a broader range of stakeholders.

Summary of Material Sustainability Topics and 2025 Performance

The Company has established a systematic Materiality Process that accounts for both internal and external factors. This includes insights from management meetings, Enterprise Risk Management (ERM) assessments, customer feedback, and relevant legal requirements. This process is reviewed at least once a year, and the results are integrated into the annual business and risk management plans.



Economic Dimension

Material Topics	Related Risks	Goals	Action Plans to Achieve Goals	2025 Performance	Governance
PET Resin Price Volatility	Raw material cost risks.	Maintain Gross Profit Margin at an appropriate level.	Diversify sourcing; implement advance forecasting; manage Safety Stock levels.	No production downtime due to shortages; costs controlled according to plan.	Quarterly reports to the Board of Directors.
Business Continuity Management (BCM)	Operational Disruption	Zero significant production halts affecting customers.	Dual power supply system; Business Continuity Plan (BCP).	No significant production downtime occurred.	Annual review of the BCP.
Production Efficiency	High costs from production waste.	Continuously reduce process waste/scrap.	Machinery upgrades and Quality Control (QC) enhancements.	Waste rate decreased compared to the previous year.	KPI reports to Management.

Social Dimension

Material Topics	Related Risks	Goals	Action Plans to Achieve Goals	2025 Performance	Governance
Occupational Health and Safety	Workplace accidents.	Reduce work-related accidents.	Safety training; production area inspections.	Zero severe accidents.	Monthly report monitoring.



Material Topics	Related Risks	Goals	Action Plans to Achieve Goals	2025 Performance	Governance
Personnel Knowledge and Skill Development	Skilled labor shortage risks.	Continuous employee skill development.	Internal and external training programs.	Employees attended training as planned.	Overseen by Human Resources (HR) Dept.
Responsibility to Partners (Suppliers)	Supply Chain Risk	Promote ethical business practices.	Supplier selection based on defined criteria.	Zero ethical complaints.	Reports to Management.

Environmental Dimension

Material Topics	Related Risks	Goals	Action Plans to Achieve Goals	2025 Performance	Governance
Electricity Consumption	Energy cost risks.	Increase energy efficiency per production unit.	Energy-saving campaigns; electrical system audits.	Energy intensity per production unit showed an improving trend.	Management Review under ISO 14001.
Environmental Management	Legal and reputational risks.	Maintain continuous ISO 14001 compliance.	Internal Audit and employee training; environmental awareness activities.	Zero environmental legal violations.	Reports to the Board of Directors.



Material Topics	Related Risks	Goals	Action Plans to Achieve Goals	2025 Performance	Governance
Carbon Footprint of Organization (CFO)	Risks from evolving customer expectations.	Systematically develop the CFO project and apply for certification.	Collect activity data covering all 3 Scopes.	Currently developing the database for certification application.	Senior Management monitoring the Working Group.

Strategic Integration and Value Creation

The Company has integrated its material sustainability topics into the Enterprise Risk Management (ERM) process. Each topic is assigned to a specific responsible department, with performance monitoring and regular reporting to Management. This ensures that business operations create balanced value across the economic, social, and environmental dimensions, while simultaneously strengthening stability and long-term competitiveness.

ESG Risk and Strategy Integration

1. Concept and Framework for Integrating ESG with Business Strategy

Prodigy Public Company Limited ("PDG"), a manufacturer and distributor of PET packaging and preforms, recognizes that Environmental, Social, and Governance (ESG) factors are critical components affecting competitiveness, business continuity, and long-term value creation.

The Company integrates ESG issues into:

- Corporate strategy formulation.
- Enterprise Risk Management (ERM) processes.
- Annual performance goal setting.
- Monitoring and reporting to the Board of Directors.

This ensures that sustainability initiatives are aligned with the business plan and are fundamentally embedded within corporate management, rather than treated as a separate function.

2. ESG Risk Governance Structure

2.1 Role of the Board of Directors The Board of Directors is responsible for overseeing overall risk management, including ESG risks, by:

- Reviewing the Sustainability Policy framework.
- Reviewing material risk issues.
- Acknowledging regular ESG performance reports.



2.2 Role of Management The Management team is responsible for:

- Identifying and assessing ESG risks related to business operations.
- Defining control measures and performance targets.
- Reporting performance and significant events to the Board.

This governance structure reflects the systematic integration of ESG risks into the Company's corporate governance framework.

3. ESG Risk Management Process and Linkage with ERM

The Company integrates ESG risk assessment into its Enterprise Risk Management (ERM) process through the following key steps:

1. Identification of ESG risks relevant to the business value chain.
2. Assessment of impact severity and likelihood.
3. Prioritization of risks.
4. Formulation of control measures and mitigation plans.
5. Monitoring and review at least once a year, or upon the occurrence of significant events.

In cases where risks may affect business continuity, the Company links such risk management to its Business Continuity Management (BCM) framework.

4. Significant ESG Risk Issues and Management Approaches

Environmental

Risk Issues	Potential Impacts	Management Approaches
PET Resin Price Volatility	Fluctuation in production costs.	Monitor price trends; engage in forward contracts; and implement appropriate inventory management.
Changes in Environmental Regulations	Costs associated with production process upgrades.	Closely monitor relevant legislation and proactively plan for technological improvements.
Energy Consumption and Greenhouse Gas Emissions	Energy costs and corporate image/reputation.	Enhance energy efficiency and systematically monitor energy consumption data.



Social

Risk Issues	Potential Impacts	Management Approaches
Occupational Health and Safety	Workplace accidents and production disruptions.	Conduct safety training and perform regular inspections of operational areas.
Product Quality	Product recalls and loss of customer confidence.	Implement quality control in accordance with defined corporate standards.
Relationships with Customers and Partners	Business continuity risks.	Maintain transparent communication and consistently monitor satisfaction levels.

Governance

Risk Issues	Potential Impacts	Management Approaches
Legal Non-Compliance	Legal penalties and sanctions.	Regularly monitor and review compliance with all relevant laws.
Inadequate Internal Controls	Financial losses and damages.	Maintain robust internal control and internal audit systems.
Ethical Risks	Reputational damage.	Promote the Business Code of Conduct and establish effective grievance mechanisms.



5. Short, Medium, and Long-term ESG Strategic Approaches

To support long-term sustainability, the Company has established the following strategic directions:

Short-term (1 Year)	Medium-term (3 – 5 Years)	Long-term
<ul style="list-style-type: none"> • Improve energy efficiency within the production processes. • Enhance and strengthen product quality control systems. 	<ul style="list-style-type: none"> • Study and increase the proportion of eco-friendly raw material usage. • Develop production processes aimed at waste reduction. 	<ul style="list-style-type: none"> • Support packaging solutions aligned with the Circular Economy concept to meet future customer demands. • Develop management systems that comply with international sustainability standards, as appropriate for the business context.

6. Monitoring and Continuous Improvement

The Company monitors its ESG performance periodically and reports the findings to the Board of Directors. This performance data is utilized as key input for formulating business plans and risk management strategies for the following year.

The Company is committed to continuous development, taking into account the business context, stakeholder expectations, and the evolving economic environment. The ESG risk issues mentioned above are integral to the business context of the past year and are directly linked to the Company's overall performance.





4 Management Discussion and Analysis (MD&A)

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

Company performance For the years ended December 31 , 2025 and 2024 are as follows

Unit : million baht	2025	2024	increase (decrease)	
			amount	percentage
Sales revenue	633.732	631.350	2.382	0.38
Other income	3.961	2.152	1.809	84.06
Total income	637.694	633.502	4.192	0.66
Cost of sales	460.710	480.093	(19.383)	(4.04)
Gross profit	176.984	153.409	23.575	15.37
Selling expenses	22.295	20.576	1.719	8.35
Administrative expenses	44.956	42.501	2.455	5.78
Financial cost	0.308	0.330	(0.022)	(6.67)
Net profit	83.241	70.581	12.66	17.94

In 2025, the Company reported a net profit of 83.241 million Baht, an increase of 12.660 million Baht or 17.94% from 2024, which recorded a net profit of 70.581 million Baht. Sales revenue in 2025 amounted to 633.732 million Baht, up by 2.382 million Baht or 0.38% year-on-year. This revenue growth remained relatively stable compared to 2024, reflecting competitive market conditions and demand volatility within the PET plastic packaging industry.

Cost of goods sold (COGS) in 2025 stood at 460.710 million Baht, a decrease of 19.383 million Baht or 4.04% from 2024. The reduction in COGS was primarily driven by effective raw material and inventory management, alongside continuous production cost controls. Consequently, gross profit in 2025 rose to 176.984 million Baht, an increase of 23.575 million Baht or 15.37% from the previous year.

Regarding expenses, selling expenses in 2025 increased by 1.719 million Baht or 8.35% from 2024, while administrative expenses rose by 2.455 million Baht or 5.78% year-on-year. These increases were mainly attributed to compensation restructuring in alignment with labor market conditions and the recruitment of additional personnel in administrative and production development roles. These investments aim to elevate production standards and enhance the efficiency of responding to customer demands.

In summary, while sales revenue growth remained aligned with the previous year, the effective cost management and appropriate expense control reflect the Company's robust management capabilities amidst a challenging economic environment.



Performance analysis

1. Sales revenue

For management purposes, the company has grouped its products into 7 categories as follows:

- 1.1 Vegetable oil group
- 1.2 Drinking water group
- 1.3 Juice group
- 1.4 Seasoning Sauce group
- 1.5 Pharma and Food Supplyment group
- 1.6 Preform group
- 1.7 Others

Unit : million baht	Year 2025	Year 2024	increase (decrease)	
			million baht	percentage
<i>Product sales revenue</i>				
1.1 Vegetable oil group	239.959	183.200	56.759	30.98
1.2 Drinking water group	41.602	47.727	(6.125)	(12.83)
1.3 Juice group	42.271	39.739	2.532	6.37
1.4 Seasoning Sauce group	118.321	136.539	(18.218)	(13.34)
1.5 Pharma and Food Supplyment group	36.759	33.012	3.747	11.35
1.6 Preform group	145.964	182.458	(36.494)	(20.00)
1.7 Others	8.856	8.675	0.181	2.09
Total	633.732	631.350	2.382	0.38

Revenue Analysis by Product Segment (2025)

In 2025, sales revenue performance across different product segments varied, reflecting diverse market conditions and customer purchasing behaviors within each industry:

- **Edible Oil Packaging:** Revenue increased by 56.759 million Baht (30.98% YoY). This significant growth was primarily driven by increased order volumes from key accounts, reflecting strong confidence in the Company's product quality and delivery capabilities.
- **Drinking Water Packaging:** Revenue decreased by 6.125 million Baht (12.83% YoY). This decline resulted from a slowdown in orders from certain customers, aligned with intensified market competition and customers' internal inventory management strategies.
- **Fruit Juice Packaging:** Revenue increased by 2.532 million Baht (6.37% YoY), attributed to the expansion of orders from current clients and the successful retention of the existing customer base.



- Seasoning & Condiment Packaging: Revenue decreased by 18.218 million Baht (13.34% YoY). The primary causes were liquidity management and adjustments in production plans by major customers within this industry, leading to a reduction in order volumes compared to the previous year.
- PET Preforms: Revenue decreased by 36.494 million Baht (20.00% YoY). This was due to strategic shifts by some major customers who invested in their own machinery to support in-house production, subsequently reducing their external procurement.

Overall Summary: Revenue fluctuations in each segment reflect the distinct demand structures of various industries. The Company closely monitors these situations while maintaining strong relationships with existing clients and expanding the new customer base. Furthermore, the Company has implemented a revenue diversification strategy by increasing product variety, distribution channels, and customer segments. This approach aims to mitigate dependency on major accounts and ensure long-term revenue stability.

Other Income: In addition to sales revenue, the Company reported other income of 3.961 million Baht, an increase of 1.809 million Baht (84.06% YoY). This was mainly derived from interest income, gains from the sale of assets, and scrap materials.

It should be noted that other income is not generated from core operations and does not directly reflect the Company's primary profitability.

2. Cost of Goods Sold and Gross Profit

The Company's Cost of Goods Sold (COGS) was 460.710 million Baht, compared to 480.093 million Baht in 2024, representing a decrease of 19.383 million Baht or 4.04%. The primary reasons for this decrease include:

- A reduction in raw material prices compared to the previous year.
- Highly effective raw material inventory management.
- Close monitoring of cost trends.

As a result, gross profit rose to 176.984 million Baht, an increase of 23.575 million Baht or 15.37%. The improved gross profit margin reflects efficiency in managing raw material volatility risks and systematic cost control. In terms of ESG, optimized inventory management also helps reduce raw material loss, minimizes production waste, and supports efficient resource utilization.

3. Selling Expenses

Selling expenses in 2025 amounted to 22.295 million Baht, compared to 20.576 million Baht in 2024, an increase of 1.719 million Baht or 8.35%. This increase was mainly driven by transportation costs that varied according to sales volume.

The Company has continuously improved logistics efficiency, such as route optimization and delivery cycle management, to control costs and reduce greenhouse gas emissions from transportation activities, aligning with sustainable business practices.



4. Administrative Expenses

Administrative expenses for 2025 were 44.956 million Baht, compared to 42.501 million Baht in 2024, an increase of 2.455 million Baht or 5.78%. This increase was in line with business expansion and the enhancement of human resource management systems and corporate governance to strengthen long-term sustainability.

5. Financial Costs

In 2025, financial costs totaled 0.308 million Baht, compared to 0.330 million Baht in 2024, a decrease of 0.022 million Baht or 6.67%. This reduction was primarily due to a decrease in bank fee payments.

Financial position analysis

Unit : million baht	31 Dec.	31 Dec.	increase (decrease)	
	2025	2024	million baht	percentage
asset				
current assets	537.874	529.430	8.444	1.59
non-current assets	206.488	214.880	(8.392)	(3.91)
Total assets	744.363	744.310	0.053	0.007
debt				
current liabilities	92.845	101.772	(8.927)	(8.77)
non-current liabilities	25.343	22.384	2.959	13.22
Total Liabilities	118.187	124.156	(5.969)	(4.81)
Equity				
Company's equity	626.175	620.154	6.021	0.97
Total Liabilities and Equity	744.363	744.310	0.053	0.007

Assets

As of December 31, 2025, the Company's total assets amounted to 744.363 million Baht, an increase of 0.053 million Baht or 0.007% from the previous year. The details are as follows:

- Current Assets: Increased by 8.444 million Baht or 1.59%. This growth was driven by increases in cash and cash equivalents, trade receivables, raw materials/supplies, and other current assets. The rise in cash and current assets reflects strong operational performance and effective cash management.
- Non-Current Assets: Decreased by 8.392 million Baht or 3.91%. This decrease indicates efficient fixed asset management aimed at resource optimization.



Liabilities

- Total Liabilities: As of December 31, 2025, total liabilities decreased by 5.969 million Baht or 4.81%. This was primarily due to a 8.927 million Baht or 8.77% reduction in current liabilities, specifically trade payables. By managing raw material inventory at optimal prices, the Company has demonstrated improved procurement processes and efficient inventory management in response to market situations.
- Non-Current Liabilities: Increased by 2.959 million Baht or 13.22%. This increase resulted from the year-end provision for long-term employee benefits (based on actuarial assumptions).

Shareholders' Equity

As of December 31, 2025, the Company's total shareholders' equity amounted to 626.175 million Baht, an increase of 6.021 million Baht or 0.97% compared to the previous year. This growth was driven by an increase in retained earnings from the 2025 operating results.

Liquidity

Unit : million baht	31 Dec.	31 Dec.	increase (decrease)	
	2025	2024	million baht	percentage
Cash flow from operating activities	123.360	109.551	13.809	12.61
Cash flows used in investing activities	(20.630)	(30.703)	(10.073)	(32.81)
Cash flows used in financing activities	(77.079)	(50.341)	(26.738)	(53.11)
Cash and cash equivalents net increase (decrease)	25.650	28.508	(2.858)	(10.03)
Cash and cash equivalents at the beginning of the year	338.287	309.779	28.508	9.20
Cash and cash equivalents at the end of the year	363.937	338.287	25.650	7.58

In 2025, the Company's cash and cash equivalents at the end of the year amounted to 363.937 million Baht, an increase of 25.650 million Baht or 7.58% from the previous year. The details are as follows:

- Net Cash Flow from Operating Activities: Increased by 13.809 million Baht. This growth reflects improved operational performance compared to the previous year.
- Net Cash Flow used in Investing Activities: Decreased by 10.073 million Baht in 2025. This reduction in investment expenditure indicates strategic asset development and investments in machinery and technology aimed at enhancing production process efficiency.



- Net Cash Flow used in Financing Activities: Increased by 26.738 million Baht, primarily due to dividend payments. This reflects the distribution of profits to shareholders, fostering trust and satisfaction among stakeholders.

Summary: The Company's cash and cash equivalents at the end of the year totaled 363.937 million Baht, compared to 338.287 million Baht during the same period last year, representing an increase of 25.650 million Baht or 7.58%.

Key Financial Ratios

		Financial statements for the fiscal year ended		
	unit	31 Dec. 2025	31 Dec. 2024	31 Dec. 2023
liquidity ratio				
liquidity ratio	Times	5.79	5.20	5.97
quick ratio	Times	5.03	4.32	5.01
Cash flow liquidity ratio	Times	1.27	1.20	0.79
Account Receivable Turnover Ratio	Times	4.99	5.18	5.35
Average collection period	day	73.09	70.50	68.20
Inventory Turnover	Times	6.80	12.41	6.14
Average sales period	day	53.71	29.42	59.44
Account payable turnover	Times	5.54	6.00	5.94
repayment period	day	65.83	60.79	61.46
cash cycle	day	60.97	39.13	66.18
profitability ratio				
margin	%	27.30	23.96	15.47
net profit margin	%	13.05	11.14	4.55
Return on Equity	%	13.36	11.62	4.90
Efficiency Ratio				
Return on assets	%	14.15	12.24	5.10
Rate of Return on Fixed Assets	%	41.60	34.30	13.36
asset turnover rate	Times	2.01	0.88	0.90
Financial Policy Analysis Ratios				
Debt to Equity Ratio	Times	0.19	0.20	0.18
Interest Coverage Ratio	Times	342.01	268.17	111.55
Commitment coverage ratio	Times	1.26	1.35	2.37
Dividend Payout	%	99.90	100.99	92.50



Liquidity Ratios

As of the end of 2025, the **Current Ratio** stood at **5.79 times**, an increase of **0.59** from 2024. The **Quick Ratio** and **Cash Flow Liquidity Ratio** were **5.03 times** and **1.27 times**, respectively. In 2025, the **Cash Cycle** was **60.97 days**, improving from **63.73 days** in 2024. This was achieved despite the **Average Collection Period** in 2025 being **73.09 days**, an increase of **2.59 days** from **70.50 days** in 2024.

Profitability Ratios

In 2025, key profitability indicators including **Gross Profit Margin**, **Net Profit Margin**, and **Return on Equity (ROE)** were **27.30%**, **13.05%**, and **13.36%**, respectively. Compared to the previous year, the **Gross Profit Margin** increased by **3.34%**, while the **Net Profit Margin** rose by **1.91%**, and **ROE** increased by **1.74%**.

Efficiency Ratios

In 2025, the **Return on Assets (ROA)** was **14.15%**, driven by increased profits. The **Asset Turnover Ratio** was **2.01**, an increase of **1.13 times** compared to 2024. Additionally, the **Return on Fixed Assets** for 2025 reached **41.60%**, an increase of **7.30%** from 2024, resulting from the growth in net profit.

Financial Policy

As of the end of 2025, the Company reported **total liabilities** of **118.187 million Baht** and **shareholders' equity** of **626.175 million Baht**, resulting in a **Debt-to-Equity (D/E) Ratio** of **0.19 times**, a decrease from **0.20 times** at the end of 2024. The Company prioritizes prudent liability management to mitigate financial risks.

Furthermore, the **Dividend Payout Ratio** in 2025 was **99.90%**, demonstrating the Company's commitment to building stability, ensuring transparency, and providing strong returns to its shareholders.



5 General Information

Company's name	: Prodigy Public Company Limited
Abbreviation	: PDG
Nature of business	: Manufacturer and distributor of Polyethylene Terephthalate (PET) Packaging and Preform
Location of Head Office (GRI 102-3, 102-4)	: 7/3 Moo 3 Bangkrabao sub-district, Nakornchaisri district, Nakornpathom province 73120
Telephone	: (034) 332611-2 , (034) 228298-301
Fax	: (034) 332613
Location of Branch	: 55 Moo 1 Buruesi sub-district, Mueng district, Surin province
Home Page	: http://www.prodigy.co.th
Email	: info@prodigy.co.th , ir@prodigy.co.th
Register number	: 0107556000388
Registered capital (GRI 102-7)	297,000,000 common shares, with par value of 0.50 baht per share, Totaling 148,500,000 baht
Paid-up registered capital	: 296,999,929 common shares, with par value of 0.50 baht per share, totaling 148,499,964.50 baht

Office location, telephone number and names of reference

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

Auditors : 1. Ms.Isaraporn Visuthiyarn Certified Public Accountant no. 7480
Or 2. Mr.Chatchai Kasemsrithanawat Certified Public Accountant no. 5613
Or 3. Mr.Vacharin Patsarapongkul Certified Public Accountant no. 6660
EY Office Limited
1875 One Bangkok Tower 3, Level 34 – 37, Rama 4 Road, Lumpini,
Pathumwan, Bangkok 10330
Tel. 02-264-9090



Other Importance Information

The Juristic person that the company holding more than 10% of voting shares

Thai Vegetable Oil Public Company Limited

Head Office	149 Rathchadapisek Road (Thapa-Taksin), Bukkhalow, Thonburi, Bangkok 10600 Tel.02-477-9020 Fax.02-477-8022
Type of Business	Producer and Distributor of soybean meal and soybean oil
No. of Shares	Common shares 889,471,248 shares
No. of Shares held	94,600,000 shares
Ratio Shareholding	31.85%

Thai Edible Oil Company Limited

Head Office	3366/6-8 Soi Manorom, Rama 4 Road, Klongton, klongtoey,Bangkok 10100 Tel.02-249-9331-2 Fax.02-249-4914
Type of Business	Manufacture and Distribution of Vegetable Oil
No. of Shares	Common shares 13,980,000 shares
No. of Shares held	33,000,000 shares
Ratio Shareholding	11.11%

Legal dispute

The company has only legal disputes arising from normal business operations, with no cases in which the company is a party or involved in a lawsuit as a defendant with assets exceeding 5% of the shareholders' equity as of December 31, 2025. The company has no cases that significantly impact its business operations and cannot be quantified in monetary terms, or cases that do not arise from the company's normal business activities.



Business Assets

Key Fixed Assets

As of December 31, 2025, the list of items and the net book value after the deduction of accumulated depreciation of the key fixed business assets appearing in its financial statements are as follows:

Item	Net book value (million baht)	Types of ownership	Liabilities
Land and land improvements	45,306,536.66	Owner	None
Building and building improvements, as well as office supplies and furniture and fixtures	68,223,878.58	Owner	None
Machinery, equipment and tools in the factories	71,894,249.47	Owner	None
Vehicles	5,673,838.96	Owner	None
Intangibles Assets	7,179.25	Owner	None
Total	191,105,682.91		

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

Land and Buildings and Building Improvements

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



Machinery and Equipment

Machinery	Location	Objectives of the tenure	Liabilities
<ul style="list-style-type: none"> - PET packaging production machines in 33 production lines, with a total production capacity of approximately 59.5 million bottles per month. - Five automatic labeling machines, with an approximate total capacity of 6 million bottles per month. - Five automatic packing machines, with a total capacity of approximately 9 million bottles per month. - Two set of automatic opp labeling machines with capacity 24 million bottles per month - Bottle Screening (Printing) Machine (1 unit): Production capacity of approximately 1 million bottles per month. - PET Preform Production Line (1 line): Production capacity of approximately 20 million pieces per month. 	<p>NakornChaisri district, NakornPathom province</p>	<ul style="list-style-type: none"> - Used in the production process of PET bottles and Preforms. - Used in the PET bottle labeling process. - Used for automatic bottle bagging and stacking. - Used for PET bottle labeling. - Used for screen printing on bottles. - Used in the production of Preform packaging. 	<p>None</p>
<ul style="list-style-type: none"> packaging production machines in 2 production lines, with a total production capacity of approximately 2 million bottles per month. - PET blowing machines in 1 production lines, with a total production capacity of approximately 3.6 million bottles per month. - 1 Automatic packing machine, with a total capacity of approximately 1.88 million bottles per month - 1 set of automatic opp labeling machines with capacity 12 million bottles per month. 	<p>Buruesi Sub-district, Maung District, Surin Province</p>	<p>Used in the manufacturing process of PET packaging</p>	<p>None</p>



Other Fixed Assets

Types of assets	Types of Ownership	Net value after depreciation deduction (baht)	Liabilities
Office supplies furniture and fixtures	Owner	225,656.39	None
Tools used in the factories	Owner	13,647,023.32	None

Intangible Assets used in the Group's Business Operations

Types of assets	Types of Ownership	Net value after depreciation deduction (baht)	Liabilities
Computer programs	Owner	7,179.25	None

Insurance Policies

As of December 31, 2025, the Company secured fire and catastrophe insurance policies that provide protection against fire, lightning, gas explosion, explosion, flood, storm, electrical injury, and earthquake. The details of the insurance policies are as follows:

Types	Fire and catastrophe insurance
Place insured (1)	7/3, Moo 3, Bang Krabao sub-district, NakornChaisri district, NakornPathom, province
Period of Insurance 1 Year	From 19/1/2025 at 4.30 p.m. To 19/1/2026 at 4.30 p.m.
Total Amount Insured	810 million baht
The insured	Prodigy Public Company Limited
Place insured (2)	Branch , No.55 , Buruesi sub-district, Maung district, Surin province
Period of Insurance 1 Year	From 25/11/2025 at 4.30 p.m. To 25/11/2026 at 4.30 p.m.
Total Amount Insured	100 million baht
The insured	Prodigy Public Company Limited

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



Auditor and Audit Fee

The Audit Committee reviews the selection of auditors and the annual compensation for 2025, considering the selection process. It is by the guidelines and procedures approved by the audit committee, considering the qualifications of the audit office and the auditor, and to enhance confidence in the auditor's independence, that the audit committee has established a policy consistent with the announcement of the Securities and Exchange Commission.

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

Detail of expenditure	2025
	Amount (Baht)
3 quarters reviewed financial statement	540,000.00
Full-year audited financial statement	700,000.00
Others	-
Total	1,240,000.00

The Audit Committee reviewed the auditor's performance in the past year as well as the audit fee and recommended the Board of Directors to proposed to 2025 Annual General Meeting of Shareholders 2025 to appoint.

1. Ms.Isaraporn Visuthiyarn Certified Public Accountant no. 7480
 Or 2. Mr.Chatchai Kasemsrithanawat Certified Public Accountant no. 5613
 Or 3 Mr.Vacharin Patsarapongkul Certified Public Accountant no. 6660
 from EY Office Limited as the auditor of Company for year 2025.

The shareholder meeting unanimously resolved to appoint an auditor. and auditor compensation for the year 2025 (as detailed above).



Part 2

Corporate Good Governance



6 Good corporate governance policy

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

Section 1: Shareholder Rights

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

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

- 💡 The company will invite to the shareholders' meeting along with supporting documents to all shareholders at least 7 days in advance, or according to the period specified by law and various announcements. The invitation will state the date, time, location, company regulations related to the shareholders' meeting, and the agenda, with explanations and justifications for each agenda item, along with the opinions of the company's board of directors. A proxy form as prescribed by the Ministry of Commerce and a list of independent directors will be included, allowing shareholders to appoint a proxy to attend the shareholders' meeting on their behalf in case they cannot attend in person. Additionally, the company will publish important information regarding the shareholders' meeting on the Stock Exchange of Thailand's website and the company's website in advance of the meeting.
- 💡 Before the meeting, the company will inform the assembly about the voting procedures and the method of counting votes during the meeting. Once the information has been provided according to the meeting agenda, the chairperson will allocate appropriate time for shareholders to express their opinions and ask questions to the company. Directors and relevant executives will also attend the shareholders' meeting to answer questions and listen to various comments and suggestions from shareholders. Additionally, the company will allow shareholders to submit questions in advance of the meeting day.
- 💡 In the case where the meeting agenda has multiple items, such as the appointment of directors, the company will arrange for a vote on each item.
- 💡 After the shareholders' meeting, the company will prepare a complete and accurate meeting report, which will include the voting procedures, questions and answers, and the voting results for each agenda item, including the number of votes in favor, against, and abstentions. It will also record the names of the directors who attended the meeting and those who were absent. The company will announce the summary



of the voting results on the Stock Exchange of Thailand's website on the same day as the meeting or by 9:00 AM on the next business day at the latest. The shareholders' meeting report will be submitted to the Stock Exchange of Thailand within 14 days and published on the company's website.

Section 2: Treatment of Shareholders Equally

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

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

Section 3: The Role of Stakeholders

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

Shareholder

1. The company has the duty to encourage shareholders to exercise their rights. The basic rights of shareholders include the buying or selling of shares, sharing in the profits of the business, receiving sufficient information, participating in meetings to exercise voting rights in shareholder meetings to appoint or remove directors, appoint auditors, and matters affecting the company such as dividend distribution, the establishment or amendment of regulations and articles of association, capital reduction or increase, and the approval of special items, etc.
2. The company has the duty to promote shareholders to exercise their rights in various matters during



the annual general meeting of shareholders, such as the right to propose individuals for the position of director and the right to express opinions and ask questions related to the agenda of the meeting, etc.

3. The company should refrain from actions that violate or infringe upon the rights of shareholders, such as failing to send important information or documents before the shareholders' meeting, adding important agenda items, or changing significant information without prior notice to the shareholders, among others.

Employee

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

Customer

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

Partners and creditors

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

Business competitors

1. The company has a policy to support and promote free and fair competition.
2. The company will treat its business competitors in accordance with the law and adhere to good practices. The company will not damage the reputation of its business competitors by making unfounded accusations, slandering, or engaging in any other unfair competitive practices.
3. The Company prioritizes conducting business with **ethics and integrity** towards all stakeholders through transparent and auditable processes, strictly adhering to **anti-corruption** principles. The Company does not engage in seeking confidential information of competitors through improper means, nor does it attempt to damage the reputation of competitors through false accusations, slander, or any other actions that violate the **Business Code of Conduct**.



In **2025**, there were **no disputes or litigation cases** between the Company and its competitors. Further details regarding the Company's various policies can be found at www.prodigy.co.th.

Government agency

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

Environment, society, and community

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

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

Section 4: Disclosure of Information and Transparency

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

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

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

Section 5 Responsibilities of the Board

As of December 31, 2025, the company's management structure consists of the Board of Directors and five sub-committees: the Audit Committee, the Corporate Governance, Nomination and Remuneration Committee, the Strategy, Risk and Corporate Sustainability Committee, the Investment Committee, and the Executive Committee, to oversee the company's operations for the long-term benefit of the company and its shareholders as a whole.



Based on the Company's Corporate Governance Policy, the following activities were conducted in 2025:

1. Principles and Corporate Governance Framework

The Company recognizes that **Good Corporate Governance** is a fundamental factor in building trust among shareholders, investors, and all stakeholders, leading to stable and sustainable long-term growth.

The Company has established a written **Corporate Governance Policy**, adhering to the **Corporate Governance Code for Listed Companies** set by the Securities and Exchange Commission (SEC), the principles of the Stock Exchange of Thailand (SET), and other relevant regulations.

The Board of Directors is responsible for ensuring compliance with this policy and reviews its appropriateness at least **once a year** to remain aligned with evolving laws, best practices, and the business context.

2. Protection of Shareholders' Rights

The Company respects and protects the fundamental rights of all shareholders, including the right to buy, sell, or transfer shares; the right to receive profit sharing; and the right to attend, vote, and express opinions at shareholders' meetings.

To ensure transparent and fair shareholders' meetings, the Company:

- Provided meeting schedules and comprehensive supporting information well in advance.
- Offered opportunities for shareholders to propose agenda items and nominate directors ahead of time.
- Facilitated proxy voting for shareholders unable to attend in person.
- Accurately recorded all resolutions and disclosed them through the SET system within the required timeframe, as well as on the Company's website.

3. Equitable Treatment of Shareholders

The Company treats all shareholders equally based on the **"one share, one vote"** principle and avoids any actions that create unfair advantages or disadvantages among shareholders. Voting procedures are clearly communicated at every meeting.

In cases where directors or executives have a **conflict of interest** in any agenda item, they are required to disclose full information and are prohibited from participating in the discussion or voting on that specific matter.

4. Role of Stakeholders

The Company places high importance on all stakeholder groups, including customers, partners, creditors, employees, communities, and society. Guidelines have been established to balance business interests with social responsibility.

The Company provides a **Whistleblowing Channel** for reporting complaints or misconduct. All whistleblowers are protected, and their information is strictly kept confidential.



5. Disclosure and Transparency

The Company is committed to disclosing accurate, complete, sufficient, and timely information to ensure that shareholders and investors can make **informed decisions**. The scope of disclosure includes:

- Financial performance and financial position.
- Shareholding structure.
- Board and management structures.
- Remuneration of directors and executives.
- Related party transactions.
- Risk factors and risk management.

The Company discloses information through the **Annual Report (Form 56-1 One Report)**, the Stock Exchange's system (within the required timeframe), and the Company's website, ensuring all data is regularly updated.

6. Prevention of Insider Trading and Conflict of Interest

The Company has established a policy prohibiting directors, executives, and employees from using **non-public inside information** for personal gain or the benefit of others.

- A **Blackout Period** is enforced, prohibiting the trading of securities prior to the disclosure of financial statements.
- Directors and executives are required to report their **securities holdings** in accordance with relevant laws.

For transactions with potential **conflicts of interest**, the Company requires a review by the **Audit Committee** before submission to the Board of Directors or shareholders, as the case may be.

7. Roles, Duties, and Responsibilities of the Board of Directors

The Board of Directors is responsible for defining the Company's vision, strategy, goals, and key policies, as well as overseeing management to ensure business operations align with the established framework.

- The Board consists of directors with diverse knowledge, capabilities, and experience, including an appropriate proportion of **Independent Directors** as per the Stock Exchange's criteria.
- The Company has appointed **Sub-committees**, such as the Audit Committee, to assist in overseeing internal controls, risk management, and the accuracy of financial reports.
- The Board conducts annual **performance evaluations** (both individual and collective) and encourages directors to participate in continuous professional development and training.

8. Monitoring and Review

The Company maintains a system to monitor compliance with its Corporate Governance Policy, with regular reports submitted to the Board of Directors.

The **Good Corporate Governance Policy** is reviewed at least **once a year** to ensure it remains consistent with current laws, regulations, and best practices.

In 2025, the Company consistently complied with its Corporate Governance Policy, and no material violations were found.



Guidelines for Governing the Use of Inside Information and Conflict of Interest

The Company, through its Board of Directors and Management, prioritizes **Good Corporate Governance** by overseeing the use of inside information for personal gain and managing conflicts of interest. Clear policies and preventive measures have been established as follows:

1. Policy to Prevent the Use of Inside Information

The Company prohibits directors, executives, and employees from using non-public inside information for personal or others' benefit, whether directly or indirectly. This restriction applies to:

- Directors of the Company.
- Senior Executives and Management.
- Employees.
- Spouses and minor children of the aforementioned persons.

Key Measures:

- **Blackout Period:** A prohibition on trading the Company's securities for at least **30 days** prior to the disclosure of financial statements, and up to **24 hours** after such information has been made public.
- **Reporting Obligations:** Directors and executives are required to report their securities holdings and any changes to the Office of the SEC and must notify the Company of every transaction.
- **Material Information Protection:** Directors and executives who possess material or financial information that could impact the securities' price must not exploit such information before public disclosure.
- **Pre-Trade Notification:** Directors and senior executives must notify the Company at least **one day in advance** before trading the Company's shares. The Board has assigned the Company Secretary to receive these notifications, maintain the records, and report them to the Board of Directors.

In the past year, there were no cases of Company directors or executives trading the Company's securities during restricted periods.

2. Conflict of Interest Management

The Company has established criteria for considering transactions with potential conflicts of interest, based on transparency, fairness, and the best interests of the Company and its shareholders as a whole.

- Any director or executive with a **vested interest** in a matter under consideration must disclose the information and is **prohibited from voting or participating** in the discussion of that agenda item.
- **Related Party Transactions** must be reviewed by the **Audit Committee** before being proposed to the Board of Directors or shareholders, as the case may be.

3. Control and Monitoring Mechanisms

The Company has implemented internal control measures to prevent unauthorized access to sensitive information, including:

- Defining data access rights based on job levels and responsibilities.
- Ensuring the secure storage of essential documents.
- Communicating conflict of interest prevention guidelines to directors, executives, and employees.



- Ensuring both internal and external stakeholders are informed of and comply with the **Business Code of Conduct** to maintain transparency and fully auditable.
- **Role of the Audit Committee:** The Audit Committee is responsible for monitoring compliance with these policies and providing regular reports to the Board of Directors.

4. Enforcement and Penalties

The Company has established disciplinary actions for any individual seeking personal gain from the unauthorized use or disclosure of inside information that may cause damage to the Company. Penalties are considered on a case-by-case basis, taking into account the severity and intent of the misconduct.

5. Continuous Review and Development

The Company reviews its policies regarding the governance of inside information and conflicts of interest **annually** to ensure alignment with current laws, Stock Exchange regulations, and Corporate Governance best practices.

Actions taken in 2025 include:


- **Securities Holding Disclosure:** In accordance with **Section 59 of the Securities and Exchange Act**, and the SEC's regulations regarding the preparation and disclosure of securities holding reports, all directors and executives fulfilled their reporting duties.
 - In 2025, the Board included a standing agenda item for reporting the trading of Company securities.
 - **There were no instances of securities trading by any director during the past year.** Individual securities holdings are also disclosed in this Annual Report.
- **Conflict of Interest Compliance:** During the past year, **no misconduct or reports related to conflicts of interest were identified.** * The Company maintains an **adequate internal control system**. The Internal Auditor developed and executed a comprehensive audit plan covering all departments/divisions.
 - Audit results were reported to the Audit Committee and Management. If any procedural inconsistencies were found, corrective actions were proposed to ensure clarity and auditability.
- **Regulatory Compliance Record:** In the past year, the Company was **not subject to any fines, accusations, or civil actions** by regulatory authorities regarding the following matters:
 - Equitable treatment of shareholders regarding share repurchases (Buybacks).
 - Obstruction of communication between shareholders.
 - Failure to disclose **Shareholder Agreements** that significantly impact the Company or other shareholders.



7 Corporate governance structure and important information about the board of directors

Subcommittee, executives, employees, and others

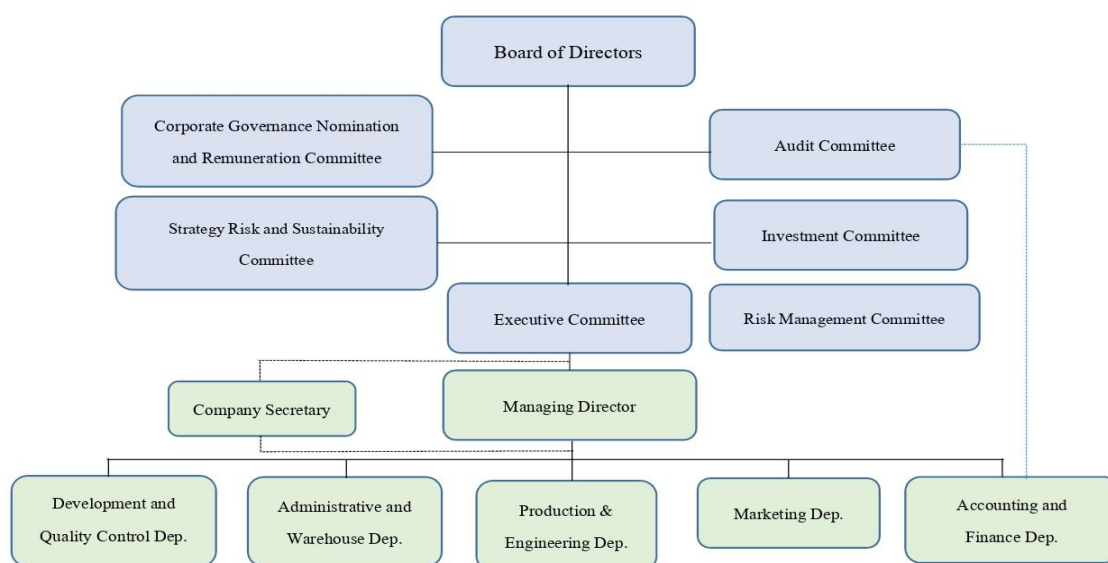
Policies and procedures regarding the committee

 The independence of the board from management

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

Management structure

As of December 31, 2025, the company's management structure consists of the Board of Directors and five sub-committees, namely the Audit Committee, the Corporate Governance, Nomination and Remuneration Committee, the Strategy, Risk and Sustainability Committee, the Investment Committee, and the Executive Committee, as shown in the image below.



Board of Directors

As of December 31 , 2025 Board of Directors Consists of 9 directors as follows:

Name - Surname		position
1. Ms.Thipawan	Uthaisang	Chairman of Director/ Chairman of the Audit Committee
2. Ms. Nardrerdee	Arj-harnwongse	Independent Director/ Chairman of the Corporate Governance Nomination and Remuneration Committee/ Audit Committee
3 . Dr. Thanet	Norabhoompipat	Independent Director / Strategy Risk and Sustainability Committee
4. Mr. Pirachai	Bencharongkul	Independent Director/ Chairman of the Corporate Governance Nomination and Remuneration Committee/ Audit Committee/ Investment Committee
5 . Mr. Thongchai	Tansutat	Director / Chairman of Executive Committee/ Strategy Risk and Sustainability Committee /Chief Executive Officer
6 . Mr. Pramote	Santiwattana	Director/ Chairman of Strategy Risk and Sustainability Committee
7. Mr. Vorravuth	Tangpiroonthum	Director/ Chairman of Investment Committee/ Strategy Risk and Sustainability Committee
8 . Mr. Vachara	Vitayatanagorn	Director/ Investment Committee
9. Mr.Pachai	Chanpitaksa	Director/ Investment Committee/ Strategy Risk and Sustainability Committee

Directors authorized to sign to bind the Company

**Mr. Thongchai Tansutat or Mr. Vachara Vitayatanagorn signed together with
Mr. Voravuth Tangpitoonthum or Mr.Pachai Chanpitaksa and affixed with the Company's seal¹**

Term of office of the Board of Directors

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

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

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



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

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

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

1. Perform duties in accordance with the law, objectives, and regulations of the company. As well as the resolutions of the shareholders' meeting with honesty and care to protect the interests of the company.
2. To consider and determine details and approve the vision business strategy, policy, goal, guideline, and operational plan of the company as prepared by the management and presented to the Board of Directors.
3. Supervise the management and performance of the management or any person assigned to perform such duties. in order to comply with the policy set by the Board of Directors.
4. Follow up on company performance continually in order to comply with the operational plan and company budget
5. Proceed for the management to set up an accounting system. financial reporting and reliable auditing as well as ensuring that there is an internal control system that is sufficient and appropriate.
6. Review the risk management process and risk management policy. and follow up on risk management performance.
7. Consider approving the acquisition or disposition of assets, investments, and any actions Comply with laws, announcements, requirements and regulations .
8. To consider and approve the Company's connected transactions. Comply with laws, announcements, requirements and regulations.
9. Ensure that there are no conflicts of interest between the Company's stakeholders.



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

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

Qualifications of Independent Directors

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

1. Holding shares not exceeding one percent of the total number of shares with voting rights of the Company, parent company, subsidiary company, associated company, major shareholder or a controlling person of the company. This includes the shares held by related persons of that independent director as well.
2. Not being or having been an executive director, employee, staff, advisor who receives regular salary or a controlling person of the company, parent company, subsidiary company, associated company, same-level subsidiary company major shareholder or of the person having control over the company unless he or she has vacated the aforementioned position for not less than two years before the date of submission of the application for permission to the Office SEC However, such prohibited characteristics do not include the



case where independent directors used to be government officials or consultant of government agencies which are major shareholders or a controlling person of the company.

3. Not being a person consanguinity or by legal registration in a manner that is Father, mother, spouse, siblings and children including spouses of children of other directors, executives, major shareholders controller or a person who will be nominated as a director executive or controlling person of the company or its subsidiaries.
4. Not having or a business relationship with the Company, parent company, subsidiary company, associated company, major shareholder or a controlling person of the company in a manner that may obstruct the exercise of independent judgment, including not being or having been a significant shareholder or a controlling person of a person having a business relationship with the company. Parent company Subsidiary company Associated company Major shareholder or a controlling person of the company Unless he has retired from such a position for not less than two years prior to the date of filing an application for permission with the SEC Office or granting or receiving financial assistance with accepting or lending, guaranteeing, providing assets as collateral for liabilities including other similar behaviors. As a result, the company or the counterparty has an obligation to pay to the other party. From three percent of the net tangible assets of the company or from twenty million baht or more whichever is lower. The calculation of such indebtedness shall be in accordance with the method for calculating the value of connected transactions pursuant to the Notification of the Capital Market Supervisory Board on Rules for Connected Transactions, mutatis mutandis . Including debt obligations incurred during one year prior to the date of business relationship with the same person.
5. Not being or used to be the Company's auditor Parent Company Subsidiaries Associated Companies Major Shareholders or a controlling person of the company and not being a significant shareholder controller or partners of the audit firm which has auditors of the company, parent company, subsidiaries, associated companies, major shareholders or the controlling person of the company is
6. affiliated with Unless he has retired from such a position for not less than two years before the date of submission of the application to the Office.
Not being or having been a professional service provider, including legal or advisory services finance which receives service fees of more than two million baht per year from the company Parent Company Subsidiaries Associated Companies Major Shareholders or a controlling person of the company and not being a significant shareholder controller or partner of that professional service provider as well Unless who has retired from such a position for not less than two years before the date of submission of the application to the Office.
7. Not being a director who has been appointed as a representative of the company's directors major shareholder or shareholders who are related to major shareholders.
8. Do not operate a business that has the same nature and is in significant competition with the business of the Company or its subsidiaries or not being a significant partner in a partnership or being an executive director, employee, staff, consultant who receives regular salary or holds more than one percent of the total number of shares with voting rights of another company which operates a business that has the same nature and is in significant competition with the business of the Company or Subsidiaries.

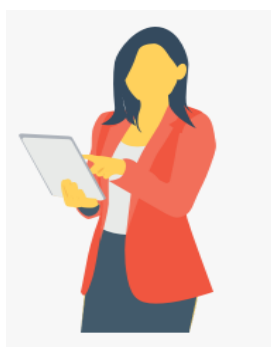


9. There are no other characteristics that make it impossible to express independent opinions on the operations of the Company.

Disclosure of the Composition of the Board

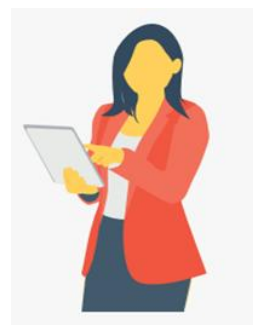
director type	Number (person)	%
Independent Director	4	44.44
Non-Executive Director	4	44.44
Executive Directors	1	11.11
total number of directors	9	100.00

All 9 Directors



There are 2 female directors

as 22.00%



There are 2 female directors, representing 22.22% of the Board. Both are Independent Directors who hold key leadership positions as Chairperson of the Board and Chairperson of the Sub-committees, respectively.



Boards' Skill Matrix

No.	Board Of Directors	Independent Director	Non-Executive Director	Executive Director	Gender		Professional				Industry		Management			Account	
					Male	Female	Civil Engineering	Human Resource	Administration Business Management	Economics	Packaging	Related Business	Technology	Finance	Marketing	Accounting/Audit	Internal/Audit
1	Ms.Thipawan Uthaisang	●				●			●							●	●
2	Ms.Nardrdee Arj-harnwongse	●				●	●										
3	Mr.Pirschai Bencharongkul	●			●				●				●				
4	Dr.Thanet Norabhoompipat	●			●		●										
6	Mr.Thongchai Tansutat			●	●				●		●				●		
6	Mr.Pramote Santiwattana		●		●				●	●		●			●		
7	Mr.Voravuth Tangpiroomthum		●		●				●					●	●		
8	Mr.Vachara Vitayatanagorn		●		●				●	●	●			●			
9	Mr.Pachai Chanpitaksa		●		●							●		●			
	Total	4	4	1	7	2	1	1	6	2	2	3	1	3	3	1	1

Diversity in the Board structure encompassing gender, age, knowledge, skills, and varied professional experiences is a vital driver that enables the organization to achieve its long-term sustainability goals. Therefore, the Board of Directors defines the required qualifications for potential directors to ensure they are fully aligned with the Company's business strategies.

Furthermore, the Company provides an opportunity for shareholders to nominate director candidates in advance. This allows the Corporate Governance, Nomination, and Remuneration Committee to review the qualifications of nominees, ensuring they meet the Company's specified criteria and possess the specific expertise required by the Board at that time. Following this review, the qualified candidates are proposed to the Board of Directors for endorsement and subsequently presented to the Shareholders' Meeting for formal appointment.



Board Structure

The Company places significant importance on **Board Diversity**, considering the appropriateness of the Board's composition across multiple dimensions. This includes business experience, specialized expertise, age, gender, and diverse perspectives to support the Company's strategic direction and ensure comprehensive corporate governance.

In the nomination and appointment of directors, the Company assigns the **Nomination and Remuneration Committee** to review the qualifications of suitable candidates. This process takes into account a diversity of skills, knowledge, and experience to ensure the Board maintains a balanced composition and can oversee the business with maximum efficiency.

Diversity Dimensions	Company Goals	Indicators / Metrics
1. Skills and Experience	The Board consists of directors with diverse knowledge and expertise in various fields, such as industry, accounting, finance, law, and corporate governance.	Implementation of a Board Skills Matrix .
2. Gender Diversity	Promote the inclusion of female directors on the Board.	At least 1 female director , or a proportion of no less than 10% of the Board.
3. Age Diversity	Maintain a diverse range of ages to provide varied perspectives for strategic formulation.	Director age groups cover multiple generations .
4. Independence Diversity	Maintain a proportion of independent directors in accordance with Stock Exchange criteria.	Independent directors make up no less than one-third (1/3) of the Board.

Board of Directors Composition and Qualifications

As of **December 31, 2025**, the Board of Directors consists of **9 members**, including **4 Independent Directors**, representing **44.44%** of the total Board. There are **2 female directors**, accounting for **22.22%**; both are Independent Directors who serve as **Chairperson of the Board** and **Chairperson of two Sub-committees**.

Furthermore, the Board comprises individuals with diverse knowledge and experience across various fields, as detailed in the **Board Skill Matrix**. This diversity effectively supports the Company's strategic formulation and corporate governance.



All directors of the Company possess no prohibited characteristics under the **Notification of the Capital Market Supervisory Board No. TorJor. 8/2553** regarding the determination of untrustworthy characteristics of directors and executives, nor any other relevant laws.

Roles, Duties, and Responsibilities of the Board

The **Board of Directors** is responsible for considering and approving key operational matters, including the Company's **vision and mission, strategies, financial goals, risk management, business plans, and budgets**. Furthermore, the Board is tasked with overseeing and monitoring the management to ensure that business operations are executed effectively and efficiently in accordance with established policies and plans. In performing their duties, the Board exercises **prudent judgment and professional care**, acting with **accountability, integrity, and honesty** to safeguard the long-term interests of the Company.

Board meeting

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

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

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

Board of Directors meeting

Meeting policy

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

In 2025, the meetings were conducted entirely in physical form, and during some of the meetings, there were instances where certain committee members attended. Participate in online meetings with an average attendance of the board of directors in 2025. The entire board of directors accounted for 98.41% of the meetings for the entire year.

In the 7th/2025 Board of Directors meeting on December 10, 2025, the chairman set the agenda for reporting the company's stock trading by directors and senior executives to inform the meeting, of the policy on directors' and



executives' interests. In 2025, no directors or senior executives traded the company's stocks. Additionally, the Board of Directors considered and unanimously approved the schedule for the 2026 annual meetings, setting a total of 6 meeting dates, including joint meetings of directors without management present and joint meetings of the audit committee with auditors without management present. It was decided that there would be at least one meeting per year to allow stakeholders to discuss and provide feedback, which would be beneficial for future operations.

Board of Directors Meeting

Details of attendance of the Board of Directors meetings For the fiscal year ended December 31, 2025 is as follows

Name - Surname	Number of meetings attended/total number of meetings	
	position	Year 2024
1. Ms. Thipawan Uthaisang	Independent Director/ Chairman of the Board of Directors	7/7
2. Ms. Nardrerdee Arj-harnwongse*	Independent Director	5/6
3. Dr. Thanet Norabhoompipat	Independent Director	7/7
4. Mr. Pirachai Bencharongkul*	Independent Director	6/6
5. Mr. Thongchai Tansutat	Director	7/7
6. Mr. Pramote Santiwattana	Director	7/7
7. Mr. Vorravuth Tangpiroonthum	Director	7/7
8. Mr. Vachara Vitayatanagorn	Director	7/7
9. Mr. Pachai Chanpitaksa	Director	7/7

Note - **Appointed as directors** to replace those retiring by rotation at the **2025 Annual General Meeting of Shareholders (AGM)**.
- **Both directors** commenced their attendance at the **Board of Directors Meeting No. 2/2025** on April 30, 2025 (this was their first meeting following their formal appointment).
Consequently, their total number of meeting attendances is lower than that of other directors.

In 2025, the Board of Directors considered several significant matters, including those proposed by each Sub-committee for the Board's acknowledgement, deliberation, and resolution. The details are as follows:

Board of Directors

In 2025, the Board of Directors of Prodigy Public Company Limited performed its duties in accordance with the roles and responsibilities defined in the Board of Directors' Charter. The Board adhered to the principles of good corporate governance, transparency, and long-term value creation for shareholders through strategic oversight, risk management, corporate governance, and close monitoring of management performance.

Throughout the year, the Board held regular meetings to consider significant issues related to the Company's business operations. The essence of the Board's performance can be summarized as follows:

1. Strategic Direction and Corporate Strategy

The Board collaborated in reviewing and providing recommendations on the Company's business direction and strategic plans to remain aligned with the changing business environment. This included evaluating investment opportunities and new business expansions to enhance competitiveness and long-term growth. Feasibility studies were



conducted on investment projects and expansion guidelines related to the packaging industry, including the development of businesses involving recycled materials and eco-friendly products.

2. Governance of Operational Performance and Financial Position

The Board continuously monitored and supervised the Company's performance by reviewing operational reports and financial positions. The Board provided recommendations to management on improving operational efficiency to ensure business stability and appropriate returns for shareholders.

3. Risk Management Oversight

The Board oversaw the enterprise risk management system by regularly reviewing assessment reports and the management of key corporate risks. This included monitoring the implementation of risk mitigation measures according to the established plan to ensure the Company has an effective risk management system capable of handling business uncertainties appropriately.

4. Governance on Corporate Governance and Sustainability (ESG)

The Board emphasized conducting business with responsibility toward society, the environment, and all stakeholder groups. The Board ensured that the Company operated under good corporate governance principles and monitored sustainability (ESG) performance and relevant disclosures to align with international practices and standards.

5. Supervision of Sub-committees

The Board supervised and monitored the performance of various sub-committees, such as the Risk Management Committee and committees related to strategy and investment. Sub-committees were required to report their performance and significant issues to the Board regularly to support the Company's policy-level decision-making.

6. Resolution to Join the "Jump Plus" Project

The Board considered and resolved for the Company to participate in the "Jump Plus" project by the Stock Exchange of Thailand (SET), with the following objectives:

- To elevate Governance and Transparency standards.
- To boost Investor Confidence.
- To add Value to the Company.

Independent Meeting of the Board (Without Management)

On October 15, 2025, the Board held a dedicated meeting without the presence of management. This session allowed directors to independently discuss and present opinions regarding the "Economic Situation, Competitive Landscape, and Factors Impacting Business Operations (Opportunities and Challenges)." The following guidelines were proposed:

- Business context and industry trends.
- Risk governance and sustainability.
- Strategic direction and implementation guidelines.

These guidelines serve as a framework for management to conduct further feasibility studies to expand the business base, build on existing operations, or identify any other pathways that will lead the organization toward long-term sustainability.



"For the reports of all Sub-committees, please refer to the Appendix (Attachment 5) for further details."

Operational Reporting by the Chief Executive Officer

The **Chief Executive Officer (CEO)** possesses a profound understanding of the Company's business operations and is, therefore, the most suitable individual to communicate the Company's current situation and operational results to the Board of Directors. This ensures the Board gains a comprehensive understanding and receives clear responses to any inquiries. Furthermore, the CEO is responsible for translating the Board's policies into actionable directives for subordinates, as well as monitoring and reporting the progress back to the Board.

In **2025**, the CEO reported the **quarterly operational results** to the Board of Directors, providing in-depth analysis of factors affecting performance. These reports included identified business risks and the management strategies implemented by various departments to mitigate negative impacts. The primary focus remained on ensuring the Company successfully achieved its predefined **strategic goals and targets**.

Board Advisory and Human Capital Development

The Board of Directors leveraged the diverse knowledge and experience of each director to collaborate with Management in addressing challenges arising from both internal and external factors. This collective insight helped establish appropriate operational frameworks, providing Management with concrete guidelines for effective implementation.

Furthermore, the Board placed a high priority on **Human Capital Management**, particularly regarding **Succession Planning** for key positions. This ensures that successors are identified and trained to facilitate knowledge transfer in critical roles. The Board also emphasized the continuous development of personnel in areas such as **Innovation, Technology, and Artificial Intelligence (AI)**. By focusing on **Upskilling and Reskilling**, the Company aims to enhance employee capabilities, enabling them to adapt swiftly to business changes a vital factor for the organization's long-term **sustainability**.

Audit Committee

As of **December 31, 2025**, the Audit Committee consists of **3 members**, as follows:

Name - Surname		position	Number of meetings attended in 2025
1. Ms. Thipawan	Uthaisang	Chairman of the Audit Committee	4/4
2. Ms.Nardrerdee	Arj-harnwongse	Audit Committee	3/3
3. Mr.Pirachai	Bencharongkul	Audit Committee	3/3

Ms. Thipawan Uthaisang serves as the **Chairperson of the Audit Committee**. She possesses the necessary knowledge and experience to review the **reliability of the financial statements**. Additionally, **Ms. Lakkhana Romruen** serves as the Secretary to the Audit Committee. The committee is scheduled to meet at least **4 times per year**.



Note regarding committee changes:

- The second and third directors were appointed at the **2025 Annual General Meeting of Shareholders (AGM)** to replace two former directors who completed their terms and did not seek reappointment.
- These two directors were formally appointed as members of the **Audit Committee** on **April 30, 2025**.

In 2025, the Audit Committee held a dedicated meeting with the External Auditors without the presence of management. The purpose of this meeting was to allow the Audit Committee to acknowledge any issues encountered during the past year and to facilitate an exchange of information, recommendations, and corrective measures between the auditors and the committee. Additionally, the meeting served to review and acknowledge the auditor's operational plan for the following year.

Tenure of the Audit Committee

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

Scope of authority duties and responsibilities of the Audit Committee

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

1. Review to ensure the company has accurate and sufficient financial reporting.
2. Review to ensure that the company has an appropriate and effective internal control system and internal audit system, and consider the independence of the internal audit unit, as well as approve the appointment, transfer, dismissal of the head of the internal audit unit, and/or the hiring of an internal audit company or any other unit responsible for internal auditing.
3. Review to ensure that the company complies with securities and stock exchange laws, stock exchange regulations, and laws related to the company's business.
4. Consider the selection, propose the appointment, and dismiss independent individuals to serve as the company's auditors, and Propose the compensation for the individual, including attending a meeting with the auditor without the management present. At least once a year.
5. Consider related items or items that may have conflicts of interest in accordance with laws and regulations Of the Stock Exchange, in order to ensure that the item is reasonable and most beneficial to the company.
6. Prepare the audit committee report and disclose it in the company's annual report. The report must Signed by the chairman of the audit committee and must include at least the following information.
 - 6.1 Opinion on the reliability and completeness of the company's financial report
 - 6.2 Opinion on the adequacy of the company's internal control system
 - 6.3 Opinions on compliance with securities and stock market laws, stock market regulations, or laws related to the company's business.



- 6.4 Opinion on the suitability of the auditor
- 6.5 Opinions on items that may have a conflict of interest.
- 6.6 The number of audit committee meetings and the attendance of each committee member.
- 6.7 Overall comments or observations received by the audit committee from performing duties according to the charter.
- 6.8 Other items that shareholders and general investors should be aware of within the scope of duties and responsibilities assigned by the board of directors.
7. In the performance of its duties, if the Audit Committee discovers or suspects that there are items or actions as follows, which have a significant impact on the financial position and operating results of the company, the Audit Committee shall report to the Board of Directors for corrective action within the time deemed appropriate by the Audit Committee.
- 7.1 Items that cause conflicts of interest.
- 7.2 Fraud, irregularities, or significant deficiencies in the internal control system.
- 7.3 Violation of securities and stock exchange laws, stock exchange regulations, or laws related to the company's business.
- 8 Any other operations as assigned by the company's board with the approval of the audit committee in the Perform duties within the scope of authority and responsibility for the Audit Committee, which has the power to invite management and executives. Or the relevant company employees report, give opinions, attend meetings, or submit documents that they deem relevant and necessary.
- The committee has the authority to amend the scope of powers, duties, and responsibilities of the audit the committee as deemed appropriate and necessary.
- The committee has the authority to amend the scope of powers, duties, and responsibilities of the audit committee as deemed appropriate and necessary.

Corporate Governance, Nomination and Remuneration Committee

As of December 31, 2025, the Corporate Governance Nomination and Remuneration Committee consisting of directors quantity 3 as follows:

Name - Surname	position	Number of meeting attendance in 2025
1. Ms. Nardrerdee Arj-harnwongse	Chairman of the Corporate Governance Normination and Remuneration Committee	3/3
2. Ms. Thipawan Uthaisan	Corporate Governance Committee	3/3
3. Mr. Pirachai Bencharongkul	Corporate Governance Committee	3/3

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



Appointment of the Corporate Governance Committee

- **The first and third directors** were appointed as members of the Board of Directors at the **2025 Annual General Meeting of Shareholders (AGM)**. They replaced two former directors who completed their terms and did not seek reappointment.
- On **May 8, 2025**, the first and third directors were formally appointed as the **Chairperson** and **Member** of the Corporate Governance, Nomination, and Remuneration Committee, respectively.

Tenure of the Corporate Governance, Nomination and Remuneration Committee

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

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

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

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



reasonable compensation review process to be proposed to the board of directors' meeting and/or the shareholders' meeting for approval.

In 2025, the Governance, Nomination, and Compensation Committee reviewed and updated the good corporate governance policy and the self-assessment forms for both individual and collective board members, as well as the self-assessment form for the Chief Executive Officer. This was done to ensure that the evaluation topics are comprehensive and aligned with the organization's context for use in the 2025 assessment. Additionally, guidelines for determining the Chief Executive Officer's compensation and the annual compensation for the company's directors and sub-committees were established to be proposed to the board of directors and presented as an agenda item in the 2025 annual general meeting of shareholders for approval. This is detailed in the 56 - 1 One Report (on pages 160 - 161).

Strategy Risk and Sustainability Committee

As of December 31, 2025 Strategy, Risk, and Sustainability Formulation Committee consisting of directors 5 persons as follows:

Name - Surname		position	Number of meeting attendance in 2025
1.Mr.Pramote	Santiwattana	Chairman of Strategy Risk and Sustainability Committee	2/2
2.Dr.Thanet	Norabhoompipat	Strategy Risk and Sustainability Committee	2/2
3.Mr.Thongchai	Tansutat	Strategy Risk and Sustainability Committee	2/2
4.Mr.Voravuth	Tangpiroonthum	Strategy Risk and Sustainability Committee	2/2
5.Mr.Pachai	Chanpitaksa	Strategy Risk and Sustainability Committee	2/2

This Committee was appointed at the Board of Directors Meeting No. 3/2025, held on May 8, 2025.

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

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

Scope of Powers, Duties, and Responsibilities: Corporate Strategy, Risk, and Sustainability Committee

The Board of Directors of Prodigy Public Company Limited has established this Charter to define the mechanisms, authority, and qualifications of the Corporate Strategy, Risk, and Sustainability Committee. This ensures alignment with the Principles of Good Corporate Governance (CG Code), and the regulations of the Office of the



Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), to foster transparency, fairness, and sustainable value for all stakeholders.

Objectives

1. To screen and provide strategic recommendations on the organization's short-term and long-term directions and goals, ensuring alignment with the Company's vision and mission.
2. To oversee the Enterprise Risk Management (ERM) framework, ensuring risks remain at an acceptable level and supporting the Board of Directors' decision-making.
3. To govern sustainability and ESG strategies and performance, including information disclosure in accordance with international standards (GRI, TCFD) and SET/SEC criteria.

Composition and Qualifications

1. The Committee consists of at least 3 directors, including at least 1 independent director. At least one member must possess knowledge and experience in risk management and ESG.
2. The Board of Directors may appoint senior executives as members and may occasionally invite external experts to provide information as non-voting participants.
3. Scope of Authority and Duties
 - 3.1 Strategy:
 - 3.1.1 Review and provide recommendations on short-term and long-term strategic plans and Key Performance Indicators (KPIs).
 - 3.1.2 Monitor strategic progress and suggest improvements upon significant changes.
 - 3.2 Risk Management:
 - 3.2.1 Oversee and review the ERM framework to align with COSO standards.
 - 3.2.2 Monitor corporate risk reports, including Emerging Risks and ESG risks, at least once per quarter.
 - 3.2.3 Propose risk mitigation measures and report results to the Board of Directors.
 - 3.3 Sustainability (ESG):
 - 3.3.1 Govern ESG strategies and goals to align with current and future situations.
 - 3.3.2 Monitor Materiality Assessments and sustainability indicators.
 - 3.3.3 Oversee ESG disclosures in accordance with GRI, TCFD, and SET/SEC guidelines.
 - 3.4 Others:
 - 3.4.1 Report performance results to the Board of Directors at least once a year.
 - 3.4.2 Disclose significant matters in the Annual Report and Form 56-1 One Report.
 - 3.4.3 Perform other duties as assigned by the Board of Directors.

4. Meetings

- 4.1 Meetings shall be held at least once a year, with additional meetings convened as necessary. A quorum requires the attendance of no less than one-half of the total number of committee members.
- 4.2 The Secretary to the Investment Committee is responsible for preparing meeting documents and recording the minutes, ensuring that progress reports on investment projects are presented to the Board of Directors.



5. Reporting

The Investment Committee must prepare a summary report of its performance and significant matters to be presented to the Board of Directors within the specified timeframe. This includes disclosing relevant information in the **Annual Report and Form 56-1 One Report**, in accordance with the regulations of the **SEC and the Stock Exchange of Thailand**.

6. Charter Review

The Corporate Strategy, Risk, and Sustainability Committee (and/or Investment Committee) shall review this Charter at least once a year or upon any significant changes. Any proposed amendments must be screened by the Corporate Governance, Nomination, and Remuneration Committee before being submitted to the Board of Directors for final approval.

Investment Committee

As of December 31, 2025 Investment Committee consisting of directors 5 persons as follows:

Name - Surname		position	Number of meeting attendance in 2025
1.Mr.Voravuth	Tangpiroonthum	Chairman of Investment Committee	1/1
2.Mr.Vachara	Vitayatanagorn	Investment Committee	1/1
3.Mr.Pachai	Chanpitaksa	Investment Committee	1/1
4.Mr.Pirachai	Bencharongkul	Investment Committee	1/1
5.Mr. Ekarat	Wongsupachatikul	Investment Committee	1/1

This Committee was appointed at the Board of Directors Meeting No. 3/2025, held on May 8, 2025.

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

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

Scope of Authority, Duties, and Responsibilities of the Investment Committee

The Board of Directors has deemed it appropriate to establish the Investment Committee Charter to define the qualifications, scope of authority, and operational processes in accordance with the Principles of Good Corporate Governance (CG Code), as well as the regulations of the Office of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). This is to ensure that the committee's performance is transparent, accountable, and responsive to all stakeholders.



1. Objectives

To screen, analyze, and provide recommendations regarding significant investment projects and transactions; to monitor investment performance ensuring alignment with the organization's vision, mission, and goals under the Enterprise Risk Management (ERM) framework and ESG principles, as well as relevant laws and regulations, in order to create sustainable value for shareholders and stakeholders.

2. Composition and Qualifications

2.1 The Investment Committee shall consist of at least 3 members, with at least 1 independent director.

At least one member must possess knowledge and experience in finance, investment, or risk analysis.

2.2 The Board of Directors may invite external experts or individuals with specialized knowledge to provide information. Such individuals shall have no voting rights.

3. Scope of Authority and Responsibilities

3.1 Consider and propose investment policies and financial structures aligned with the corporate strategy.

3.2 Screen and evaluate the suitability of investment projects, joint ventures, or significant asset acquisitions/disposals, considering returns, risks, and ESG impacts.

3.3 Monitor and evaluate the performance of approved investment projects, including relevant risk management measures.

3.4 Provide recommendations to the Board of Directors regarding the termination or adjustment of investment projects when risks or returns do not meet the specified criteria.

3.5 Report performance results to the Board of Directors at least once per quarter and disclose such information in the Annual Report (Form 56-1 One Report).

3.6 Perform other duties as assigned by the Board of Directors. Every investment project proposed by the Investment Committee must be presented to the Board of Directors for final approval.

4. Meetings

4.1 Meetings shall be held at least once a year, with additional meetings convened as necessary. A quorum requires the attendance of no less than one-half of the total number of members.

4.2 The Secretary to the Investment Committee is responsible for preparing meeting documents and recording minutes, ensuring that progress reports on investment projects are presented to the Board of Directors.

5. Reporting

The Investment Committee must prepare a summary report of its performance and significant matters for presentation to the Board of Directors within the specified timeframe. This includes disclosing information in the Annual Report (Form 56-1 One Report) according to SEC and SET regulations.

6. Charter Review

The Investment Committee shall review this Charter at least once a year or upon any significant changes. Any proposed amendments must be screened by the Corporate Governance, Nomination, and Remuneration Committee before being submitted to the Board of Directors for final approval.



Risk Management Committee

As of December 31 , 2025 Risk Management Committee Consists of 5 directors as follows:

Name - Surname	position	Number of meeting attendance in 2025
1 . Mr. Worapoj Soisuriwong	Chairman of the Risk Management Committee	4 / 4
2 . Mr. Thongchai Tansutat	Risk Management Committee	4 / 4
3 . Mr. Nattawat Akarasukphaisarn	Risk Management Committee	4 / 4
4. Mrs. Lakkhana Romruen	Risk Management Committee	4 / 4
5. Ms. Warunee Buayai	Risk Management Committee	4 / 4

The previous Risk Management Committee completed its term of office. Consequently, at the Board of Directors Meeting No. 4/2025, held on August 6, 2025, the Board passed a resolution to appoint the new Risk Management Committee.

The term of the Risk Management Committee

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

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

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

1. To set risk management policy, risk management framework to present to the Board of Directors to approve.
2. To plan the operation in accordance with the risk management policy. In order to be able to monitor, evaluate and control the amount of risk of the company. to be at an appropriate level.
3. To consider and approve the use of risk assessment tools. to be appropriate with the risk management policy.
4. To follow up to ensure that the risk management policy is consistently efficient and effective.
5. To manage the adequacy of resources used for risk management.
6. To communicate with the Audit Committee and the Board of Directors. about the company's risk status and guidelines for managing those risks.



Executive of Directors

as of 31 December 2025 Board of Directors Consists of 6 directors as follows:

Name - Surname	position	Number of times attended
1 . Mr. Thongchai Tansutat	Chairman of Executive Committee	12 / 12
2 . Mr. Nattawat Akrasukphaisan	Executive Committee	12 / 12
3 . Mrs. Lakkhana Romruen	Executive Committee	12 / 12
4. Mr.Chatree Jeansaijai	Executive Committee	12 / 12
5. Ms.Warunee Buayai	Executive Committee	12 / 12
6. Mr.Worapoj Soisuriwong	Executive Committee	12 / 12

The Executive Committee completed its term of office. Consequently, at the Board of Directors Meeting No. 4/2025, held on August 6, 2025, the Board passed a resolution to appoint the new Executive Committee

The term of the Executive Committee

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

Scope of authority, duties and responsibilities of the Executive Committee

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

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

However, the delegation of duties and responsibilities of the Executive Committee must not be in the form of delegation of authority or delegate the power of the Executive Committee, and/or the authorized person of the Executive Committee can approve the transactions that they or persons may have conflicts of interest. (as defined in the Notification of the Securities and Exchange Commission or announcement of the Capital Market Supervisory



Board) may have a stake or may benefit in any way or there may be conflicts or any other benefits to the Company, except for the approval of transactions under normal business and normal trade conditions.

Company Secretary

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

Scope of authority, duties, and responsibilities of the Company Secretary

1. Supervise and advise the Board of Directors and executives on rules and regulations. and laws that inform the Board of Directors.
2. Perform duties in supervising the activities of the Board of Directors responsible for organizing board meetings and the shareholders' meetings Record the minutes of the Board of Directors' meeting and the shareholders' meeting and supervise and coordinate the implementation of the resolutions of the said meeting
3. To prepare and keep the following documents
 - 1) Director registration
 - 2) Board meeting notice Board Meeting Minutes and the company's annual report
 - 3) Invitation letter for the shareholders' meeting and minutes of the shareholders' meeting
4. To keep reports of conflicts of interest reported by directors or executives.
5. To perform other actions as announced by the Board of Capital Market Supervisory

Executive

As of 31 December 2025 Company's executives Consists of 7 executives as follows:

Name – Surname		position
1 . Mr. Thongchai	Tansutat	Chief Executive Officer
2. Mr. Nattawat	Akrasukphaisan	Managing Director
3. Mrs. Lakkhana	Romruen	Accounting and Finance Manager
4. Mr. Chatree	Jeansaijai	Quality Control and Product Development Manager
5. Miss Warunee	Buayai	Manager of Administration and Warehouse
6. Mr.Worapoj	Soisuriwong	Production Manager
7. Ms.Treeranart	Treeraworradej	Marketing Manager



Scope of authority, duties, and responsibilities of Managing Director

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

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

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

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



Recruitment of directors and executives

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

Succession Planning and Appointment of High-Level Executives

The Board of Directors has established a policy regarding **recruitment and succession planning** for the positions of Chief Executive Officer and high-level executives. This is to ensure that the Company's operations remain continuous, efficient, and aligned with its long-term strategic direction. The Board has tasked the Management with selecting and developing high-potential personnel to prepare them for key executive successions. Progress on these initiatives is monitored regularly, and Management is required to report the results to the Board of Directors periodically.

In **2025**, under this policy, the Chief Executive Officer conducted a selection process for candidates meeting the Company's criteria. The list of qualified candidates was presented to the **Corporate Governance, Nomination, and Remuneration Committee** for review before being proposed to the Board of Directors for final approval. Furthermore, the Chief Executive Officer appointed **Mr. Nattawat Akrasukphaisan** to the position of **Managing Director**, effective from **May 2, 2025**, onwards. This appointment was formally approved by a Board of Directors' resolution on **August 6, 2025**. To ensure a smooth transition, the Company established a transition and preparation framework for the new executive. This allowed sufficient time for the appointee to learn and understand the Company's business, corporate culture, and internal management practices. This comprehensive approach ensures that operations in both management and human resource development—continue seamlessly, supporting the Company's long-term growth and sustainability.



Development of directors and executives

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

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

In 2025, directors participated in the director training course with the Thai Institute of Directors Association, with the following details:

Director Accreditation program (DAP 235/2025)

- Mr.Pirachai	Bencharongkul	Independent Director/ Audit Committee/ the Corporate Governance Nomination and Remuneration Committee/ Investment Committee
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The Evolving Role of Audit

- Ms.Nardrerddee	Arj-harnwongse	Independent Director/ Audit Committee/ the Chairman of Corporate Governance Nomination and Remuneration Committee
- Mr.Pirachai	Bencharongkul	Independent Director/ Audit Committee/ the Corporate Governance Nomination and Remuneration Committee/ Investment Committee

Committee in fostering trust and Transparency 2/2025

- Ms.Nardrerddee	Arj-harnwongse	Independent Director/ Audit Committee/ the Chairman of Corporate Governance Nomination and Remuneration Committee
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Director's Briefing วันที่ 4/2568 "ESG Risks Mitigation

- Mr.Pramote	Santiwattana	Chairman of Strategy Risk and Sustainability Committee
- Mr.Vorravuth	Tangpiroonthum	Chairman of Investment Committee/ Strategy Risk and Sustainability Committee

Executive Communication Program (EXCOM) 1/2025 Sauce Skills THE STANDARD & Bluebik

- Mr.Pachai	Chanpitaksa	Investment Committee/ Strategy Risk and Sustainability Committee
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Capital Market Leader Program (CMA), Class 35, Year 2025 Capital Market Academy

Role of the Chairman Program (RCP) 60/2025

Boardroom Excellence A Key to Corporate Success 2/2025

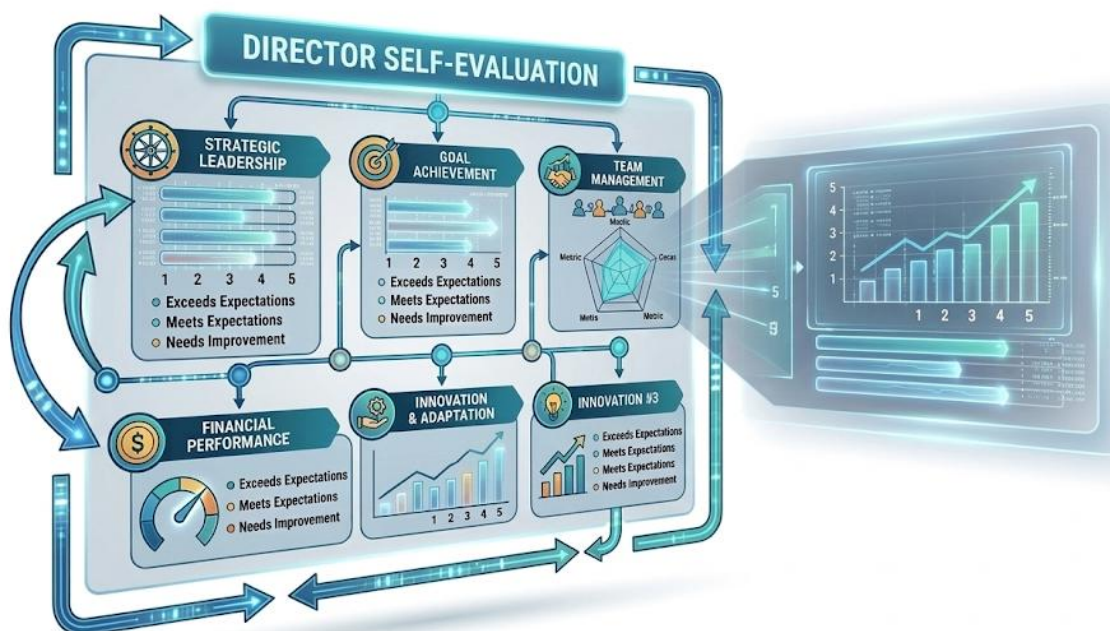
- Mr.Vorravuth Tangpiroonthum Chairman of Investment Committee/ Strategy Risk and Sustainability Committee

Board of Directors Performance Evaluation

The Board of Directors conducts an **annual self-assessment** to evaluate its performance and identify ways to further enhance operational efficiency.

For the **2025** performance evaluation, the Board reviewed and approved the assessment criteria proposed by the **Corporate Governance, Nomination, and Remuneration Committee**. These criteria were established as the official **2025 Annual Evaluation Forms**, which include:

- **Individual Self-Assessment** (Individual basis)
- **Board Self-Assessment** (As a collective body/committee)
- **CEO Self-Assessment** (Performance evaluation of the Chief Executive Officer)



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

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

In **2025**, the Company implemented **Google Forms** for the evaluation process to provide greater convenience for directors and executives. This digital approach also significantly improved the efficiency of data collection and allowed for a more rapid summarization of results. The evaluation process is structured as follows:

1. **Frequency of Assessment:** Conduct an operational performance evaluation of the Board of Directors—both as a **collective body (Board self-assessment)** and on an **individual basis**—at least **once a year**.
2. **Data Collection and Analysis:** The **Company Secretary** collects and summarizes the evaluation results to present to the **Corporate Governance, Nomination, and Remuneration Committee**. These findings serve as a benchmark for developing and improving the Board's overall efficiency.
3. **Reporting and Implementation:** The **Corporate Governance, Nomination, and Remuneration Committee** presents the final assessment results and proposed development guidelines to the **Board of Directors** for further action.

In **2025**, the results of the Board of Directors' Self-Assessment (as a collective body) categorized by section are as follows:

Evaluation Topic	%
Section 1 Structure of the Committee	4.70
Section 2 Readiness of the Committee	4.89
Section 3 Role and Responsibilities of the Committee	4.88
Section 4 Risk Management and Internal Control	4.60
Section 5 Management of Conflict of Interest and Assignment Power to Act	4.78
Section 6 Board Meetings	4.93
Section 7 The Role of the Chairman	4.90
Section 8 Self-Development of Directors and Executive Development	4.80
The Average score is expressed as a percentage	4.81

Note: Maximum score is 5 points



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

Evaluation Topic	%
Section 1 Knowledge Competence of the Committee	4.95
Section 2 Diligence in Duties and Responsibilities of Directors	4.90
Section 3 Commitment to Business Development	4.91
The Average score is expressed as a percentage	4.92

In **2025**, the Board of Directors reviewed and updated the self-assessment criteria for the **Chief Executive Officer (CEO)**. The assessment framework was refined to align with the current organizational context and is based on the guidelines established by the **Stock Exchange of Thailand (SET)**. The evaluation is categorized into **8 key sections**, as follows:

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



With the following evaluation process.

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

In **2025**, the self-assessment results of Chief Executive Officer have scores in each category as follows.

Evaluation Topic	%
Section 1 Leadership	5.00
Section 2 Compliance with the strategy	4.75
Section 3 Financial planning and performance	4.67
Section 4 Relationship with the Committee	5.00
Section 5 External relations	4.67



Section 6 Management and Employee Relations	4.67
Section 7 Product knowledge	4.67
Section 8 Personal Characteristics	4.60
The Average score is expressed as a percentage	4.75

Note: Maximum score is 5 points

Overview of the Board's Performance Evaluation

The results from both the **collective (Board)** and **individual self-assessments** are utilized to identify areas for development and continuous improvement across all evaluation categories. Overall, the findings reflect a **high level of satisfaction** with the Board's performance of its duties. Nevertheless, the Board remains committed to performing at **maximum efficiency and maintaining full transparency**, with a steadfast focus on driving **positive outcomes** and long-term value for the organization.

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

Compensation for directors and executives

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

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

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

With the following criteria for considering compensation.

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

The same industry by the Thai Institute of Directors Association.



Components of compensation are classified as.

1. In monetary terms

1.1 Monthly compensation to reflect the experience and responsibilities of the director.

1.2 Meeting allowances to reflect the work of the committee members and to encourage them to perform their duties by attending meetings Consistently.

1.3 Annual compensation To reflect the duties and responsibilities of the directors.

2. Non-monetary

2.1 Directors and Officers Liability Insurance to ensure that directors can perform their duties fully and effectively with confidence.

Director's remuneration

Details of the remuneration received by the directors for the year 2025 ending December 31, 2025, for the year 2025 ending December 31, 2024, and for the year 2023 ending December 31, 2023, are as follows:

Type Of Board	For the year ended 31 Dec. 2025			For the year ended 31 Dec. 2024			For the year ended 31 Dec. 2023		
	Compensation	Meeting allowance	Total	Compensation	Meeting allowance	Total	Compensation	Meeting allowance	Total
1.Assoc.Prof.Prayoon Boonprasurd	300,000	55,000	355,000	700,000	340,000	1,040,000	700,000	300,000	1,000,000
2. Ms. Thippawan Uthaisang	620,000	215,000	835,000	460,000	195,000	655,000	460,000	180,000	640,000
3. Ms. Pikul Taksinwaracharn	220,000	35,000	255,000	460,000	190,000	650,000	460,000	180,000	640,000
4 .Dr. Thanet Norabhoompipat	460,000	110,000	570,000	460,000	190,000	650,000	460,000	170,000	630,000
5. Mr. Thongchai Tansutat	100,000	-	100,000	100,000	-	100,000	100,000	-	100,000
6. Mr. Purnrux Nacob	132,000	50,000	182,000	196,000	315,000	511,000	196,000	285,000	481,000
7 .Mr. Pramote Santiwattana	196,000	110,000	306,000	196,000	80,000	276,000	196,000	80,000	276,000
8. Mr. Vorravuth Tangpiroonthum	196,000	105,000	301,000	196,000	70,000	266,000	196,000	80,000	276,000
9. Mr. Vachara Vitayanagorn	196,000	90,000	286,000	180,000	70,000	250,000	100,000	-	100,000
10. Mr.Pachai Chanpitak	196,000	110,000	306,000	196,000	80,000	276,000	64,000	70,000	134,000
11.Ms.Nardrdee Aru-harnwongse	240,000	110,000	350,000	-	-	-	-	-	-
12.Mr.Pirachai Bencharongkul	240,000	140,000	380,000	-	-	-	-	-	-
D&O Liability Insurance	-	-	160,640	-	-	181,900	-	-	179,405
Total	3,096,000	1,130,000	4,386,640	3,144,000	1,530,000	4,674,000	2,932,000	1,345,000	4,277,000



Notes on Director Changes

1. **Assoc. Prof. Prayoon Boonprasert:** Retired by rotation and did not seek reappointment at the 2025 Annual General Meeting of Shareholders (AGM).
2. **Ms. Pikul Taksinavarajarn:** Retired by rotation and did not seek reappointment at the 2025 Annual General Meeting of Shareholders (AGM).
3. **Mr. Purnruk Nakob:** Resigned from the Board of Directors in 2025.
4. **Ms. Nardrerdee Arj-harnwongse:** Appointed as a director to replace the director retiring by rotation at the 2025 Annual General Meeting of Shareholders (AGM).
5. **Mr. Pirachai Bencharongkul:** Appointed as a director to replace the director retiring by rotation at the 2025 Annual General Meeting of Shareholders (AGM).

Details of compensation for the year 2023 - 2025 are divided as follows.

Type of Board	For the year ended 31 Dec. 2025			For the year ended 31 Dec. 2024			For the year ended 31 Dec. 2023		
	Compensation	meeting allowance	Total	Compensation	meeting allowance	Total	Compensation	meeting allowance	Total
Board of Directors	3,096,000	665,000	3,761,000	3,144,000	740,000	3,884,000	2,932,000	660,000	3,592,000
Subcommittee									
- Audit Committee	-	165,000	169,000	-	175,000	175,000	-	140,000	140,000
- Corporate Governance Nomination and Remuneration Committee	-	115,000	115,000	-	180,000	180,000	-	180,000	180,000
- Strategy Risk and Sustainability Committee	-	140,000	140,000	-	435,000	435,000	-	365,000	365,000
- Investment Committee	-	45,000	45,000	-	-	-	-	-	-
Total	3,096,000	1,130,000	4,226,000	3,144,000	1,530,000	4,674,000	2,932,000	1,345,000	4,277,000



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

Director type	Compensation type (baht)	
	Compensation	Meeting allowance
Independent Director	2,080,000	665,000
Non-Executive Directors	916,000	465,000
Executive Directors	100,000	-

Details of compensation for the year 2025 as follows.

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

For directors who also serve on sub-committees. Will receive meeting allowances from being a member of the sub-committees according to their position and according to the number of times they attend the meeting.

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

Executive Compensation

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

	For the year ended on 31 December		
	31 Dec. 2025	31 Dec. 2024	31 Dec. 2023
Number (person)	9	8	8
Remuneration (Baht)	16,186,117	13,512,900	13,558,980

* Note: Includes consultant fees

Supervision of Subsidiaries and Associated Companies

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



Policy and Guidelines for Shareholders and Stakeholders

Shareholding Structure and Management

Company's securities

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

Shareholder Structure (GRI 102-40)

First 20 shareholders (Summary information from the closing date of the book on 21 August, 2025)

Rank	Shareholders	Number of shares (share)	% share
1	Thai Vegetable Oil Public Company Limited	94,600,000	31.85
2	Thai Edible Oil Company Limited	33,000,000	11.11
3	Mr.Prinya Tiewanworn	16,100,000	5.42
4	CHEER GROUP HOLDINGS Co.,Ltd.	14,407,470	4.85
5	Ms.Sudarat Vitayatanagorn	6,852,200	2.31
6	Mr.Thongchai Tansutat	6,600,000	2.22
7	Mr.Pachai Chanpitaksa	6,600,000	2.22
8	Mrs.Pattama Tanpiroonthum	6,600,000	2.22
9	Mr.Vachara Vitayatanagorn	6,600,000	2.22
10	Mr.Veerachai Dechamornthun	5,477,100	1.84
11	Mr.Pornchai Tangjaruwattanachai	4,974,350	1.67
12	Ms.Prinda Tangpiroonthum	3,585,000	1.21
13	Thai NVDR Company Limited	2,677,448	0.90
14	Mr.Suchart Manuphol	2,220,000	0.75
15	Mr.Vichien Srimuninnimitr	2,211,000	0.74
16	Mr.Voravuth Tangpiroonthum	2,100,000	0.71
17	Ms.Suparat Sakwararat	1,980,000	0.67
18	Mr.Khwanchai Sinpanee	1,652,700	0.56
19	Mr.Tawat Tantimet	1,650,000	0.56
20	Mr.Veerakit Apiratprachasin	1,560,240	0.53



Dividend Policy of the Company

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

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



8 Report on key performance in corporate governance

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

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

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

Section 1 Shareholders' rights

The company gives importance to the rights of shareholders. The company will encourage shareholders to exercise their rights. The basic rights of shareholders are buying, selling or transferring shares. share of the profits of the enterprise receiving sufficient information Participation in the meeting to exercise the right to vote at the shareholders' meeting to appoint or remove directors appoint an auditor and issues affecting the company such as dividend allocation prescribing or amending the Articles of Association and Memorandum of Association capital reduction or capital increase and approval of special items, etc.


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


🌱 The company will send the invitation letter to the shareholders' meeting together with supporting documents to all shareholders at least 7 days in advance or according to the period specified by law. The notice of the meeting will specify the date, time, place, company regulations related to the meeting of shareholders. and meeting agenda with explanations and reasons for each agenda. Along with the opinion of the Board of Directors Proxy form as specified by the Ministry of Commerce and list of independent directors so that shareholders can appoint proxies to attend the meeting on their behalf in the event that the shareholders cannot attend the meeting in person. In addition, the company will disseminate important information regarding the shareholders' meeting through the SET's website. and company website in advance of the meeting

🌱 Before conducting the meeting The company will inform the meeting about the voting criteria and the vote counting method in the meeting. and when information is provided according to the meeting agenda The chairman of the meeting will allocate appropriate time for shareholders to express their opinions and ask the company Relevant directors and executives attended the shareholders' meeting to answer



questions and listen to opinions and suggestions from shareholders. The Company will allow shareholders to submit questions in advance of the meeting date.

 In the event that there are many items on the agenda, such as the agenda on appointment of directors The company will arrange a vote for each item.

 After the shareholders' meeting, the company will prepare accurate and complete minutes of the meeting which will specify the voting process, questions and answers, and voting results for each agenda, both agree, disagree, and abstain, and will record the list of directors attending the meeting and those absent from the meeting.

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

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











In **2025**, the Company conducted its **Annual General Meeting of Shareholders (AGM)** in a **Physical Meeting** format. Comprehensive details were provided to shareholders in advance, including the meeting venue (with an attached map) and clear instructions regarding **proxy voting** and required documentation for both individual and corporate shareholders. This information was communicated transparently through the **Notice of the Meeting** and the Company's website.

To further support shareholders, the Company provided supplementary documents attached to the Notice and designated **Investor Relations (IR)** officers to address inquiries and provide additional information for shareholders seeking clarification.

On the day of the meeting, the Company provided a detailed explanation of the **voting procedures** to both shareholders and proxies. The session encouraged active participation, allowing attendees to pose questions to the Board of Directors and Management to ensure all doubts were clarified. Additionally, dedicated staff were stationed to provide technical and administrative assistance, ensuring that all shareholders and proxies could participate correctly and effectively throughout the meeting as intended.



Section 2 Equitable Treatment of Shareholders

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

In **2025**, the Company provided shareholders with the opportunity to **nominate qualified candidates** for directorship. Shareholders were invited to submit nominee information along with all required supporting documentation, adhering to the criteria and timeframes established by the Company. Furthermore, the Company allowed shareholders to **propose agenda items** for the meeting in advance. These opportunities were formally announced through the **SET's disclosure system** and the Company's website to ensure convenient access to information across all channels.



The Company ensured that the **Notice of the Meeting**, along with comprehensive and sufficient agenda details, was dispatched to shareholders for their consideration. All meeting notices and supporting materials were prepared in **both Thai and English** and were made available on the Company's website. Following the conclusion of the meeting, the Company disclosed the **resolutions** within the timeframe regulated by the Stock Exchange of Thailand (SET). To maintain transparency and allow for subsequent review, the **Minutes of the Meeting** and a **Video Recording** were published on the Company's website. Shareholders can access and review these records at www.prodigy.co.th.



Section 3 Roles of Stakeholders

The Company places significant importance on the rights of all stakeholder groups, including **customers, employees, business partners, shareholders (or investors), creditors, and the communities** in which the Company operates. This also extends to other stakeholder groups, such as **competitors and independent auditors**. The Company is committed to treating all stakeholders with fairness, firmly believing that maintaining strong relationships with every group is a key driver for **sustainable growth**.

Furthermore, the Company has established policies and operational guidelines regarding the **non-infringement of intellectual property and copyrights**. These policies, along with various other corporate guidelines, are consolidated within the **Director's Handbook** and have been publicly disclosed on the Company's website under the **Sustainability** section. www.prodigy.co.th

Shareholder

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

Employee

1. The company gives fair compensation to employees. by referring to the performance of employees.
The company will measure the performance of employees fairly according to the criteria set by the company.
2. The company has a policy to develop its personnel. The company has organized training to educate employees and executives. Including the company has sent employees and executives to train with external organizations in work-related matters.
3. The Company is responsible for maintaining a hygienic working environment. conducive to working efficiently and is safe for the life and property of employees.



4. The company has a duty to protect the privacy of employees. The company will not take personal information of employees. such as salary, medical history to disclose to outsiders Unless the company has a duty to disclose such information. According to regulations and laws.

Customer

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

In the year 2025, the company received evaluation results from customers, with the details as follows. (GRI 102-43, 102-44)

<i>Evaluation Topic</i>	<i>Year 2025 (Evaluation Score)</i>	<i>Year 2024 (Evaluation Score)</i>	<i>Year 2023 (Evaluation Score)</i>
1. Product Quality	3.59	3.52	3.65
2. Delivery of goods	3.65	3.54	3.63
3. Service	3.62	3.61	3.64
4. Environmental	3.58	3.44	3.58
Average Score	3.61	3.53	3.63

Business partners and creditors

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



In 2025, the Company requested the cooperation of its business partners and customers to adhere to the Company's Business Code of Conduct. To facilitate this, a compliance acknowledgment form was developed via Google Forms, covering the Code of Conduct and various corporate policies.

The Company received excellent cooperation from both partners and customers, who confirmed their commitment to strictly following the Company's ethical standards and business policies.



Commercial competitor

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

*You can find more information about policies regarding partners, creditors, and business ethics at www.prodigy.co.th

In 2025, the Company had no cases of trade competition disputes or any related complaints.

Government agency

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

Environment, Society, and Community

1. The company has a policy to conduct business responsibly Environment and conservation of natural resources, including Promoting the efficient use of energy, the company aware of the use of natural energy efficiency, therefore, solar panels have been installed to bring Solar energy is converted into electricity used for Production, which is the efficient use of renewable energy and helps reduce electricity consumption, which is a major cost of production.



2. The company has a policy to conduct business with consideration for the quality of life of society and the community. The company will comply with regulations. And strictly adhere to various laws to prevent any impact on the surrounding community.
3. The company manages the water generated from production to meet the specified standards before releasing it into public water sources. The company conducts water meter inspections every month.



Whistleblowing Channels and Whistleblower Protection

The Company has established whistleblowing channels for all stakeholder groups to report clues or complaints regarding actions that may violate laws, corporate regulations, or the Business Code of Conduct. Multiple channels are available, including the Company's website, email, and direct correspondence to the Audit Committee. Complainants may choose to disclose their identity or remain anonymous.

Upon receiving a complaint, the Company will conduct a fact-finding investigation according to established procedures. The findings will be reported to relevant executives and the Audit Committee for further appropriate action. The Company prioritizes Whistleblower Protection by implementing measures to safeguard complainants or informants. All information and identities are kept strictly confidential, with access restricted only to those responsible for the investigation. Furthermore, the Company prohibits any form of retaliation or harassment against whistleblowers, including actions affecting employment status, position, or working conditions. The results of all complaint proceedings are reported to the Audit Committee to ensure transparency and fairness.

In 2025, the Company received no complaints through the designated channels, and there were no reports related to corruption or illegal activities. Should any misconduct be reported, the Company is committed to investigating the facts and implementing corrective actions in accordance with its established protocols.

(For further details on the Whistleblowing Policy, please visit www.prodigy.co.th under the Sustainability section.)

Responsible Business Conduct

The Company recognizes the importance of operating with responsibility toward all stakeholder groups by integrating Environmental, Social, and Governance (ESG) principles and ethical business practices into its core operations. This integration supports sustainable growth while minimizing potential impacts on the environment and society. The Board of Directors oversees and monitors these operations to ensure alignment with the Company's Corporate Governance Policy.

As a manufacturer and distributor of PET plastic packaging and preforms, the Company emphasizes managing the environmental impact of its production processes. Key focus areas include resource efficiency, upgrading machinery and production lines to reduce energy consumption, and implementing proper waste management. Additionally, the Company develops recyclable packaging products to promote optimal resource utilization and environmental conservation.

Regarding Social responsibility, the Company maintains a balance in caring for all stakeholders. This includes fostering a safe and appropriate working environment for employees, supporting continuous personnel development, and ensuring product quality and safety to build trust with customers and business partners. The Company also engages in activities that promote strong relationships with surrounding communities.

Furthermore, the Company has established an Anti-Corruption Policy and guidelines to promote transparency and fairness. All directors, executives, and employees at all levels are required to strictly adhere to these policies. Whistleblowing channels and protection measures are provided for reporting potential violations of laws, regulations, or ethics, with the Audit Committee responsible for supervising these matters to ensure transparency and justice.

Full details regarding the Company's ESG guidelines and performance are available in the "Sustainability Report" section of this report.



Section 4 Disclosure and Transparency

The Company prioritizes the disclosure of information that is accurate, complete, transparent, and timely. This ensures that shareholders, investors, and stakeholders have equitable and reliable access to the Company's key information. The Company has established policies and guidelines for disclosing significant information to the public, including vision and mission, nature of business, details of directors and executives, financial statements, risk factors and risk management policies, direct and indirect shareholding by directors, major shareholders, and senior management, audit fees, remuneration of the Board and executives, as well as compliance with laws and regulatory requirements to foster confidence and transparency in its business operations.

4.1 Disclosure Policy

The Company's Disclosure Policy ensures that all information is accurate, complete, and released in a timely manner. It covers both financial and non-financial information that may influence the decision-making of shareholders, investors, and stakeholders. Disclosure must be conducted on an equitable basis to prevent any individual from gaining an unfair advantage. The Board and Management are responsible for overseeing compliance with this policy and designating specific units for public information dissemination.

4.2 Disclosure of Financial and Key Business Information

Financial and key business information is disclosed accurately and in full, prepared in accordance with relevant financial reporting standards and audited or reviewed by a certified public accountant. Furthermore, the Company discloses operating results, financial status, and significant risk factors to enable stakeholders to properly evaluate the Company's situation and business trends.

4.3 Disclosure of Corporate Governance Structure

The Company transparently discloses its governance structure, including the Board of Directors, sub-committees, their roles and responsibilities, and the meeting attendance of each director. Additionally, details regarding the qualifications, experience, expertise, and directorships in other companies are disclosed to support the assessment of the Board's composition and transparency.

4.4 Disclosure of Director and Executive Remuneration

Remuneration for directors and executives is disclosed transparently, considering their roles, responsibilities, and the Company's performance. This information is reported in aggregate by type of remuneration, including the criteria for determination, allowing shareholders to evaluate its appropriateness.

4.5 Investor Relations (IR)

The Company emphasizes continuous communication with shareholders, investors, and analysts. The **Investor Relations (IR)** unit serves as a primary channel for communicating key information and addressing inquiries. Information is accessible via shareholders' meetings, the Company's website, and direct contact with the IR unit.

4.6 Corporate Website and Data Access

The Company's website is a vital channel for disseminating information, including corporate governance details, annual reports, financial data, corporate news, and investor information, ensuring convenient and timely access for all stakeholders.



4.7 Responsibility for Financial Reporting

The Board of Directors recognizes its responsibility for ensuring that financial reports are accurate, complete, and reliable. Proper internal control systems and governance processes are in place to support transparent financial reporting. The Audit Committee is tasked with reviewing financial reports and internal controls to ensure they accurately reflect the Company's financial position and operating results.

2025 Investor Relations Activities

Currently, shareholders, investors, analysts, and the general public can contact the Company for information via:

- **Investor Relations:** Tel. 034-332-611-2
- **Email:** ir@prodigy.co.th

In **2025**, the Management participated in interviews with analysts and the media to update investors and stakeholders on the Company's business progress. Additionally, the Company published **newsletters** and **Snapshots** via the Company's website (www.prodigy.co.th) and the **SETLink** system to provide concise and accessible updates for interested parties.



Section 5 Responsibilities of the Board of Directors

As of December 31, 2025, The management structure of the company consists of the Board of Directors, and 5 sub-committees, namely the Audit Committee, Corporate Governance, Nomination and Remuneration Committee, Strategy Risk and Sustainability Committee, Executive Committee and Risk Management Committee. To supervise the business for the best long-term benefits of the company and shareholders as a whole.

The Board's structure

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

As of December 31, 2025, the company's board of directors consists of 10 members, including 4 independent directors. The board comprises at least one-third independent directors and no fewer than 3 members. Furthermore, all directors of the company do not possess any disqualifying characteristics as per the announcement of the Securities and Exchange Commission Notification No. KorChor. 8/2553 regarding the determination of the characteristics of untrustworthiness of directors and executives of the company and other relevant laws.

Roles, duties, and responsibilities of the Board

The Board of Directors plays a pivotal role in overseeing the Company's business operations to ensure efficiency, transparency, and alignment with **Good Corporate Governance** principles. The Board performs its duties with responsibility, due care, and integrity, acting in the best interests of the Company, its shareholders, and all stakeholder groups.

In exercising its governance, the Board is responsible for determining the Company's strategic direction and key policies. This includes reviewing and approving business plans, investment projects, and policies that impact long-term operations. Furthermore, the Board consistently monitors the Management's performance through regular Board meetings, ensuring that the Company's results remain in line with established goals and strategies.

The Board also prioritizes **risk management and internal control systems** to ensure that business activities are conducted prudently and transparently. By monitoring and reviewing operations through relevant sub-committees, the Board receives regular updates on risk management and internal control reports to appropriately manage potential impacts on the business.

Furthermore, the Board is committed to **Sustainable Development** by ensuring that the Company considers its impact on the economy, society, and the environment. It encourages Management to integrate **Environmental, Social, and Governance (ESG)** concepts into strategic planning and operations to enhance competitive advantages and support long-term sustainable growth.

The Board also emphasizes **Succession Planning** for high-level executives. It monitors and reviews the recruitment and development plans for key executive positions, including the Chief Executive Officer (CEO), to ensure the Company has personnel with the appropriate knowledge, skills, and experience to drive the organization and support future growth.



To ensure operational efficiency, the Board conducts an **annual performance evaluation** for both the Board of Directors and its sub-committees. The results of these assessments are used to continuously improve and develop the efficiency of the Company's corporate governance.

The Company values the continuous **development of its directors**. It supports participation in training and seminars related to corporate governance, risk management, and key business trends to enhance the Board's capacity to perform its duties effectively.

Over the past year, the Board has consistently fulfilled its governance duties, providing guidance to Management on critical issues such as strategic planning, performance monitoring, risk management, internal controls, and sustainability initiatives. These efforts ensure the Company operates efficiently and transparently, in accordance with its long-term growth objectives.

*Further details regarding the Board structure, sub-committee compositions, and information about directors and executives can be found under the **"Corporate Governance Structure"** and **"Key Information on the Board, Sub-committees, Management, and Employees"** sections of this report.*





1 Anti Corruption Policy

(GRI 205-2)

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

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

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

1. Objectives of the policy

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

2. Policy scope

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

3. Define "corruption and bribes"

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

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



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

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

3.1 Patterns of corruption and bribes and other related policies

3.1.1 Political Contribution

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

3.1.2 Charitable Contributions

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

3.1.3 Providing Support (Sponsorship)

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

Providing support in general It is done to promote the image or reputation of the organization. This is usually done through various activities. Funding must be based on transparent making decision criteria. There is a valid contract or proof of payment. This must be approved according to the process set by the company and must not provide any financial support that is done in the face of evading corruption and bribes.

3.1.4 Gift fees, welcome service fees and other expenses related

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



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

3.1.5 Facilitation fee (Facilitation Payment)

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

3.1.6 Hiring Government Employees (Revolving Door)

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

3.1.7 Conflict of Interests

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

3.1.8 Change

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



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

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

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

5. Scope of application

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

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

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

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

6. Duties and responsibilities

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

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

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

6.4 Internal auditor Has duties and responsibilities to inspect and review operations to ensure that they are in accordance with Correct, consistent with policy, guidelines, and authority Regulations, laws and regulations. Regulatory agencies To ensure that there is a control system that is appropriate and adequate for Corruption risks that may occur and report to the Audit Committee.

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

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

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



7.1 Gifts, Hospitality, and Other Expenses related

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

Guidelines for operations are as follows:

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

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

- b) Company employees Must follow the approval, control, and reporting procedures in accordance with the company's regulations.
- c) The company records expenses and has receipts or certified evidence.

7.2 Charitable Contribution, Donations, and Grants In Aid

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

Guidelines for operations are as follows:

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

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

(Corporate Social Responsibility: CSR)

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

7.3 Support funds (Sponsorship)

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

Guidelines for operations are as follows:

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



7.4 Facilitation fees (Facilitation Payment)

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

Guidelines for operations are as follows:

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

7.5 Political Contributions

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

7.6 Conflict of Interests

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

Guidelines for operations are as follows:

- Company Director and executives must notify the company Know the relationship or related transactions in businesses that may cause conflicts of interest or seek personal benefits, such as Participating in shares in the company's competitors.
 - Joint investment or holding a position with a partner who does business with the company.
 - Doing business or providing services to the company directly or through others.
- a) Avoid making transactions related to Related persons As specified by the Capital Market Supervisory Board that may cause conflicts of interest with the Company and/or its subsidiaries (that may occur in the future) in the event that it is necessary to make that transaction The related transactions must be presented to the Audit Committee. To consider giving opinions before submitting to the Board of Directors for approval. According to the principles of good corporate governance and regulations at the Stock Exchange and the Securities and Exchange Commission determines.
 - b) Directors, executives and employees must comply with the Company's regulations. and business ethics of the company This is an important matter that must be strictly adhered to. for the company It is trusted and trusted by all stakeholders. and arrange for the dissemination of information to relevant parties. and adhere to it universally.



- c) Directors, executives and employees must not seek benefits for themselves or others by relying on the Company's confidential information. Including important information of the company. For personal benefit.
- d) The Company requires that directors and executives who have significant interests in a manner that may prevent such directors or executives from expressing their opinions freely. and does not take part in considering items in which he has a conflict of interest. Including having no authority to approve the entry into transactions on that agenda.

7.7 Hiring government employees (Revolving Door)

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

Guidelines for operations are as follows:

- a) Hiring government employees There must be a selection process. Employment approval The determination of remuneration must be transparent. and control processes to ensure that hiring does not benefit the company. or any reciprocal benefits.
- b) There is a process for checking the history (Due Diligence) of the people at the company will recruit and appoint to the positions of directors, consultants and executives of the company. To examine what may be a conflict of interest before appointment.
- c) There is a prohibition on performing duties that are an abuse of power. or who have conflicting interests, such as disclosing secrets of government agencies to which they were formerly affiliated, or lobbying to gain illegitimate benefits. Being assigned to contact the same agency that you used to belong to, etc.
- d) Appointed By disclosing the names and history of people who were former government officials. who have been appointed as advisors, directors, and executives of the company.

7.8 Procurement

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

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

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

Guidelines for operations are as follows:

- a) The company has assessed the risk of corruption that may occur. with both specifying measurement criteria. Risks regarding impact (Impact) and likelihood of occurrence (Likelihood Occurrence) are specified risk from related operations and currently existing internal controls.
- b) Provide measures to reduce and control risks. To ensure that the risk is at a level acceptable to the organization.



- c) Company executives must understand the risks that may arise from corruption.
- d) The management must regularly assess potential corruption risks at least once a year.

And review risk management measures to ensure they are appropriate to prevent risks to an acceptable level. Presented to the Risk Management Committee.

9. Internal Control System

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

Guidelines for operations are as follows:

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

10. Accounting audit and data storage

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

Guidelines for operations are as follows:

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

11. Human Resources Management

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

Guidelines for operations are as follows:

- a) The Company applies this policy to personnel management. From the employee selection process The selected employees must not commit any disciplinary offenses. or have not been



punished for an offense related to corruption. In addition, promotion Performance evaluation and giving rewards The company must consider performance results to be consistent with the policy. and has no history of committing corruption or behavior that impedes compliance with this policy.

- b) The company does not demote, punish, or have negative consequences for employees who refuse to commit corruption. Even though that action will cause the company Lost business opportunity.
- c) The company provides training on anti-corruption measures and knowledge to employees at all levels. To gain understanding and be able to truly put it into practice.
- d) The company has thoroughly communicated the policy to employees. Including explaining the penalties for violating this policy to employees at all levels of the company.

12. Creating awareness

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

13. Training and Communication

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

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

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

Supervision, monitoring and review

Risk Management Committee Must assess risks and review this policy annually and Propose to the Audit Committee and Board of Directors Consider and approve changes, including supervision and Follow up on the implementation of this policy. and give various advice continuously Internal auditors must



regularly review internal control systems and processes. to be confident that the internal control system is effective in combating corruption. The results of the inspection will be discussed with relevant persons to find appropriate solutions and will be reported. Let the management and the audit committee be informed further.

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

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

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

16. Policies and guidelines

General chapter

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

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

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

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

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

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

17. Measures and channels for reporting clues or complaints

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

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



By mail

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

Prodigi Public Company Limited

7/3 Village No. 3, Bang Krabao Subdistrict Nakhon Chai Si District Nakhon Pathom Province 73120



Via email: Company Secretary: thitikan@prodigy.co.th



On the company's website: www.prodigy.co.th





Box for receiving suggestions/comments/complaints within the company

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



Anti-Corruption Policy and Whistleblowing Compliance

Interested parties can access further details regarding the **Whistleblowing Policy** on the Company's website at www.prodigy.co.th under the "Sustainability" and "Whistleblowing Policy" sections. Over the past year, the Company received **no reports or complaints regarding misconduct** from

either internal or external sources.

The Company is steadfast in conducting its business with transparency, integrity, and adherence to **Good Corporate Governance** principles. The Board of Directors has established an **Anti-Corruption Policy** to serve as a framework for directors, executives, and employees at all levels. This policy is also communicated to business partners, alliances, and relevant stakeholders to ensure a shared commitment to ethical business practices.

Zero Tolerance for Corruption

The Company maintains a **zero-tolerance policy** toward all forms of bribery and corruption, including the giving or receiving of bribes, inappropriate gifts or benefits, unlawful business advantages, or any actions that may lead to a **conflict of interest**. All personnel are required to strictly comply with these regulations.

Risk Management and Internal Controls

The Board ensures that appropriate systems and measures are in place to prevent and mitigate corruption risks. This includes conducting **corruption risk assessments** across business operations and implementing robust internal controls to detect and prevent any actions that could be categorized as fraudulent or corrupt.

Operational Guidelines for Transparency

To support transparent operations, the Company has defined specific guidelines, such as:

- Guidelines on giving and receiving gifts or hospitality.
- Guidelines on business entertainment.
- Guidelines on charitable contributions and sponsorships.
- Guidelines for interacting with government agencies.

These measures ensure that all business dealings remain transparent, auditable, and compliant with relevant laws and governance principles.



Whistleblower Protection and Awareness

The Company provides **Whistleblowing channels** for directors, executives, employees, and stakeholders to report suspected corruption. Whistleblowers who act in good faith are protected under specific measures to prevent any form of retaliation or unfair treatment.

Furthermore, the Company prioritizes awareness by continuously communicating its Anti-Corruption policies to all internal personnel and external partners. These measures are **regularly reviewed and updated** to ensure they remain effective and aligned with evolving business risks.

In the past year, the Company consistently communicated these policies and monitored compliance through its internal governance systems to ensure that all operations strictly followed the Anti-Corruption Policy and Good Corporate Governance standards.

Implementation of Anti-Corruption Policy

Based on the current policy reviewed and approved by the Board of Directors, the Company's anti-corruption framework comprehensively covers various forms of fraud and misconduct. It establishes clear operational guidelines that are strictly followed by the Board, Management, and all employees. The Board has tasked the Management with disseminating this policy through the Company's official communication channels and requesting cooperation from both internal and external stakeholders to ensure widespread awareness and compliance.

To ensure effective implementation, the Company has communicated and publicized the policy internally through various platforms, including **public relations boards** and **Line Official**. Furthermore, all employees are required to **sign an acknowledgment form** to confirm their commitment to the policy. Additionally, the Company incorporates anti-corruption training into its **new employee orientation** and organizes regular training sessions to ensure that all staff members share a unified understanding and consistently adhere to the Company's ethical standards.



External Engagement and Anti-Corruption Mechanisms



For **business partners and customers**, the Company has issued formal letters to inform them of our corporate policies and request their strict cooperation in adhering to these standards.

To promote and disseminate our **Anti-Corruption and Whistleblowing policies**, the Company provides access via **QR Codes**, allowing interested parties to download and study the guidelines conveniently. We encourage all stakeholders not to remain silent if they encounter misconduct and to assist in monitoring to reduce the opportunity for wrongdoing. The Company guarantees **protection and strict confidentiality** for whistleblowers, supported by a clear process for investigation, monitoring, and imposing disciplinary actions against offenders.

Furthermore, the Company conducts regular **fraud risk assessments**. We firmly believe that factors leading to corruption can be controlled through structured workflows and clearly defined job responsibilities, ensuring an effective system of **Checks and Balances**. To facilitate this, multiple whistleblowing channels have been established to provide convenience for those wishing to report clues or grievances.

Based on internal audits conducted over the past year, **no issues related to potential corruption were identified**, and there were **"zero" complaints** regarding fraudulent activities from either internal or external sources.



Prevention of Insider Trading and Conflicts of Interest

The Company has established a policy to prevent directors and executives from using inside information for personal gain or for the benefit of shareholders in an improper manner, as follows:

- 1.Information Protection:** The Company strictly prohibits the unauthorized use of internal information. Departments with access to sensitive data are forbidden from disclosing such information to unrelated departments, unauthorized individuals, or external parties.
- 2.Blackout Period:** Executives who are privy to material or financial information that could impact the Company's share price are prohibited from utilizing such data before it is disclosed to the public. Specifically, executives are **prohibited from trading the Company's securities for a period of one month** prior to the public release of financial statements or other material information.
- 3.Reporting of Securities Holding:** In compliance with **Section 59** of the Securities and Exchange Act and the regulations of the Office of the Securities and Exchange Commission (SEC), directors and executives are required to report their securities holdings. This report must include securities held by the **executive, their spouse, and minor children**, whether held directly or indirectly (such as through nominees or private funds).
- 4.Advance Notice and Reporting Changes:** The directors and the first four senior executives who intend to trade the Company's securities must notify the Board of Directors or a designated person at least **one business day in advance**. Any changes in securities ownership must be reported to the SEC website within **three**



business days of the transaction and subsequently reported to the Board of Directors at the next scheduled meeting.

5.Disciplinary Actions: The Company has established disciplinary measures for those who seek to benefit from or disclose inside information that may cause damage to the Company. Penalties are determined based on the intent and severity of the violation, ranging from **verbal warnings, written warnings, and probation to termination of employment** (dismissal or resignation).

Detailed information regarding the Policy on the Use of Inside Information for Personal Gain is available at www.prodigy.co.th.

Guidelines for the Prevention of Conflict of Interest

To prevent conflicts of interest, the Company has established strict guidelines requiring directors, executives, and employees to report their own interests and those of related persons. This is to ensure that internal positions are not exploited for personal gain. The key practices are as follows:

- 1.Related Party Transactions:** If a related party transaction is necessary for the Company's benefit and is deemed reasonable, it must be conducted on an **arm's length basis** (as if transacting with an external party). Any director or executive with a vested interest in a particular transaction must abstain from the deliberation and approval process.
- 2.Confidentiality and Competition:** Directors, executives, and employees are prohibited from using Company documents or information obtained through their positions to conduct business that competes with or is related to the Company's operations.

To ensure compliance with the **Business Code of Conduct**, these practices are integrated into a transparent and auditable control system, with regular reporting to the **Audit Committee** in alignment with Good Corporate Governance principles.

2025 Implementation and Results

In **2025**, the Company communicated these guidelines to all stakeholders—including directors, executives, and employees—through the **Director's Handbook** and the **Employee Code of Conduct** to ensure comprehensive awareness and compliance.

Over the past year, there were **no instances of insider trading** by internal parties, such as directors or senior executives, and **no violations** regarding the use of inside information were found.

Regarding related party transactions or transactions that may cause a conflict of interest between subsidiaries and related persons, the Company acts with **prudence, reasonableness, and fairness**. All such transactions are conducted as part of normal business operations, prioritizing the Company's best interests and ensuring adequate disclosure in compliance with the regulations of the **Stock Exchange of Thailand (SET)** and the **Securities and Exchange Commission (SEC)**.

In **2025**, all such transactions were verified by the **external auditors and internal auditors**, with results reported to the **Audit Committee**. Furthermore, the **Board of Directors** reviewed and certified these operating results on a



quarterly basis. All relevant information was disclosed to stakeholders through the SET's reporting system and the Company's official communication channels.

Human Rights Policy

Prodigy Public Company Limited conducts its business based on the principles of corporate governance, fairness, and strict adherence to business ethics. We are committed to social responsibility and the well-being of all stakeholder groups, emphasizing sincere mutual treatment, respect, and compassion. The Company promotes equality and honor while strictly prohibiting any form of discrimination.

The Company firmly believes that respecting the human rights of all stakeholders throughout the business value chain is the foundation of business and social sustainability. Accordingly, we prioritize and respect fundamental human rights and laws, ensuring no discrimination based on gender, race, religion, political rights, beliefs, or any other status, in accordance with the **Universal Declaration of Human Rights (UDHR)**.

The Company is committed to fostering awareness among both internal and external stakeholders through continuous communication and education, ensuring these principles are accepted and integrated into our operations for effective and sustainable business growth.

Guidelines for Operations and the Working Environment

1. **Human Equality:** Directors, executives, and employees shall perform their duties with a focus on "human equality," which is the core of international human rights standards, ensuring non-discrimination within the legal framework.
2. **Standardized Human Resources Management:** The Company treats all employees fairly regarding recruitment, compensation, benefits, development, training, promotion, disciplinary action, termination, or retirement, based on a single unified standard across the organization.
3. **Fair Evaluation and Professional Growth:** Wages, benefits, and career advancement are determined fairly without bias. Performance evaluations at all levels are based on merit and criteria that exclude factors such as birth gender, gender expression, age, race, language, religion, culture, disability, or economic status.
4. **Labor Standards:** The Company strictly avoids the use of child labor and ensures appropriate working hours in compliance with the law and business ethics.
5. **Freedom of Thought and Participation:** The Company respects employees' freedom of thought and participation in activities that are ethical and do not impact the corporate image. However, the Company maintains a neutral stance and has no policy supporting or involving itself in politics at any level.
6. **Job Security and Development:** The Company provides job security and supports the continuous development of personnel potential through both internal and external training programs.
7. **Occupational Health and Safety:** The Company prioritizes safety, occupational health, and the working environment. We implement preventive measures to reduce and avoid workplace accidents, injuries, and illnesses, adhering to all relevant legal standards.
8. **Protection of Vulnerable Groups:** The Company provides special care for vulnerable groups, such as assigning appropriate and safe tasks for pregnant women, persons with disabilities, and the elderly, based on their physical capabilities and skills while avoiding hazardous or high-risk work.



9. Well-being and Social Security: The Company supports and facilitates coordination with social security agencies to ensure the health and well-being of all personnel.

Environmental Commitment

The Company is committed to maintaining an environment and healthy working conditions suitable for all personnel, business partners, and vulnerable groups. This includes pollution prevention, proper disposal of toxins, wastewater, and waste, as well as managing air pollution and greenhouse gas emissions. Furthermore, the Company focuses on resource efficiency, particularly in water and energy consumption.

Ethical Standards

1. The Company shall communicate and disseminate information through various corporate channels to ensure all stakeholders are informed and cooperate in adhering to Company policies.
2. The Company ensures fairness and provides protection measures for complainants or those who cooperate in reporting human rights violations. We are committed to protecting their privacy and providing them with full confidence in our process.

Operational Measures for Personnel

1. **Compliance:** All Company personnel must be aware of their rights, duties, and the scope of human rights concerning themselves and business partners. This policy must be strictly followed without exception.
2. **Duty to Report:** Personnel must not remain indifferent when they discover that other employees or business associates are neglecting or violating human rights policies.
3. **Disciplinary Action:** Any personnel found to be violating human rights, including those who are complicit or involved, will face disciplinary action according to Company regulations and may be subject to legal penalties. However, the accused will be presumed innocent until proven guilty through a formal investigation.
 - o *The Company has organized training sessions on human rights respect, such as the **Labor Protection Act B.E. 2541 (and its amendments)**, Section 11/1, and updates on labor law policy changes for all employees.*

Whistleblowing and Complaints

1. Scope of Reports/Complaints

- 1.1 Direct or indirect human rights violations as defined in this policy concerning the organization.
- 1.2 Acts of negligence or violation of human rights policies that may affect internal control systems or create opportunities for human rights abuses.
- 1.3 Actions that are illegal, immoral, or violate business ethics.

2. Whistleblowing Channels

All Company personnel have a duty to report incidents to their direct supervisors (according to the hierarchy) or the designated unit responsible for handling complaints upon witnessing human rights violations. External complainants related to the Company's business operations can also report through the following channels:

- 1.1 **Direct Supervisor** (via the chain of command)
- 1.2 **Suggestion Box** 1.3 **Email:** thitikan@prodigy.co.th
- 1.4 **Company Website:** www.prodigy.co.th



Investigation and Disciplinary Actions

1. **Investigation Process:** Once a report is received, the Internal Audit Team will act as the screening body to investigate the facts. During the investigation, progress updates will be periodically provided to the whistleblower. The team will deliberate on the findings with relevant parties to determine appropriate solutions and subsequently report to Management and the Audit Committee.
2. **Right to Fair Trial:** If the investigation finds reasonable grounds to believe a violation has occurred, the accused party has the right to be informed of the allegations and the right to prove their innocence by providing additional evidence or information.
3. **Penalties:** If the accused is proven guilty, it will be considered a violation of Company policy, subject to disciplinary action according to corporate regulations. If the act is illegal, the offender may also face legal prosecution.
 - *The Company strictly protects the rights and confidentiality of whistleblowers and informants to prevent any adverse impacts. Once the investigation is concluded and a decision is reached, the result will be formally communicated to the whistleblower.*

Remediation Guidelines

In cases where it is proven that the Company or its personnel have committed a human rights violation under the Company's assignment or direction, the Company will consider **remediation on a case-by-case basis**. Initial guidelines focus on preventing recurrence, whether intentional or unintentional, to ensure the effectiveness and sustainability of the Human Rights Policy.

Policy Dissemination

To ensure organization-wide awareness, the Company disseminates the policy through the following channels:

1. Posting formal announcements to inform all personnel and relevant stakeholders.
2. Utilizing internal communication platforms such as the **Intranet, circular letters, email, and the corporate website** for both internal and external stakeholders to acknowledge and follow.
3. Conducting regular policy reviews to ensure alignment with current situations.

Monitoring and Review

The **Risk Management Committee** is responsible for assessing risks and reviewing this policy annually. Proposed changes are submitted to the **Corporate Governance, Nomination, and Remuneration Committee**, and the **Board of Directors** for final approval. The Board also monitors implementation and provides continuous guidance.

Data Recording and Disclosure

The Company is committed to maintaining high standards for work systems and data communication to ensure an effective control system. Database systems are protected and kept ready for inspection at any time, with supervision tailored to the risk levels of the information.

- **Disclosure:** Information is disclosed to employees, management, shareholders, customers, partners, and all stakeholders via the **Annual Report (Form 56-1 One Report)**, the Company's website, or other appropriate methods to ensure transparency and accountability.



Operational Guidelines: Human Rights Due Diligence (HRDD)

The Company focuses on operating under its Human Rights and Labor Practices policies to prevent violations throughout the **supply chain** and strictly complies with labor laws.

- We strive to implement comprehensive **Human Rights Due Diligence (HRDD)** across all business processes and encourage key business partners to do the same.
- We conduct **Human Rights Impact Assessments (HRIA)** for high-risk units and perform **Human Rights Risk Assessments** across the entire **value chain**—covering personnel, activities, products, and partners—in accordance with the **United Nations Guiding Principles on Business and Human Rights (UNGPs)**. This ensures continuous alignment with our commitment to respecting the rights of all stakeholders.

Human Rights Performance and Implementation in 2025

In **2025**, the Company disseminated its **Human Rights Policy** and operational guidelines to all personnel through various internal channels, including circular letters, physical announcements, and the **"Chao Prodigy" Line Official** account.

To ensure effective implementation, the **Risk Management Committee** conducted a comprehensive **Human Rights Risk Assessment** covering every stage of the business operations. This enabled the Company to develop strategic plans and mitigation measures to address potential risks. Furthermore, the Company fostered a shared awareness with stakeholders throughout the **supply chain**, encouraging them to remain vigilant, cooperate in risk reduction, and strictly adhere to human rights principles.

Over the past year, the Company received zero complaints or whistleblowing reports regarding human rights violations, covering both internal operations and its business partners and customers.



Employee and Labor Practices

Personnel

Number of Employees (GRI 102-8) As of **December 31, 2025**, and **December 31, 2024**, the total number of Company employees and staff (excluding executives) was **274** and **259**, respectively. The workforce distribution by department is as follows:

Department/Function	Number of Employees (Persons)	
	As of Dec 31,2025	As of Dec 31, 2024
Production and Engineering	186	184
Adminstration and Warehouse	51	48
Accounting and Finance	5	5
Sales and Marketing	6	6
Quality Control and Development	17	16
Business Development	-	-
Totoal	265	259

Note: Excluding Executives 9 persons

Employment Practices

The Company has established a non-discriminatory employment policy that provides equal opportunities regardless of gender, disability, or other underprivileged status, based on the suitability of each position. We strictly prohibit the use of child labor and illegal labor, ensuring no violation of labor rights. All employment is formalized through legal contracts in full compliance with labor law standards.

The Company strictly adheres to labor regulations and provides an **Employee Handbook** for staff to study work rules, disciplinary procedures, and penalties. Furthermore, we are committed to promoting and developing the quality of life for persons with disabilities. The Company has exceeded the legal requirements by employing several individuals with disabilities.

Beyond compliance, the Company recognizes the importance of respecting equal rights and does not discriminate based on race, gender, or religion. We provide open channels for all employees to express opinions or file grievances through the Company's official communication platforms.

In **2025**, the Company complied with the **Empowerment of Persons with Disabilities Act, B.E. 2550**, specifically **Sections 33 and 35**. Currently, the Company employs **5 male staff members with disabilities**, most of whom have physical impairments (limbs). Their ages range from **40 to 70 years**.

The Company assigns these employees to positions suitable for their physical readiness. Furthermore, the Management prioritizes their well-being to ensure they maintain a high quality of life and receive all legal entitlements. The **Manager**



of **Administration and Warehouse** has been specifically assigned to oversee and ensure that all rights and benefits are thoroughly provided to employees with disabilities.

Employee Remuneration

The Company's employee remuneration (excluding executives) can be summarized as follows:

Type	ผลตอบแทนของพนักงาน (บาท)	
	As of Dec 31, 2025	As of Dec 31, 2024
Employee Salaries	68,804,661	66,238,571
Employee Bonuses	9,217,563	9,030,773
Total Salaries and Bonuses	78,022,224	75,269,344
Employee Benefits and Welfare	3,477,698	3,873,082
Total Employee Remuneration and Welfare	81,499,922	79,142,426

Provident Fund

The Company encourages employees to prioritize long-term savings for their post-retirement security. Accordingly, the Company has established a **Provident Fund** for its employees, which has been in operation since **August 21, 2013**.

Total Cumulative Provident Fund Contributions (Baht)	2025	2024	2023
	2,355,660	2,133,226	2,422,248
Number of Participating Employees (Persons)	184	165	179
Participation Rate / Percentage of Total Employees (%)	59.93	54.64	52.15



Employee Welfare (GRI 102-41)

While the Company has not established a labor union, it has facilitated the election of employee representatives to form a **Welfare Committee in the Workplace**, in accordance with the **Labor Protection Act B.E. 2541**. All employees are given the opportunity to vote for candidates, with elected representatives serving a **two-year term**. The Company is committed to treating all employees fairly and legally, promoting the Welfare Committee as a vital intermediary for gathering employee feedback. This information is reported to Management for appropriate action, thereby fostering a strong and positive relationship between the Company and its staff.

The Company is dedicated to building a corporate culture that enhances **employee engagement** through the following initiatives:

1. **Career Development:** The Company considers the growth potential of employees within their respective career paths. Recognizing their aspirations for advancement, we provide target groups with opportunities to prove their capabilities, learn new roles, and gain recognition from their peers.
2. **Training & Upskilling:** Training programs are organized on a rotational basis to ensure that every employee in each department has an equal opportunity to participate and fully develop their skills.
3. **Work-Life Balance:** To maintain quality of life, reduce stress, and increase efficiency, the Company prioritizes physical and mental health. We provide **annual health check-ups** and **health insurance** for employees. Additionally, information regarding various diseases is disseminated through corporate communication channels to promote awareness and basic self-prevention.
4. **Team Bonding & Social Activities:** The Company organizes an annual **"Big Cleaning Day"** to encourage employees across all departments to collaborate in cleaning and organizing the workplace.
5. **Environmental Awareness:** Activities are organized to instill environmental consciousness, such as energy conservation programs and energy-saving awareness training.
6. **Family Support Programs:** Recognizing the importance of education, Management provides **educational scholarships for employees' children**, which are reviewed and granted on a continuous annual basis.



Employee Remuneration and Treatment (GRI 401-2)

Executive and Employee Remuneration

In **2025**, the Board of Directors reviewed and determined the annual remuneration, including salaries, wages, and special bonuses, for the Chief Executive Officer, executives, and all employees. The annual budget for these increases is established based on the Company's operating performance. The remuneration rates are benchmarked against comparable companies listed on the Stock Exchange of Thailand within the same industry and of similar business size. The Company ensures that such compensation is competitive enough to attract and retain high-quality, high-performance personnel, enabling the Company to achieve its strategic goals and business direction.

Employee Treatment and Engagement

The Company recognizes that human resources are its most valuable asset; therefore, human resource management is a top priority. The Company consistently promotes a corporate culture that fosters employee engagement. These practices are reviewed annually to remain appropriate for current circumstances.

The Company emphasizes the physical and mental well-being of its staff, believing that healthy employees experience fewer illnesses and lower personal medical expenses. To ensure a supportive environment, the Company provides open communication channels for employees to report grievances or work-related issues, including reporting through direct supervisors or utilizing the provided suggestion boxes.

Compensation and Welfare

The Company ensures equality and fairness in caring for employees at all levels under its established rules and regulations. Recruitment and placement are based on the suitability of the candidate's knowledge, abilities, and responsibilities for each position.

- **Performance Evaluation:** Performance is formally evaluated **twice a year** to determine annual compensation.
- **Performance-Linked Bonuses:** Annual bonuses and remuneration are considered based on both the Company's overall operating results and individual performance evaluations, ensuring they remain consistent with industry standards.

Appropriate Welfare and Benefits

The Company has established a **Welfare Committee** and a formal process for employees to propose welfare improvements. All employees receive equal access to fundamental benefits provided by the Company. All rights and entitlements are clearly communicated to employees during **New Employee Orientation** and are detailed in the **Employee Handbook**. The basic welfare and benefits include:





- **Uniforms and Equipment:** Provision of employee uniforms upon completion of the probation period, along with necessary work equipment (particularly for production line staff and related departments requiring specialized tools).
- **Safety Equipment:** Provision of safety gear for employees involved in heavy lifting or working at heights to prevent workplace injuries.
- **Health and Life Insurance:** Provision of **annual health check-ups** and **group accident insurance** for all employees.

Healthcare, Quality of Life, and Retention Outcomes

- **Medical Care and Support:** In the event of work-related illness or injury, employees are entitled to claim medical expenses. The **Administration and Warehouse Department** is responsible for providing care, coordinating with the **Social Security Office** for claims processing, and providing necessary guidance to employees.
- **Provident Fund:** The Company promotes long-term savings to ensure financial security for employees upon retirement.

2025 Employee Engagement and Retention Results

In **2025**, the effectiveness of the Company's engagement and retention initiatives was reflected in the **average employee turnover rate of 2.87%**. (As of December 31, 2025, the total number of employees was **265 persons**).

Quality of Life

The Company encourages all employees to maintain good physical, mental, and social health. Beyond providing **annual health check-ups** for all permanent staff, the Company conducts regular **workplace environment assessments** in every area. This ensures that employees operate in a safe environment, enjoy a high quality of working life, and remain free from work-related injuries or occupational diseases, enabling them to perform at full efficiency and live happily.

In addition to fundamental welfare, the Company provides **compassionate assistance to employees' families** in the event of the loss of a family member, in accordance with the established employee rights. This support is a continuous commitment the Company provides to affected employees every year.

Furthermore, should employees have questions regarding their fundamental medical rights, the **Administration and Warehouse Department** serves as the central unit for information and public relations. This ensures that all employees are aware of their legal entitlements, understand how to maximize their benefits, and receive assistance in coordinating and submitting the necessary documentation for their claims.

2025 Health Awareness and Prevention

Over the past year, the Company prioritized the dissemination of health knowledge regarding various medical conditions. This initiative aims to provide employees with a clear understanding of symptoms so they can perform basic first aid or take preventive measures for themselves and their families.



Information is shared through various corporate media channels. Additionally, the **Administration and Warehouse Department** is tasked with coordinating with **local public health agencies** to implement up-to-date health measures within the Company, thereby reducing the risk of disease outbreaks in the workplace.

Occupational Health and Safety

The Company has established policies and welfare programs in full compliance with legal requirements and human rights principles. Our framework covers the administration and management of safety, occupational health, and the working environment. To foster a culture of safety, we conduct **"Morning Talk"** sessions to raise awareness and remind employees particularly those in **Production and Engineering** of the vital importance of safe work practices. Furthermore, the Company has established the **Occupational Health, Safety, and Environment Committee (OSHE Committee)**, which holds meetings every quarter. Our **Professional Safety Officers** provide continuous safety training to ensure all personnel are knowledgeable and strictly adhere to safety measures and standardized environmental protocols.

Safety and Occupational Health (GRI 403-1)

The Company is committed to becoming a **Zero-Accident Organization**, viewing workplace safety as a critical component of operational risk management. Safety performance is designated as a **Core KPI** of the Company, with results reported and reviewed by Management on a monthly basis.

The Company prioritizes safety and the reduction of all types of workplace accidents, especially those involving tools and machinery. We have implemented mandatory **Operating Manuals** and provided detailed instructions on operational procedures to all workers to ensure they perform their duties with vigilance and caution. In addition, the Company organizes **annual fire drills and basic first aid training** for all employees. These programs ensure that staff are prepared to respond effectively to emergencies and are capable of providing assistance to colleagues in the event of an incident.



Safety Performance in 2025 (GRI 403-5)

In 2025, the Company achieved a record of zero work-related accidents resulting in lost time. As of December 31, 2025, the Company has maintained a total of 274 consecutive accident-free days.



Occupational Health, Safety, and Working Environment Policy (GRI 403-3)

In 2025, the Board of Directors reviewed the Quality, Occupational Health, Safety, and Environmental Policy. To enhance clarity and prioritize core importance, the Board approved the transition of operational guidelines into a formalized "**Occupational Health, Safety, and Working Environment Policy.**"

Prodigy Public Company Limited places the highest priority on the safety of our employees and all stakeholders. We are committed to sustainable business operations grounded in social responsibility, with a focus on safeguarding the health and safety of our workforce throughout every stage of our business processes. Accordingly, the Company has established the following guidelines:

1. **Shared Responsibility:** Working with due regard for safety, occupational health, and the working environment is the duty of everyone. All employees, business partners, contractors, and visitors must strictly comply with all relevant laws and regulations.
2. **Risk Prevention and Management:** The Company is committed to preventing and managing risks to reduce the likelihood of workplace injuries and occupational diseases, including emerging infectious diseases that may impact operations. We continuously develop efficient and up-to-date occupational health and safety management systems.
3. **Objectives and Targets:** The Company establishes clear objectives, Key Performance Indicators (KPIs), and safety goals to ensure the continuous improvement of management efficiency.
4. **Resource Allocation:** The Company provides adequate and appropriate support in terms of personnel, budget, tools, and necessary equipment to address and resolve safety, occupational health, environmental, and social issues.
5. **Communication and Training:** The Company provides communication and training to ensure accurate understanding among employees and stakeholders, enabling effective implementation of safety practices.
6. **Continuous Improvement:** We are committed to the prevention of workplace injuries and diseases and strive for the continuous development of our occupational health and safety management systems.
7. **Policy Dissemination:** The Quality, Safety, Occupational Health, Environmental, and Social Policy is communicated and disseminated to all employees and stakeholders.
8. **Employee Participation:** All employees are encouraged to participate in the Company's safety and health activities or projects. Employees have the right to propose ideas to improve working conditions and safety procedures.



9. **Policy Review:** The policy is regularly reviewed and updated to ensure it remains appropriate for current situations, taking into account the impact on employees and all stakeholders.



Human Resource Development Policy

The Company prioritizes human resource development, recognizing that high-quality personnel are the key factor behind our operational success to date. We focus on enhancing skills in management, administration, services, engineering, and teamwork. To achieve this, the Company organizes training sessions and seminars led by internal and external experts.

In **2025**, the Company conducted both theoretical and practical training programs to ensure participants gained a comprehensive understanding of their roles. These initiatives aim to strengthen knowledge, develop potential, and foster learning in standardized systems and innovation. This enables personnel to integrate their knowledge with their personal capabilities to create concrete results and improve work efficiency.

- **Executive Development:** The Company supports management-level personnel in attending training programs to enhance the knowledge and experience necessary for their assigned duties and the organization's growth.
- **Basic Training and Orientation:** Following the expansion of our branch in **Surin Province**, the Company implemented **Online Orientation** sessions. This approach reduces employee travel and leverages communication systems to maximize operational efficiency.
- **Knowledge Sharing Culture:** Beyond formal training, Management promotes a culture of widespread knowledge sharing. We provide a "**Knowledge Sharing**" platform via the Company's information system (Intranet), allowing employees to exchange expertise and access additional learning resources at any time.



The Company provides opportunities for employees to present their creative ideas and encourages a "Dare to Think, Dare to Do" mindset to foster new innovations in the workplace. This is facilitated through the One

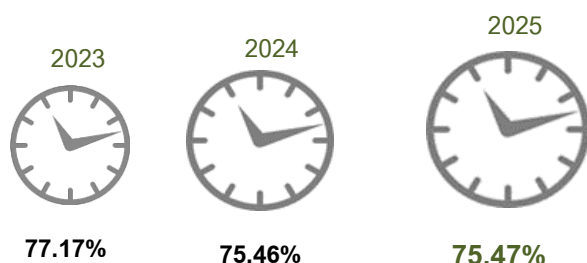


Point Lesson (OPL) initiative. Furthermore, the Company has established innovation as a Key Performance Indicator (KPI), focusing on the application of new creative solutions to enhance maximum operational efficiency.

In 2025, Management prioritized effective communication and knowledge sharing for employees at all levels. Internal news, announcements, educational content, and various activities are disseminated through the Line Official Account: "Chao Prodigy." This platform effectively reaches all employees, aligns with their daily lifestyles, and has received excellent engagement. Over the past year, personnel at all levels participated in various internal and external training and development programs.

Human Resource Development Performance Indicators (GRI 404-1)

Number of employees who completed 6 hours of training



Average Training Hours per Employee in 2025.



Average of 12.40 training hours
per employee per year

Employee Training 2025

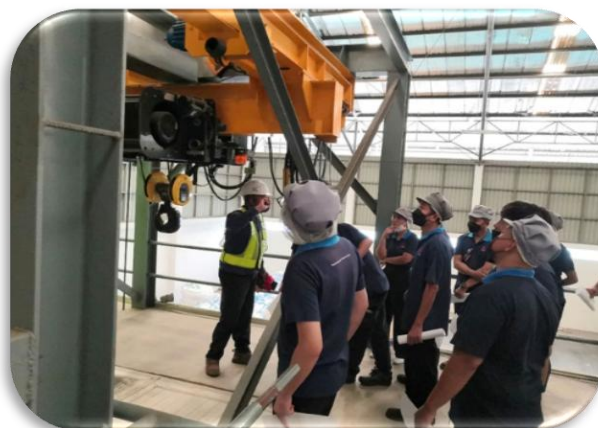
In 2025, the Company conducted both internal and external training programs, selecting topics that align with operational requirements and current workplace situations. These initiatives ensure that employees possess the necessary knowledge and understanding of updated regulations and standards, ultimately leading to enhanced efficiency and standardized operational skills.

The Company strictly complied with the requirements of the **Department of Skill Development**, which mandates that in 2025, the Company must provide at least **6 hours of training to no less than 50% of the total workforce**.

In 2025, the Company organized **20 core training topics**, which are categorized as follows:

In-House Training (13 Topics)

1. **Enjoy of Working:** Techniques for happy and productive collaboration.
2. **Analytical Thinking** for effective decision-making and problem-solving.
3. **Techniques for Success** in the workplace.
4. **Effective Coordination** in professional operations.
5. **Hazardous Chemical Handling** and emergency response for chemical spills.
6. **Positive Thinking** for workplace mindset development.
7. **ISO 9001:2015 Requirements** (Quality Management Systems).
8. **ISO 14001:2015 Requirements** (Environmental Management Systems).



9. GHPs/HACCP Version 6.0 (2022 Edition) Requirements (Food Safety Standards).

10. **Internal Audit** procedures and techniques.

11. **Firefighting and Basic First Aid** methods.

12. **Corporate Energy Conservation Awareness**

13. **GHG Accounting Training** for the Organization

In addition to the core curriculum, the Company conducted **two specialized training sessions** led by internal experts to provide guidance on corporate policies:

1. **Information Technology (IT) Security Policy:** Educating personnel on the efficient use of database and information systems, raising awareness of various cyber threats, and ensuring compliance with the established IT Emergency Response Plan.

2. **Anti-Corruption and Whistleblowing Policy:** Ensuring employees understand the various forms of corruption that may arise in the course of their duties and responsibilities, including correct practices and procedures for reporting misconduct through designated whistleblowing channels.

External Training and Seminars (7 Topics)

The Company also sponsored personnel to attend external professional development programs in the following areas:

1. **Renewal of Interior Electrician Licenses**

2. **Plastic Injection Molding** techniques

3. **Maintenance of Plastic Injection Molds**

4. **Balance Calibration:** Weight selection and maintenance of weighing instruments

5. **Supervisor Training (Theory):** Electrical systems and safety

6. **Supervisor Training (Practice):** Industrial factory electrical systems

7. **Stock Exchange of Thailand (SET) Courses: ESG Risk Workshops**, focusing on:

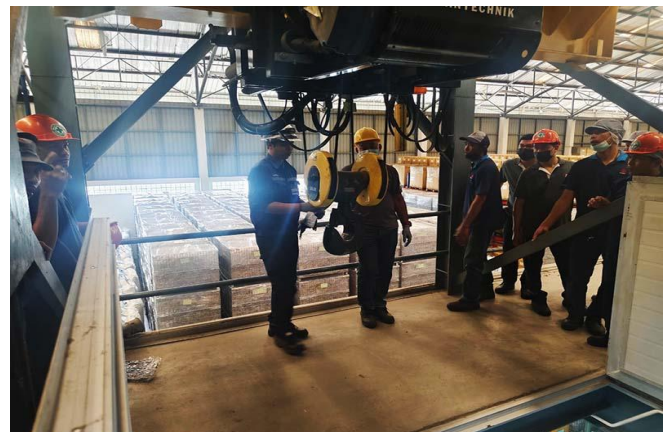
- Climate Change Risk
- Supply Chain Risks (SCM)



Labor Disputes in 2025

In 2025, the Company had no labor disputes or legal conflicts involving its employees or labor force.

Employee Management Approach



The majority of the Company's employees are residents of the surrounding local communities and have been with the Company for a long period. Consequently, trust is the fundamental cornerstone of working with the Company, creating a deep sense of engagement as if the workplace were a "second home."

The Company prioritizes employee care by building a foundation of trust based on three key pillars: Sincerity, Empathy, and Reason. We believe that employee trust is the essential basis for efficiency, active engagement, creativity, and increased productivity—all of which drive the Company toward sustainable growth. We are committed to the principle of "Growing Together"; in years when the Company achieves strong performance, employees are afforded the opportunity to receive enhanced rewards and benefits.

Guided by the attentiveness of Management, the Human Resources and Administration Department is tasked with prioritizing employee well-being through regular observation, check-ins, and providing multi-dimensional counseling. Furthermore, the Company provides a formal grievance channel via suggestion boxes. Should any grievance arise, the Management personally reviews the matter, conducts a thorough fact-finding investigation, and coordinates with HR and Administration to ensure issues are resolved accurately and fairly.

2025 Performance Summary

- Employee Turnover Rate: 2.87% (of a total workforce of 265 persons).
- Employee Grievances: The Company received zero employee grievances during the year.



Customer Responsibility (GRI 412)

Customer Policies and Guidelines

The Company is committed to providing high-quality products and services that meet international standards and fulfill customer requirements. Our goal is to ensure customer confidence and trust through product quality, accurate and timely delivery, and the transparent and equitable fulfillment of all contracts, agreements, and conditions. We pay close attention to the diverse needs of customers across various industries, supported by a marketing team that maintains regular contact, provides expert advice, and actively listens to customer feedback. Furthermore, we prioritize the protection of customer confidentiality under the following guidelines:

1. **Integrity:** Uphold and maintain honesty and integrity as the core principles of business operations.
2. **Standards:** Comply with all relevant business standards and adhere strictly to business ethics.
3. **Legal Compliance:** Operate business in full accordance with the law and official regulations; the Company will not assist, promote, or support any illegal activities or transactions.
4. **Innovation and Satisfaction:** Monitor developments and changes to initiate innovative solutions that enhance customer satisfaction, while dedicating full capability to professional performance.
5. **Professionalism:** Utilize knowledge, expertise, and careful attention to deliver high-quality products to customers professionally.
6. **Confidentiality:** Securely and appropriately store and protect confidential customer information. Such information will not be disclosed to third parties unless explicit consent is obtained from the customer or as required by law. Communicate information regarding products and services to ensure customers have a correct and clear understanding.

Company Duties Towards Customers

1. **Long-term Relationships:** The Company is responsible for building strong, long-term relationships and cooperation with customers based on honesty, transparency, and equal treatment. We produce standardized, high-quality products that meet customer needs at a fair price, while providing the necessary knowledge and understanding to help customers select products that best suit their requirements.
2. **Satisfaction and Safety:** We focus on achieving maximum customer satisfaction and confidence by providing safe, high-quality products and services that meet the specifications promised to customers. We strictly adhere to all terms and agreements. Every year, the Company conducts a customer satisfaction survey to gather feedback. The results are carefully analyzed and used to improve operational efficiency and effectiveness. The evaluation is categorized into three main areas: [Please insert the 3 topics if available].

The Company has disclosed its **Privacy Policy**. Interested parties can view further details on the Company's website.



Customer Satisfaction (GRI 102-43)

The results of the Customer Satisfaction Survey, comparing the years 2023, 2024, and 2025, are detailed as follows:
(GRI 102-43, 102-44)

Evaluation Topics	2025 Score	2024 Score	2023 Score
1. Product Quality	3.59	3.52	3.65
2. Product Delivery	3.65	3.54	3.63
3. Service Quality	3.62	3.61	3.64
4. Environment	3.58	3.44	3.58
Average Score	3.61	3.53	3.63

Remarks

- Full Score: 4.00 Points
- Survey Response Rate: The evaluation results are based on a response rate of 70.59% of the total customers who received and returned the satisfaction survey.



The Company categorizes the customer satisfaction evaluation into 4 key sections, as follows:

1. Product Quality (2 Topics)

- Products meet the quality standards required by customers.
- Neatness and integrity of packaging.

2. Product Delivery (4 Topics)

- Punctuality and on-time delivery as scheduled.
- Accuracy and completeness of the delivered products.
- Integrity and condition of the products and packaging upon arrival.
- Politeness and professionalism of delivery personnel.

3. Service Quality (4 Topics)

- Politeness and professionalism of sales and order-taking staff.
- Attentiveness, enthusiasm, and willingness to serve customers.
- Responsiveness and speed in problem-solving.
- Effectiveness of coordination and after-sales service.



4. Environmental Performance (2 Topics)

- Strict adherence to customers' environmental regulations and requirements.
- Ensuring the integrity and readiness of the Company's delivery vehicles when visiting customer sites (e.g., prevention of oil leaks, black smoke, and noise pollution).

Customer Feedback and Communication Channels

The Company utilizes the customer satisfaction survey as a primary tool for data collection, distributed to both major and retail customers. In addition to quantitative scores, the Company carefully considers qualitative suggestions provided in the evaluations to continuously improve operational efficiency and enhance customer satisfaction levels. Regarding communication on the impacts of products or services, the Company provides multiple channels for customers and external stakeholders to inquire about product information, file complaints, or seek related data. The **Marketing Administration** team is specifically assigned to handle inquiries, provide product details, and manage complaints. Customers can reach the Company through various social media and digital platforms, including the **Official Website, Email, LINE, and Facebook.**

Product Safety and Health Standards

The Company prioritizes the health and safety of customers and end-consumers through the following measures:

1. **Compliance with Public Health Regulations:** Products are tested in accordance with the **Notification of the Ministry of Public Health (No. 435) B.E. 2565 (2022)** regarding the quality and standards of plastic containers, ensuring hygienic safety for all users.
2. **Manufacturing Controls:** Production processes strictly adhere to **GMPs (Good Manufacturing Practices)** and **HACCP (Hazard Analysis and Critical Control Point)** standards.
3. **Hygienic Monitoring:** Regular **Swab Tests** are conducted on packaging inspection equipment to ensure they meet established safety criteria.

Grievance Management (2025)

In **2025**, product-related complaints were minimal and addressed through collaborative problem-solving between the Company and customers, which is considered a normal part of business operations. Every product grievance is formally entered into the **Corrective Action Request (CAR)** system to identify root causes and implement corrective measures. These requirements are integrated into **Key Performance Indicators (KPIs)** and reported monthly. During the past year, there were **no severe or significant complaints** reported.

Customer Privacy (GRI 418)



The Company recognizes the paramount importance of customer security and privacy. We prioritize the robust management of personal data as a core business practice to build trust with customers and business partners. We ensure that personal information is protected from unauthorized disclosure and all forms of cyber threats.

Customer Privacy Protection (2025)

In **2025**, the Company implemented robust security measures to prevent the unauthorized use of customer data. Access to customer information is strictly limited to relevant departments for the sole purpose of transaction fulfillment and service delivery. Unauthorized disclosure of such data is strictly prohibited. *(Additional details can be found at: <https://www.prodigy.co.th/pdpa-th>)*

CSR Projects 2025

The Company has consistently integrated Corporate Social Responsibility (CSR) into its business operations. Our guiding principle is to coexist harmoniously with the community, society, and stakeholders by mitigating negative impacts and ensuring smooth business operations. By fostering community engagement through various activities and seasonal festivals, we continue to strengthen our local relationships.

1. CSR-in-Process: Operational Responsibility

The Company recognizes social responsibility within its core work processes through the following initiatives:

- **Production Process Optimization:**
 - **Waste Reduction:** Reducing production waste is established as a primary Key Performance Indicator (KPI) and Action Plan, with progress monitored monthly.
 - **Innovation:** Developing lightweight PET bottles to reduce raw material (plastic resin) consumption. This initiative lowers production costs and significantly reduces the corporate **Carbon Footprint**.
 - **Technology Investment:** Investing in advanced tools and technological equipment to minimize waste throughout the manufacturing cycle.
 - **Quality Standards:** Focusing on producing high-quality products that meet international standards and specific customer requirements.
 - **Waste Management Standards:** Ensuring production waste meets regulatory standards to minimize impacts on stakeholders and the community, such as conducting rigorous wastewater quality tests before discharge into public water sources.

2. Environmental Stewardship

- **Renewable Energy:** Utilizing electricity generated from **Solar Rooftops** (Solar Cells) within the production process.
- **Water Management:** Managing wastewater from production and domestic consumption effectively before public discharge.
- **Environmental Standards:** Maintaining operations in strict accordance with **ISO 14001:2015** (Environmental Management Systems).
- **Waste Segregation:** Implementing systematic waste sorting and proper disposal or recycling methods to minimize environmental impact.



- **Greenhouse Gas (GHG) Reporting:** Preparing a comprehensive Greenhouse Gas Emission Report for certification by the **Thailand Greenhouse Gas Management Organization (TGO)**. The Company has engaged specialized consultants to ensure accurate data collection across all **3 Scopes** (Scope 1, 2, and 3).

3. Efficient Resource Management

- **Engineering Innovation:** The Company's Engineering Department creatively repurposes surplus or waste materials into functional workplace equipment—such as document shelves and organizers instead of purchasing new items. This initiative promotes a circular economy within the office environment.

The Company is committed to raising awareness across all levels of the organization. By fostering internal efficiency and operational excellence, we create a positive "ripple effect" that delivers constructive impacts to all external stakeholders.

CSR-after-Process

In addition to our core operational responsibilities, the Company remains dedicated to **CSR-after-process** (Social Responsibility activities outside of normal business operations). During the past year, the Company conducted the following activities:

1. PDG Participates in SABINA's "New Life BRA CYCLE" Project: Repurposing Old Bras into Clean Energy (Participating for the 2nd Consecutive Year)

The environmental impact of **"Fast Fashion"** is an undeniable global challenge. While the industry has grown rapidly, it has done so at a high ecological cost. In Thailand, approximately 40% of consumers discard clothing after only a single use due to various factors. This trend extends to undergarments, including bras and panties; these textile products contribute to massive amounts of waste that require urgent solutions due to their wide-ranging effects on society and the environment.



The **"New Life BRA CYCLE"** campaign is a collaborative effort between **Sabina** and **Insee Ecocycle** aimed at making the world a more sustainable place. The project focuses on the proper disposal of old bras by converting them into **clean energy** (Refuse-Derived Fuel), which helps reduce greenhouse gas emissions. Additionally, participants contribute to Sabina's initiative to donate new undergarments to various foundations and organizations. Aligned with this vision, the Company recognizes the importance of being part of the solution. We have joined this project by inviting our employees, as well as external stakeholders including customers, business partners, and visitors to participate. The Company has provided donation boxes for bras, panties, swimwear, undershirts, and boxers of any brand or condition. We collect these items and deliver them to **SABINA**



for eco-friendly disposal. This initiative is a vital part of our commitment to reducing waste, minimizing environmental degradation, and contributing to the creation of clean energy for the planet.



2. PDG Donates Old Desk Calendars to the Foundation for the Braille in Thailand under the Royal Patronage of H.M. the Queen. To produce educational media for the visually impaired.

Every year, a vast number of used desk calendars are discarded, eventually becoming worthless waste. Recognizing this, the Company established the project “PDG’s Old Desk Calendar Donation.”

The objective of this initiative is to collect and deliver these calendars to the Foundation for the Blind in Thailand under the Royal Patronage of H.M. the Queen. The sturdy paper from the calendars is repurposed to create media and other materials visually



เชิญชวน...ชาวพรอดดิจ

มาช่วยกันเปิดโลกกว้างให้ใครอีกหลายคน
อย่า...ให้วันเก่าๆของเราเป็นเพียงแค่ขยะ
เพียงแค่...นำปฏิทินตั้งโต๊ะเก่า
มาร่วมบริจาคกับเรา



เราจะช่วยรวบรวมและนำไปมอบให้กับ
มูลนิธิช่วยคนตาบอดแห่งประเทศไทย
นำไปผลิตเป็นสื่อการเรียนการสอนอักษรเบรลล์
ให้กับนักเรียนผู้พิการทางสายตา

ตั้งแต่วันที่ 1 ม.ค. - 15 ก.พ. 69
จุดรับบริจาคบริเวณประตูทางเข้าห้องบัญชี



Beyond its social contribution, this project effectively helps reduce waste, conserves resources, and mitigates global warming.

3. PDG Donates Plastic Scrap and Production Waste to the "Green Road" Project in Lamphun Province

During the past year, the Company collected plastic scrap and operational waste to donate to the **Green Road Project** in Lamphun Province. These materials are repurposed and upcycled into various functional items and equipment for **public benefit**. This initiative not only promotes resource efficiency but also actively helps reduce environmental pollution and waste accumulation.



4. PDG Donates Drinking Water to Shelters in Surin Province

On Sunday, July 27, 2025, **Prodigy Public Company Limited (Surin Branch)** represented the Company in organized the project: **"Providing Drinking Water and Essential Supplies to Temporary Shelters in Surin Province."**



Due to the unrest along the Thai-Cambodian border, residents living in the surrounding areas were significantly affected and displaced. In response, the Company donated **1,500 packs of drinking water**, along with various consumer goods and essential supplies, to assist those in need at several temporary shelters.

Business Code of Ethics

Prodigy Public Company Limited

The Company is committed to conducting business and managing operations with high ethical standards, recognizing our primary responsibility to society as a whole. We encourage all directors, executives, and employees to perform their duties under the **Six Core Principles of Business Ethics**:

1. **Legal Compliance:** The Company recognizes that legal compliance is a fundamental principle. We are committed to conducting business in accordance with the established ethical norms accepted by society.
2. **Social Responsibility and Community Engagement:** As a business operator, the Company conducts its affairs fairly alongside overall social responsibility. we act as a good corporate citizen by supporting activities that benefit society and local communities.
3. **Respect for Human Rights:** The Company operates on the basis of respect for human rights, without discrimination based on nationality, race, religion, or any other differences (as detailed in the Human Rights Policy published on the Company's website).
4. **Environmental Responsibility:** The Company conducts business with a focus on natural resource and environmental conservation. We adhere to the principles of pollution prevention, reduction of natural resource consumption, and the creation of a healthy environment.
5. **Stakeholder Relations:** The Company operates with transparency, integrity, honesty, and prudence for the benefit of shareholders and all stakeholder groups.
6. **Conflict of Interest Management:** The Company maintains a strict control system to prevent the misuse of authority for personal or group gain. Our criteria are based on transparent, fair, and auditable business practices.

Ethical Performance in 2025

In **2025**, the Company continued to operate in strict adherence to these Business Ethics. This commitment has been ongoing since the official adoption of our Code of Ethics in **2009**. Through consistent implementation based on integrity and appropriateness, we have instilled these principles into the mindset of every employee. This continuous practice has cultivated a strong corporate culture, providing a solid foundation that drives the organization toward **long-term sustainability**.



Business Code of Conduct

Vision : We strive to produce quality products with responsibility toward consumers and society.

Mission : We are committed to developing product quality and services to achieve maximum customer satisfaction through modern technology and continuously trained personnel, while considering the benefits to society, the community, and environmental friendliness.

Quality and Environmental Policy

: To be a leader in the packaging business through quality and professional service, while maintaining standardized environmental management.



To be a leader: Refers to the Company's commitment to producing high-quality goods.



With quality: Refers to standardized products that are accepted by customers.



Professional service: Refers to creating customer satisfaction.



Standardized environmental management: Refers to managing environmental issues in accordance with regulations and laws.

Sustainability Strategy: Our goal is for the organization and society as a whole—including both internal and external stakeholder to benefit positively from the Company's operations.

Section 1: Business Operation Policy

The Company aims to achieve growth by operating under the **ESG (Environmental, Social, and Governance)** framework. This creates business sustainability through transparency for all stakeholders. We focus on developing efficient production processes that meet international standards, conducting business with integrity and responsibility toward society, the community, and the environment, and mitigating various risks to minimize impacts on all stakeholders equally.

Section 2: Stakeholder Engagement Policy

2.1 Policy on Treatment and Responsibility toward Shareholders

- **2.1.1** The Company has a duty to encourage shareholders to exercise their **fundamental rights**, including receiving adequate, appropriate, and timely information, and attending shareholder meetings to exercise their voting rights for the appointment or removal of directors and the appointment of auditors. Shareholders also have the right to consider matters affecting the Company, such as dividend allocations, the establishment or amendment of Articles of Association and Memorandum of Association, and capital increases or decreases.
- **2.1.2** The Company has a duty to promote shareholder participation in various matters during the **Shareholders' Meeting**, such as the right to nominate persons for directorship and the right to express opinions or ask questions related to the meeting agenda.



- **2.1.3** The Company shall abstain from any actions that violate or infringe upon **shareholder rights**. This includes, but is not limited to, withholding significant information or documents prior to shareholder meetings, adding significant agendas, or changing material information without prior notice.
- **2.1.4** The Company provides **diverse information channels**, including news updates via the Stock Exchange of Thailand (SET) and the corporate website, ensuring that shareholders can access information conveniently in easy-to-understand language.
- **2.1.5 Whistleblowing and Complaint Channels:** The Company provides channels for reporting dishonest acts, complaints, or suggestions as follows:
 - **By Mail:** Chairman of the Audit Committee, Prodigy Public Company Limited. 7/3 Moo 3, Bang Krabao, Nakhon Chai Si, Nakhon Pathom 73120.
 - **By Phone:** 034-332-611-2
 - **By E-mail:** ir@prodigy.co.th

All complaint information will be kept strictly confidential. The Audit Committee will investigate the facts, propose solutions, and report to the Board of Directors.

2.2 Policy on Treatment of Customers

- **2.2.1** The Company aims to build long-term relationships and cooperation with customers based on the principles of **integrity and honesty**.
- **2.2.2** We strive for **maximum customer satisfaction and confidence** by delivering high-quality, eco-friendly, and safe products that strictly adhere to customer requirements and contractual agreements.
- **2.2.3** The Company prioritizes the **confidentiality of customer information** to prevent any adverse impacts.

2.3 Policy on Treatment of Business Partners

- **2.3.1** The Company emphasizes a fair and equitable **selection process** to ensure suitable business partners.
- **2.3.2 Transparent Procurement:** We strictly prohibit soliciting or receiving gifts or any other benefits in exchange for being selected as a business partner.
- **2.3.3** Partners are expected to comply with **Good Corporate Governance**, labor laws, human rights, and the Company's **Anti-Corruption Policy**.
- **2.3.4** The Company and its partners work together to develop potential as business alliances for **sustainable growth**.

2.4 Policy on Treatment of Creditors

- **2.4.1** The Company ensures fair and responsible practices toward creditors, particularly regarding guarantees, capital management, and **default prevention measures**.
- **2.4.2** We strictly comply with loan covenants, financial obligations, and the timely repayment of principal and interest.
- **2.4.3** No dishonest methods or concealment of facts shall be used that could cause damage to creditors.



- **2.4.4** Should we be unable to fulfill any conditions, we will notify creditors in advance to mutually find a resolution.

2.5 Policy on Treatment of Competitors

- **2.5.1** The Company upholds equality, fairness, and honesty, strictly complying with the law and mutual agreements.
- **2.5.2** We adhere to fair competition and will not damage the reputation of competitors through false accusations or unfair practices.
- **2.5.3** We do not seek trade secrets of competitors through dishonest or inappropriate means.
- **2.5.4** All processes are **transparent, auditable, and free from corruption**.

2.6 Policy on Treatment of Employees

- **2.6.1** The Company provides **fair compensation and benefits** based on performance appraisals measured against clearly defined criteria.
- **2.6.2 Personnel Development:** We provide internal and external training for employees and executives to enhance knowledge and skills.
- **2.6.3 Quality of Life and Safety:** We ensure a hygienic, safe, and efficient working environment to protect the lives and assets of our employees.
- **2.6.4 Privacy:** Personal information of employees will not be disclosed to third parties unless required by law.
- **2.6.5** We strictly follow employment and labor laws, respecting **fundamental human rights** and employee welfare.
- **2.6.6 Non-Discrimination:** Employment opportunities are based on capability without bias toward gender, religion, culture, disability, or underprivileged status.
- **2.6.7 Communication:** Open channels are provided for employees to communicate or file grievances, ensuring fairness for all parties.

2.7 Policy on Treatment of Government Agencies

- **2.7.1** The Company complies with all regulations and laws related to its operations.
- **2.7.2 Transparency:** We prioritize integrity in all transactions with government officials and agencies and maintain a zero-tolerance policy against all forms of corruption.

2.8 Policy on Environment, Society, and Community

- **2.8.1** We operate with **environmental responsibility**, conserving natural resources through pollution control and efficient resource utilization.
- **2.8.2** We consider the quality of life of surrounding communities and strictly comply with relevant laws.
- **2.8.3** We cultivate **environmental and social awareness** among all personnel.

Section 3: Internal Information Usage and Conflict of Interest Policy

- **3.1.1** Strict controls are in place to prevent the unauthorized disclosure of internal information.



- **3.1.2 Insider Trading Prevention:** Executives with access to material non-public or financial information are prohibited from trading the Company's securities for **one month** before such information is disclosed to the public.
- **3.1.3 Securities Holding Reports:** In accordance with **Section 59** of the SEC regulations, directors and executives must report their holdings (including those of spouses and minor children, whether held directly, indirectly, or through nominees/private funds).
- **3.1.4 Disciplinary Actions:** Misuse of internal information is subject to disciplinary action, ranging from verbal warnings and written warnings to **termination of employment**, depending on the severity and intent.
- **3.1.5 Disclosure of Interest:** Directors and executives must disclose their interests to allow the Company to evaluate potential conflicts of interest.
- **3.1.6** Transactions with potential conflicts must strictly follow legal disclosure and procedural requirements.

Section 4: Personnel Development Policy

Human resources are the most vital factor in the Company's success. We focus on developing skills, knowledge, and capabilities as a foundation for efficiency. We encourage **"Out-of-the-Box" thinking** and innovation to drive sustainable business growth.

Section 5: Information Technology (IT) Security Policy

The Company prioritizes **IT security** to ensure system integrity and availability. We implement threat prevention, data backup, auditing, and information risk assessments. Employees are trained in database security and emergency response planning to ensure business continuity.

Section 6: Sustainable Development Policy

The Company operates sustainably by considering all stakeholders under the principles of **Good Corporate Governance**, ethics, and legal compliance.

- **Driving Sustainability:** We manage the **Value Chain** across all activities to increase efficiency and value.
- **Partnership:** We collaborate with business partners to enhance competitiveness.
- **Stakeholder Impact:** We manage expectations and sustainability issues relevant to our organizational context.
- **Sustainable Supply Chain Management (SSCM):** We integrate sustainability into the entire **Product Lifecycle**, from raw material sourcing to end-of-life management, minimizing negative impacts across the supply chain.
- **Respect for Human Rights:** We support fundamental freedoms and equality, prohibiting discrimination based on physical differences, race, religion, gender, or disability.
- We align our business with international human rights standards and provide effective grievance mechanisms.

This Code of Conduct was approved by the Board of Directors at Meeting No. 3/2024 on July 31, 2024, and is effective from August 7, 2024.

(Associate Professor Prayoon Boonprasert)

Chairman of the Board



Continuous Development of Corporate Governance

The Company prioritizes the continuous development of its corporate governance system to align with **Good Corporate Governance principles**, international standards, and the requirements of relevant regulatory bodies. The Board of Directors plays a pivotal role in overseeing and promoting the regular advancement of the Company's governance practices to enhance transparency, accountability, and the confidence of shareholders, investors, and all stakeholder groups.

The Company consistently monitors and reviews rules, regulations, and practices related to corporate governance, including sustainable business guidelines. This ensures that the Company's policies, practices, and oversight processes are appropriately updated to remain effective in a changing business environment and remain in full compliance with the principles of Good Corporate Governance.

Furthermore, the Company emphasizes the capacity building of the Board, executives, and employees. We encourage participation in training and seminars regarding corporate governance, risk management, and sustainability issues to strengthen the knowledge, understanding, and capability required to perform duties in accordance with **Good Governance principles**.

The Company is committed to fostering a corporate culture rooted in integrity, transparency, and ethical business conduct. We urge directors, executives, and employees at all levels to strictly adhere to the established corporate governance policies and guidelines.

The Company remains dedicated to developing and elevating its corporate governance system continuously. By aligning with high governance standards, we aim to support the Company's long-term sustainable growth. Additionally, we actively monitor global corporate governance trends and standards to integrate relevant best practices into the ongoing development of our governance framework.



PDG: ความยั่งยืนผ่าน ESG (Sustainability through ESG)



Sustainability Report

Sustainability Development Policy

Prodigy Public Company Limited (PDG) is committed to conducting business in accordance with our vision and mission, maintaining responsibility toward the environment and society throughout the entire **Value Chain**. We operate under a strict code of business ethics and conduct aligned with **Good Corporate Governance** and risk management principles to mitigate negative impacts and build value, acceptance, and trust among all stakeholders.

The Company's Sustainability Development Policy focuses on enhancing supply chain quality, improving operational processes, developing products and services, increasing employee potential, and contributing to the upliftment of community well-being to create shared value for all sectors. Our sustainable development guidelines are as follows:

1. **Business Process Development:** Operating under business ethics and a code of conduct while treating all stakeholders equitably and responsibly.
2. **Environmental and Social Responsibility:** Strictly adhering to laws, regulations, requirements, and international standards, including **ISO 9001:2015** and **ISO 14001:2015**.
3. **Good Corporate Governance:** Managing and operating under governance principles to ensure sustainable growth that meets stakeholder expectations across all dimensions.
4. **Balanced Management:** Striking a balance between the three core pillars—**Economy, Society, and Environment**—and aligning operations with the **Sustainable Development Goals (SDGs)**.
5. **Innovation Promotion:** Encouraging business innovation for sustainable development by integrating diverse dimensions into future-oriented practices under the principle of "**Sustaininnovation**."
6. **ESG Integration:** Integrating Environmental, Social, and Governance (ESG) aspects into the production process as part of "**CSR-in-Process**," prioritizing the interests of stakeholders.
7. **Sustainability Culture:** The Board of Directors and Executives prioritize communicating and raising awareness among employees at all levels to foster a **Sustainability Culture**, supported by a clear operational framework and evaluation methods aligned with corporate sustainability goals.

Prodigy Public Company Limited is more than just a manufacturer and distributor of PET bottles and preforms; we are a provider of high-quality packaging solutions that fulfill the needs of our customers and partners while ensuring a positive impact on all stakeholders in every dimension.

Sustainability Goals

- 🌱 **Environmental:** (e.g., Carbon footprint reduction, energy efficiency, circular economy).
- 🌱 **Social:** (e.g., Human rights, employee well-being, community development).
- 🌱 **Governance:** (e.g., Anti-corruption, transparency, ethical supply chain).



Vision

To be a leader in manufacturing quality and environmentally friendly products, fostering sustainable development across all operational dimensions.

Mission

We are committed to manufacturing and distributing quality products by promoting innovation and modern technology in our production processes. Through our continuously trained personnel, we strive to reduce environmental impact and support sustainable social and economic development.

1. Sustainable Business Guidelines

The Company is dedicated to operating under sustainable development principles, balancing economic growth, environmental stewardship, and social value creation. This approach ensures long-term stability and builds confidence among all stakeholder groups.

We have integrated **Environmental, Social, and Governance (ESG)** concepts into our business strategy to manage sustainability-related risks and opportunities, creating long-term value for shareholders and stakeholders. Our sustainability initiatives are aligned with the **United Nations Sustainable Development Goals (SDGs)** and the sustainable business guidelines for listed companies set by the **Stock Exchange of Thailand (SET)**.

2. Sustainability Governance Structure

The Board of Directors plays a pivotal role in overseeing the Company's sustainability performance. The Board defines ESG policies and directions to align with business strategies and enterprise risk management.

To ensure effective implementation, the Board has appointed the **Corporate Strategy, Risk, and Sustainability Committee**. This committee is responsible for deliberating and supervising corporate strategy, risk management, and sustainable organizational development. Working alongside the management team, the committee sets the direction for sustainability initiatives, monitors progress, and regularly reports performance to the Board of Directors to facilitate appropriate policy-level guidance and feedback.

At the operational level, the Management Team is responsible for translating sustainability policies and guidelines into concrete actions. This involves coordinating with relevant departments to execute ESG activities and projects, as well as tracking and reporting results to the respective committees.

This governance structure enables the Company to systematically integrate sustainability issues into corporate strategic planning and risk management.

2025 Performance Overview

In 2025, the **Corporate Strategy, Risk, and Sustainability Committee** reviewed and monitored the Company's material sustainability issues and provided recommendations to the Management Team to continuously enhance ESG performance.



3. Stakeholder Engagement

The Company recognizes the importance of all stakeholder groups involved in our business operations. We prioritize effective communication and active listening to stakeholder feedback to foster mutual understanding and continuously improve our operations. Our key stakeholders include:

- Shareholders and Investors
- Customers
- Employees
- Business Partners and Suppliers
- Communities and Society
- Government Agencies and Regulatory Bodies

The Company communicates with stakeholders through various channels, such as Annual General Meetings (AGM), investor meetings, customer satisfaction surveys, internal communications, and corporate social responsibility (CSR) activities.

4. Sustainability Materiality Analysis

The Company conducts an analysis of sustainability issues that are significant to our business operations. This is determined by assessing the impact on the Company's performance and the expectations of our stakeholders to define key issues for sustainability management and disclosure.

Identification and Assessment of Material Issues

The Company performs a **Materiality Assessment** to identify issues that may impact business operations, stakeholders, and the environment. This assessment considers several key factors, including:

- Significance to the Company's business operations
- Stakeholder expectations
- Global sustainability trends
- Business risks and opportunities

2025 Performance Overview

In 2025, the Company reviewed its material sustainability issues to ensure alignment with the current business context and stakeholder expectations. The assessment results indicate that the Company's material sustainability issues comprehensively cover Environmental, Social, and Governance (ESG) dimensions.

Key Sustainability Issues

The Company's material sustainability issues are categorized into three dimensions: **Environmental, Social, and Governance**, with details as follows:

Environmental Dimension

- **Energy Management:** Enhancing efficiency in energy consumption.
- **Greenhouse Gas (GHG) Reduction:** Implementing measures to lower carbon emissions.
- **Waste Management:** Systematic handling of waste from production processes.
- **Resource Efficiency:** Maximizing the utility of raw materials and natural resources.



Key Sustainability Issues (Continued)

Social Dimension

- **Occupational Health and Safety:** Ensuring a safe working environment for all.
- **Human Capital Development:** Enhancing the skills and potential of our workforce.
- **Employee Welfare and Well-being:** Providing fair benefits and caring for our staff.
- **Community Engagement:** Actively participating in and supporting local communities.

Governance Dimension

- **Good Corporate Governance:** Operating with integrity and accountability.
- **Anti-Corruption:** Maintaining a zero-tolerance policy toward all forms of bribery and corruption.
- **Enterprise Risk Management (ERM):** Systematically identifying and mitigating business risks.
- **Transparency and Disclosure:** Ensuring accurate and timely public reporting.

2025 Sustainability Performance by Dimension

1. Environmental Dimension

Environmental Management The Company prioritizes conducting business alongside environmental stewardship, focusing on minimizing ecological impacts and maximizing resource efficiency throughout the production process. Our environmental management framework is aligned with the **ISO 14001:2015** standard, ensuring a systematic approach that allows for continuous monitoring, auditing, and performance improvement. This coverage includes energy management, greenhouse gas (GHG) reduction, production waste management, and resource optimization to support long-term sustainable operations.

Environmental Strategy Our strategy centers on reducing the environmental footprint of our business activities while simultaneously increasing the resource efficiency of our manufacturing processes.

Management Approach We focus on improving resource utilization, mitigating production-related environmental impacts, and evolving our operational processes to align with sustainable business concepts. Our key management approaches include:

1. **Energy Efficiency in Production:** The Company continuously monitors and analyzes energy consumption data. We implement machinery efficiency upgrades to optimize power usage and reduce overall production costs.
2. **Production Waste Management:** We focus on "Waste Reduction at Source" by strictly controlling production quality and enhancing machine performance. Furthermore, we implement systematic waste segregation, ensuring that non-recyclable waste is transferred only to legally authorized disposal service providers.

3. Resource Efficiency

The Company promotes the optimal use of resources throughout every stage of the production process. Our focus remains on minimizing raw material loss, enhancing energy efficiency, and integrating recyclable materials back into our manufacturing cycle.



4. Supporting the Circular Economy

We advocate for the reuse of materials from our production lines and the development of recyclable packaging solutions. This commitment supports sustainable resource utilization and significantly mitigates our environmental footprint.

Climate Change Management

Recognizing that climate change poses long-term risks to business continuity, the Company prioritizes the assessment and management of corporate greenhouse gas (GHG) emissions. We have established a systematic **Greenhouse Gas Inventory** to evaluate the emission volumes generated by our operations. This inventory covers:

- **Scope 1:** Direct GHG emissions (e.g., fuel combustion, company vehicles).
- **Scope 2:** Indirect GHG emissions from purchased energy (e.g., electricity).
- **Scope 3:** Other indirect GHG emissions occurring in the value chain.

The Company has designated **2024 (B.E. 2567)** as the **Base Year** for our GHG inventory. We have engaged certified consultants recognized by the **Thailand Greenhouse Gas Management Organization (Public Organization) or TGO** to ensure that our data collection and reporting strictly adhere to established criteria. This data serves as a strategic roadmap for defining long-term emission reduction measures and optimizing energy efficiency in our production.

2025 Performance Overview

Throughout 2025, the Company consistently monitored and collected energy consumption and corporate GHG emission data. This information is being analyzed to formulate future strategies for effective emission reduction.

Circular Economy Business Practices

The Company embraces the **Circular Economy** concept by focusing on resource optimization, waste reduction at the source, and the development of packaging products that are reusable or recyclable. These practices support sustainable resource management and reduce the environmental impact of our production waste.

2025 Performance Overview

In 2025, the Company implemented continuous production process improvements to minimize manufacturing waste and maximize the efficiency of raw material utilization.

Energy Management

The Company prioritizes enhancing energy efficiency within our production processes to reduce operational costs and minimize environmental impact. We consistently monitor and analyze energy consumption data while implementing machinery upgrades to optimize power usage.



2025 Performance Overview

In 2025, the Company continued to execute measures aimed at improving energy efficiency in production. Through ongoing machinery performance enhancements, we have successfully and consistently increased our energy utilization efficiency.

Waste Management (GRI 306-2)

The Company emphasizes the effective management of production waste, with a primary focus on **"Waste Reduction at Source"** to conserve resources and reduce environmental footprints. Our operational guidelines include:

- **Quality Control:** Stringent production oversight to minimize defective outputs and waste.
- **Machinery Optimization:** Continuous upgrades to improve machine performance.
- **Material Reutilization:** Reintegrating production scraps back into the manufacturing cycle.
- **Waste Segregation:** Systematic sorting of waste by category.
- **Legal Disposal:** Transferring non-recyclable waste to legally authorized disposal service providers.

2025 Performance Overview

Throughout 2025, the Company implemented continuous process improvements to reduce the volume of production waste and maximize raw material utilization efficiency.

Resource Efficiency

The Company is committed to the efficient use of resources at every stage of production. We focus on eliminating unnecessary resource consumption while enhancing the efficiency of raw materials, energy, and water usage. Key initiatives include:

- **Raw Material Optimization:** Maximizing the yield of materials used.
- **Energy Efficiency Enhancement:** Reducing power intensity in operations.
- **Water Management:** Systematic management of water used in production processes.
- **Circular Practices:** Reusing and recycling materials from production.

To support these goals, the Company fosters environmental awareness among employees through internal initiatives, such as **"Big Cleaning Day"** and various **Energy Conservation Campaigns**.

2025 Performance Overview

In 2025, the Company implemented continuous production process improvements to enhance resource efficiency. We consistently monitored energy and resource consumption data throughout our manufacturing operations to facilitate long-term operational development and performance optimization.

Continuous Environmental Monitoring and Development

The Company maintains a consistent track record of monitoring environmental performance, utilizing operational data for comprehensive analysis and efficiency improvements. We are committed to advancing our



environmental management systems in alignment with international standards and best practices for listed companies, thereby supporting sustainable business growth and creating long-term value for all stakeholder groups.

5. Summary of Key Performance in 2025

1. Greenhouse Gas Emission Reduction (GRI 305-1, 2, 3)

The Company prioritizes the continuous collection of greenhouse gas (GHG) emission data. With 2024 established as our **Base Year**, we have engaged professional consultants and external verifiers to prepare documentation for certification from the **Thailand Greenhouse Gas Management Organization (Public Organization)** or TGO.

The Company has developed a systematic **Greenhouse Gas Inventory** to assess and manage emissions across **Scope 1, Scope 2, and Scope 3**. Using 2024 (B.E. 2567) as the base year, this data has been submitted for **Carbon Footprint for Organization (CFO)** certification by the TGO.

To ensure technical accuracy and compliance, the Company engaged **Mr. Taweesak Sriphusitto**, a TGO-registered and certified consultant, to provide expert knowledge and operational guidance. This collaboration included the establishment of data collection systems, the preparation of a comprehensive GHG Inventory covering all emission scopes, and the development of internal personnel's understanding of CFO reporting criteria.

Furthermore, the Company appointed the **Management System Certification Institute (Thailand)** or MASCI as the external verifier to audit the 2024 data (covering January 1 – December 31, 2024) for the official CFO registration with the TGO.

The details of the 2024 GHG emission data collection across all three scopes are as follows:

Emission Category	GHG Emissions (tCO2e)
Total Carbon Footprint (Scope 1 & 2)	7,238
Scope 1: Direct GHG Emissions	159
Scope 2: Indirect GHG Emissions (Energy Indirect)	7,079
Scope 3: Other Indirect GHG Emissions	21,548



Carbon Footprint for Organization (CFO) Certification



The Company has been officially certified and granted permission to use the **Carbon Footprint for Organization (CFO)** certification mark, effective from **August 22, 2025**, onwards. This achievement serves as a fundamental pillar of the Company’s climate change management framework, reinforcing our commitment to environmentally conscious business practices and long-term corporate sustainability.

Throughout 2025, the Company has consistently maintained its data collection processes in preparation for the subsequent CFO certification renewal with the **Thailand Greenhouse Gas Management Organization (Public Organization) or TGO**. Furthermore, this data is being utilized to establish appropriate greenhouse gas (GHG) reduction targets for each business activity, ensuring the effective attainment of our long-term sustainability goals.

GHG Emissions Performance: 2025 vs. 2024 (Base Year)

The Company has conducted a comparative analysis of its greenhouse gas (GHG) emissions across all three scopes for the year 2025 against the 2024 base year. The details are as follows:

Emission Category	GHG Emissions (tCO2e)	
	2024	2025
Total Carbon Footprint (Scope 1 & 2)	7,238	7,561
Scope 1: Direct GHG Emissions	159	152
Scope 2: Indirect GHG Emissions (Energy Indirect)	7,079	7,409
Scope 3: Other Indirect GHG Emissions	21,548	19,748

Notes on GHG Data Assessment

- **Note: 2024 (B.E. 2567)** is established as the **Base Year**.
- The data for **2025 (B.E. 2568)** is currently undergoing the **verification process**. Therefore, the figures presented are subject to change upon final audit.

The Company has systematically compiled its greenhouse gas (GHG) emission data for each business activity in 2025, utilizing 2024 as the base year for comparative analysis. This comparison enables the Company to identify specific high-impact activities where emission reductions can be most effectively achieved. Furthermore, this data serves as a critical foundation for establishing clear, evidence-based reduction targets in the subsequent year.



2. Production Waste Management

Waste Management Approach

The Company prioritizes the efficient management of production waste, with a strategic focus on **"Waste Reduction at Source"** to conserve resources and mitigate environmental impacts.

We ensure that our waste management practices strictly comply with environmental laws and regulations while actively integrating **Circular Economy** principles into our manufacturing processes.

- **Waste Reduction:** Implementing strategies to minimize waste generated during production.
- **Resource Efficiency:** Optimizing the use of raw materials and energy.
- **Recycle / Reuse:** Reintegrating waste materials back into the production cycle.
- **Legal Waste Management:** Ensuring all disposal processes adhere to regulatory requirements.

Management Approaches

1. Production Waste Control:

- Strict quality control to minimize defective outputs and waste.
- Continuous machinery performance upgrades.

2. Waste Reutilization:

- Plastic scraps from production are reintegrated into the recycling process.
- Reducing the consumption of virgin raw materials.

3. Waste Segregation:

- General Waste.
- Recyclable Waste.
- Hazardous/Special Waste requiring authorized disposal.

Partnering with legally certified waste disposal providers to ensure full compliance with environmental laws.

The Company manages production waste by focusing on reduction at the point of origin through continuous machinery enhancement and quality oversight. For waste that cannot be reused or recycled internally, the Company implements a systematic segregation process before transferring it to legally authorized disposal service providers.

2025 Performance Overview In 2025, the Company implemented production process improvements specifically aimed at reducing waste volume by addressing issues at their **Root Cause**. By focusing on precise and targeted solutions at the source, we successfully minimized problem recurrence and production waste, while simultaneously enhancing raw material utilization efficiency.

PDG maintains a systematic waste segregation protocol. All non-recyclable production waste is transferred to legally authorized disposal providers, ensuring that waste management is handled appropriately and poses no adverse impact on the environment.



3. Resource Efficiency

The Company prioritizes the efficient use of resources at every stage of the production process. Our focus is on eliminating unnecessary resource consumption while enhancing the efficiency of raw materials, energy, and water usage. This includes reintegrating recyclable materials back into our manufacturing cycle to mitigate environmental impacts and support sustainable business growth.

We have established resource management guidelines based on the principle of **Optimal and Efficient Utilization** throughout the entire production value chain.

Operational Guidelines:

1. Raw Material Optimization:

- Refining production processes to minimize raw material loss.
- Maintaining strict quality control to reduce defective outputs.

2. Energy Efficiency Enhancement:

- Continuously upgrading machinery performance.
- Monitoring energy consumption throughout the production process.

3. Water Management in Production:

- Ensuring appropriate water usage within manufacturing operations.
- Implementing efficient water consumption controls.

4. Resource Reutilization:

- Reintegrating production scraps and materials back into the recycling process.

2025 Performance Overview

Throughout 2025, the Company implemented continuous process improvements to enhance resource efficiency, specifically targeting the reduction of raw material waste and the optimization of machinery energy consumption. We

consistently monitor and analyze energy and resource usage data to identify long-term efficiency enhancement opportunities.

Focus on Energy Conservation

1. Solar Rooftop Installation to Reduce Fossil Fuel Electricity Consumption (GRI 302-1, GRI 302-4)

Reflecting our long-standing commitment to energy conservation, the Company has installed a **Solar Rooftop** system to utilize renewable energy from natural sources.

We consistently monitor the power generation efficiency of our solar panels and have established a regular maintenance schedule to ensure peak operational performance. This initiative not only reduces electricity costs but also prioritizes the use of inexhaustible natural energy. This transition helps decrease CO₂ emissions, causes no pollution, and is environmentally friendly.



In 2025, the Solar Rooftop system generated 936,971.94 kWh of electricity for use in our production processes.

2. Maintenance of Machinery and Electrical Appliances

Regularly scheduled maintenance of machinery is a key driver in enhancing energy efficiency. In addition to routine care, upgrading or modifying production processes and equipment to higher efficiency standards significantly contributes to reduced energy consumption. These operational improvements not only lower energy usage but also directly result in a reduction of greenhouse gas emissions generated from the production process.

3. Corporate Waste Management

The Company manages waste by categorizing it according to legal requirements and maintains a rigorous system to prevent environmental contamination throughout the **storage, transportation, and disposal** phases.

🌳 **Hazardous Waste:** For items such as used solvents, spent light bulbs, and used lubricants, the Company engages legally authorized contractors for disposal. This ensures a proper, non-hazardous process that protects the environment.

🌳 **Waste Segregation:** The Company provides clearly labeled bins categorized by waste type throughout the factory premises. This allows for each type of waste to be directed into the correct processing or recycling stream.



4. Noise Pollution Management

The Company conducts regular monthly noise level monitoring to measure the average 24-hour sound intensity and potential noise disturbances from the factory. We ensure that all noise emitted to the external environment strictly complies with legal limits.

Based on our monitoring results, the 24-hour average noise level and noise disturbance levels were found to be entirely within the prescribed standards:

🌳 **24-hour Average Sound Level (L_{Aeq}):** Did not exceed the standard limit of **70 decibels (dBA)**.

🌳 **Noise Disturbance Level (dBA):** Remained within the standard threshold of **10 dBA** (above ambient noise).



2. Social Dimension

1.1 Occupational Health and Safety

Occupational Health and Safety (OHS) Policy and Working Environment (GRI 403-3)

Prodigy Public Company Limited (PDG) places the highest priority on the safety of our employees and all related stakeholders. We are committed to sustainable business operations grounded in social responsibility, with a strong focus on the health and safety of our workforce throughout every business process. Accordingly, the Company has established the following OHS policy guidelines:

- 1.Shared Responsibility:** Working with a focus on safety, occupational health, and a proper working environment is the duty of everyone. Employees, business partners, contractors, and visitors must strictly comply with all relevant laws and regulations.
- 2.Risk Management & Prevention:** We are committed to preventing and managing risks to reduce injuries and occupational diseases. This includes managing emerging infectious diseases that may impact operations through the continuous development of efficient and proactive OHS management systems.
- 3.Measurable Goals:** Clear objectives, Key Performance Indicators (KPIs), and targets for OHS and the working environment are defined to ensure continuous management improvement.
- 4.Resource Support:** The Company provides sufficient and appropriate resources, including personnel, budget, tools, and necessary equipment, to address and improve quality, safety, health, environmental, and social issues.
- 5.Communication & Training:** We communicate and provide training to ensure accurate understanding and awareness among employees and stakeholders, leading to effective safety practices.
- 6.Employee Participation:** Every employee is encouraged to participate in OHS activities and projects. They have the right to propose ideas to improve working conditions and safety procedures.
- 7.Continuous Review:** OHS policies are regularly monitored, reviewed, and updated to remain relevant to current situations, considering the impacts on employees and stakeholders.

The Company emphasizes workplace safety for both our employees and external contractors. All contractors performing work within Company premises are strictly required to adhere to our established safety regulations.

Safety Culture and Risk Mitigation

We are dedicated to fostering a robust **"Safety Culture"** within the organization. This involves regular safety training, as well as the continuous auditing and upgrading of safety measures to minimize the risk of workplace accidents and create a secure working environment.

2025 Performance Overview (GRI 403-9)

In 2025, the Company successfully implemented safety activities and promoted a safety-first culture. **We are pleased to report that there were zero workplace accidents involving both Company employees and contractors working on-site throughout the past year.**





2.2 Human Capital Development

The Company recognizes that our people are the most vital resource in driving the organization toward success and sustainable growth. Consequently, we prioritize the **capacity building** of employees at all levels to strengthen the knowledge, abilities, and essential skills required for their roles, while actively fostering a culture of continuous learning and development.

The Company strives to create a work environment that supports the development of employee potential and promotes an organizational culture that encourages employees to participate in the advancement of the Company.

Management Approach The Company executes its human resource development through the following key strategies:

1) Development of Employee Skills and Knowledge The Company provides training and development programs in various areas relevant to operational tasks. These initiatives are designed to enhance work efficiency and strengthen the overall potential of our workforce.

2) Development of Essential Organizational Skills The Company encourages employees to develop critical skills necessary for business operations, such as:

- **Production Technology Knowledge:** Technical expertise in manufacturing processes.
- **Quality and Safety Skills:** Enhancing standards in product quality and workplace safety.
- **Management and Leadership Skills:** Developing administrative and supervisory capabilities.

3) Promotion of Internal Knowledge Sharing The Company fosters a culture of cross-functional knowledge exchange between departments. This collaborative learning approach enhances individual potential and improves collective operational efficiency across the organization.

2025 Performance Overview: Human Capital Development

In 2025, the Company conducted various training activities and skill development programs across multiple operational areas. These initiatives were designed to enhance work efficiency and support the professional growth of our personnel. We encouraged employees to participate in both internal and external training sessions to acquire essential business skills and foster long-term career development.

Furthermore, the Company promoted employee engagement in organizational development to boost work motivation and cultivate a corporate culture of continuous improvement.



Key Training Statistics & Indicators:

- **Average Training Hours per Employee (GRI 404-1):** In 2025, the average training duration for employees participating in both internal and external courses was **10.79 hours/person/year**.
- **Number of Training Courses:**
 - Internal Training: **13 courses**
 - External Training: **7 courses**
- **Employee Development Ratio:** In 2025, the proportion of employees who received training (internal and external) accounted for **75.47%** of the total workforce.



1.2 Employee Care and Welfare

The Company prioritizes the care and provision of appropriate welfare to enhance the quality of life for our employees and create a work environment conducive to high performance. We are committed to building an organization where every employee is treated fairly, works in a safe environment, and receives benefits that comply with both legal requirements and corporate policies. These efforts are designed to strengthen employee engagement and support the Company's long-term sustainable growth.



Management Approach The Company manages employee care and welfare through the following key areas:

1) Fundamental Employee Welfare The Company provides basic welfare and benefits in accordance with labor laws, including:

- **Social Security:** Standard health and security coverage.
- **Legal Holidays and Leave:** Paid leave and public holidays as mandated by law.
- **Overtime Pay and Other Benefits:** Fair compensation for additional work hours and other contractual perks.

2) Additional Corporate Benefits

The Company provides supplementary benefits to enhance the quality of life and well-being of our employees, including:

- **Annual Health Check-ups:** Comprehensive yearly medical examinations for all staff.
- **Health and Wellness Benefits:** Medical coverage and health-related assistance.



- **Employee Relations Activities:** Programs and events designed to strengthen internal relationships and foster a positive organizational culture.

3) Employee Health and Well-being

The Company places a high priority on the health and well-being of our employees by supporting health-promoting activities and maintaining an optimal working environment.

2025 Performance Overview Throughout 2025, the Company consistently implemented employee care programs and welfare provisions to enhance the quality of life for our workforce. These initiatives encompassed both mandatory benefits under labor laws and supplementary corporate welfare programs.

Key accomplishments include:

- **Annual Health Examinations:** The Company provided annual health check-ups for employees to promote proactive health management and disease prevention.
- **Employee Engagement:** We actively supported activities designed to strengthen internal relationships and foster organizational commitment.
- **Workplace Environment Optimization:** The Company maintained and improved the working environment to ensure it remains conducive to high operational efficiency and occupational safety.

1.3 Community Engagement

The Company recognizes the importance of operating its business in harmony with the care and well-being of the surrounding society and local communities. We are committed to building strong relationships and actively engaging with the community by prioritizing activities that support local development and enhance the quality of life for residents.

The Company encourages employees to participate in social responsibility initiatives and supports projects that yield tangible benefits to the community. These efforts are aimed at fostering a positive and lasting relationship between the organization and our neighboring communities.

Management Approach

The Company carries out its social and community initiatives through the following key strategies:

1) Building Relationships with Surrounding Communities The Company prioritizes effective communication and fostering positive relationships with neighboring communities to ensure mutual understanding and sustainable cooperation.

2) Supporting Social Initiatives The Company provides support for activities that yield benefits to the community, such as:

- **Supporting Public Interest Activities:** Contributing to charitable and public welfare causes.
- **Participating in Community Development:** Engaging in local projects to improve infrastructure or well-being.
- **Supporting Social and Environmental Initiatives:** Funding and participating in projects that protect the local ecosystem and social fabric.

3) Promoting Employee Volunteerism The Company encourages employees to take an active role in social responsibility activities to cultivate a strong sense of social and environmental consciousness within the workforce.



2025 Performance Overview

Throughout 2025, the Company consistently implemented social and community initiatives, with a primary focus on strengthening the bond between the organization and its neighboring residents. We provided ongoing support for beneficial community projects and actively promoted employee participation in volunteer work.

These efforts reflect the Company’s unwavering commitment to conducting business in harmony with sustainable social and community stewardship.



3.



Governance Dimension

Ethical Business Conduct

The Company operates its business by adhering to the principles of ethics, transparency, and good corporate governance. We have established comprehensive business ethics guidelines and robust anti-corruption measures to ensure integrity across all operations.

To foster a transparent and accountable organizational culture, the Company provides secure channels for **Whistleblowing** or reporting grievances regarding misconduct. Furthermore, we have implemented strict **Whistleblower Protection Measures** to safeguard those who report such incidents.

3.1 Good Corporate Governance

The Company operates under the principles of **Good Corporate Governance**, rooted in transparency, accountability, fairness, and due regard for all stakeholder groups. These principles are essential for building and maintaining the confidence of shareholders, investors, and stakeholders alike.

The Board of Directors prioritizes good corporate governance and is committed to continuously developing the Company’s governance systems. Our objective is to remain fully aligned with the **Corporate Governance Code (CG Code) for Listed Companies**, thereby supporting the organization’s long-term sustainable growth.

Management Approach

The Company actively promotes good corporate governance through the following key strategies:

1) Establishment of Corporate Governance Policies and Guidelines The Company has defined a comprehensive Corporate Governance Policy and associated guidelines to serve as a standardized framework for directors, executives, and employees.



2) Promotion of Ethics and Business Transparency The Company fosters a culture of integrity and honesty in all business dealings, including the establishment of clear protocols to prevent fraud and corruption.

3) Stakeholder Engagement and Care The Company prioritizes fair treatment of all stakeholder groups and encourages their participation in the continuous development of the organization.

4) Oversight by the Board of Directors The Board of Directors plays a pivotal role in setting strategic policies and overseeing operations to ensure full alignment with the principles of good corporate governance.

Tools and Mechanisms for Promoting Good Corporate Governance

The Company has established policies and operational guidelines that serve as a fundamental framework for directors, executives, and employees at all levels. Our focus remains on conducting business with transparency, accountability, and a deep regard for all stakeholders. To support these objectives, the Company utilizes the following key mechanisms and tools:

Code of Conduct

The Company has established a Code of Conduct to serve as an operational guideline for directors, executives, and employees. It emphasizes conducting business with integrity, transparency, and fairness toward all stakeholder groups.

Anti-Corruption Policy

The Company maintains a strict Anti-Corruption Policy designed to prevent and mitigate risks associated with misconduct. Directors, executives, and employees at all levels are required to strictly adhere to this policy to ensure the highest standards of professional integrity.

Whistleblowing Channel

The Company provides dedicated channels for reporting clues or grievances regarding potential violations of laws, regulations, or the Company's Code of Conduct. This allows stakeholders to report information appropriately, supported by established **Whistleblower Protection Measures** to ensure the safety and confidentiality of the informants.

Promotion of Corporate Governance Knowledge

The Company actively encourages directors and executives to participate in continuous training and development programs related to good corporate governance. This initiative aims to strengthen the understanding of the Board's roles and responsibilities while elevating the Company's governance standards to align with the best practices for listed companies.

2025 Performance Overview: Governance

In 2025, the Company consistently developed and promoted its good corporate governance systems. The Board of Directors effectively oversaw business operations to ensure full compliance with the Company's established governance policies and guidelines.

The Company fostered an organizational culture where directors, executives, and employees recognize the vital importance of business ethics and adherence to corporate governance policies.



Furthermore, the Company ensured the transparent disclosure of material information to shareholders and stakeholders to build long-term confidence and credibility. This information is accessible through various corporate communication channels, including the **Company Website**, **Line Official**, and **Facebook**.

For further inquiries, stakeholders may contact **Investor Relations (IR)** via:

- **Email:** ir@prodigy.co.th
- **Telephone:** 034-332-611-2 ext. 103

ESG Governance

The Company prioritizes ethical business conduct, transparency, and accountability toward all stakeholder groups. We have established an Environmental, Social, and Governance (ESG) framework to support sustainable operations and create long-term value for shareholders, customers, partners, employees, communities, and society at large.

In the Governance dimension, the Company focuses on integrity, adhering to good corporate governance principles, and strictly complying with relevant laws, regulations, and standards. We have defined policies, operational guidelines, and appropriate control measures to ensure that our business is transparent, accountable, and deeply considers the interests of all stakeholders.

To support our ESG Governance, the Company has established comprehensive operational guidelines covering key material issues, including:

- Business Ethics and Corporate Code of Conduct.
- Anti-Corruption and Counter-Bribery.
- Responsible Supply Chain Management.
- Data Protection and Information Security.

ESG Governance Structure

The Board of Directors plays a pivotal role in overseeing and setting the strategic direction of the Company's ESG initiatives, ensuring that business operations remain sustainable and aligned with corporate strategy.

The Board has appointed the Corporate Strategic, Risk, and Sustainability Committee to review and provide recommendations on sustainability practices and ESG-related risk management before presenting them to the Board of Directors for final approval.

Management is responsible for translating the policies set by the Board into organizational action. This includes integrating ESG considerations into core business processes, risk management frameworks, and internal control systems.

The Company consistently monitors and reports its ESG performance to the Board of Directors, enabling effective oversight and tracking of organizational progress.

Business Ethics and Code of Conduct

The Company operates with a firm commitment to ethics, transparency, and social responsibility. We have established a Code of Conduct to serve as the definitive operational guideline for directors, executives, and employees at all levels.



Our Code of Conduct encompasses critical principles, such as:

- Fair Business Practices.
- Prevention of Conflicts of Interest.
- Equitable Treatment of Stakeholders.
- Information Confidentiality.
- Compliance with Laws and Regulations.

The Company communicates this Code of Conduct to all personnel to ensure strict adherence, fostering an organizational culture of integrity and supporting transparent business operations.

In 2025, the Company continued to communicate and promote awareness of the Code of Conduct among employees, ensuring that all personnel consistently operate according to the highest ethical standards.

Anti-Corruption and Counter-Bribery

The Company is steadfast in its commitment to conducting business with absolute transparency and maintains a **Zero-Tolerance Policy** toward all forms of bribery and corruption. We have established a comprehensive **Anti-Corruption Policy** to serve as a rigorous operational framework for directors, executives, employees, and any individuals acting on behalf of the Company.

To prevent corruption, the Company has implemented strict operational guidelines, including:

- **Prohibition of Bribes:** Strictly forbidding the offering or receiving of any form of bribery.
- **Gifts and Benefits:** Governing the giving or receiving of gifts and inappropriate benefits.
- **Conflicts of Interest:** Ensuring the avoidance of any situations that may lead to a conflict of interest.

These guidelines are fully integrated into the Company's **Internal Control System** and **Enterprise Risk Management** framework to ensure continuous oversight.

Whistleblowing and Protection The Company provides secure channels for reporting clues or grievances regarding potential violations of laws, regulations, or corporate ethics. We have established robust **Whistleblower Protection Measures** to ensure the safety, confidentiality, and fair treatment of all informants.



2025 Performance Overview Throughout 2025, the Company consistently communicated its Anti-Corruption Policy to all employees to reinforce an organizational culture of integrity. **PDG is pleased to report that there were no significant instances of fraud, bribery, or corruption identified within our business operations during the past year.**



Responsible Supply Chain Management

The Company prioritizes responsible business engagement with our partners by adhering to high ethical, environmental, and social standards. Our objective is to support sustainable operations throughout the entire supply chain.

We have established clear guidelines for **Supplier Selection and Evaluation**, which take into account business transparency, legal compliance, and the environmental and social impacts of their operations.

In 2025, the Company consistently communicated its responsible business guidelines to partners to promote a collaborative foundation built on transparency and long-term sustainability.

Data Protection and Cybersecurity Governance

The Company maintains a robust Information Technology Security Policy and a Personal Data Protection Policy. We place the highest importance on safeguarding the data of our organization, customers, and stakeholders by implementing appropriate management measures to prevent unauthorized access and mitigate risks from cyber threats.

The Company has defined operational protocols for data access control, IT system management, and cyber threat prevention. Furthermore, a **Cybersecurity Emergency Response Plan** has been established to ensure that critical organizational data is appropriately protected at all times.

In 2025, the Company continuously reviewed its data management and IT security practices to remain aligned with technological advancements and the evolving business landscape. Additionally, these security measures are integrated into the regular **Internal Audit cycle**.

Linking Business Operations to SDGs

The Company has mapped its business operations against the **United Nations Sustainable Development Goals (SDGs)** to support global sustainable development efforts. The following strategies represent our core ESG-driven processes:

Key Strategies:

1. **Innovation and Research:** Driving sustainable growth through technological advancement.
2. **Supply Chain Management:** Ensuring responsibility from upstream to downstream.
3. **Resource Management:** Maximizing efficiency in energy, water, and raw material usage.
4. **Stakeholder Engagement:** Fostering inclusive growth with all related parties.

The Company's business strategies cover ESG operations directly integrated into our **Core Business Processes**. Our alignment with the 17 SDGs is detailed as follows:

1. Value Delivery Strategy for Stakeholders

Building Resilient Infrastructure, Promoting Inclusive and Sustainable Industrialization, and Fostering Innovation (SDG 9: Industry, Innovation, and Infrastructure)

The Company has established a strategic investment framework focused on high-efficiency production technologies. By integrating advanced technological tools and equipment into our manufacturing processes, we aim to minimize industrial waste and surplus, thereby significantly reducing our overall environmental footprint.



Beyond the manufacturing phase, the Company actively collaborates with customers in **Packaging Co-design** to ensure maximum satisfaction. We provide expert consultancy on optimal packaging volume and geometry tailored to specific customer requirements.

Key innovations include **Lightweighting Technology**, which reduces the weight of the bottles and minimizes plastic resin consumption while maintaining the superior structural integrity and properties of PET containers. This strategic approach not only assists customers in **cost management** but also contributes to the global effort of reducing plastic usage and lowering greenhouse gas emissions.

Ensuring Sustainable Consumption and Production Patterns (SDG 12: Responsible Consumption and Production)



In the past year, the Company collaborated with our PET raw material suppliers to conduct specialized training sessions for executives and employees. These sessions focused on providing foundational knowledge and understanding the technical constraints of **rPET (Recycled Polyethylene Terephthalate)**. This proactive approach ensures the Company is well-prepared for future production planning to meet potential customer demands for recycled content.

Regarding packaging design, the Company offers customized solutions tailored to the specific requirements of each client. Before finalizing the design and volume, we provide technical data and consultancy to help customers make informed decisions that best suit their product categories.

Notably, the majority of our customers opt for **clear PET packaging with wrap-around labels** rather than direct screen printing. This choice significantly enhances the post-consumer waste segregation process, allowing consumers to easily separate the bottle, cap, and label, which ultimately increases the efficiency and feasibility of the **recycling process**.

2. Strategy for Expanding Customer Value Proposition to Social Value Proposition

Beyond providing product attributes such as competitive pricing, high quality, and recognized service standards, the Company actively integrates broader social values into its operations. This includes prioritizing **Health and Safety, Customer Confidentiality and Privacy, Human Rights, and Environmental Stewardship. Good Health and Well-being (SDG 3)**



Strategy: To develop and maintain packaging safety standards that are free from hazardous substances and prioritize consumer health.

- **Product Safety Compliance:** The Company submits its packaging for rigorous testing in accordance with the **Ministry of Public Health (MOPH) Notification No. 295 (B.E. 2548)** regarding the quality and standards of plastic containers. Furthermore, we strictly adhere to **MOPH Notification No. 435 (B.E. 2565)**, effective June 1, 2022, which specifies the types of plastics permitted for food contact and the authorized use of recycled materials. The Company complies with all standardized criteria, such as **BPA-free** testing, to ensure total customer confidence in our packaging safety.



- **Knowledge Sharing:** The Company actively promotes public awareness regarding the correct and appropriate use of plastic packaging. This information is disseminated through our corporate social media channels, including our **Website (www.prodigy.co.th)**, **Facebook**, and **Line Official Account**, to ensure consumers understand the proper handling processes at every stage of the product lifecycle.
- **Employee Health and Occupational Safety:** To support a safe working environment, the Company provides **Annual Health Check-ups** for all employees and supplies appropriate **Personal Protective Equipment (PPE)** tailored to specific job responsibilities. These measures are designed to prevent occupational diseases and reduce workplace accidents. Additionally, the Company provides timely information regarding current health trends and disease prevention to help employees protect themselves and their families. We utilize the **Line Official Account** as a primary communication tool, as it is highly effective and well-suited for today's digital-first society.

In 2025, the Company conducted specialized training programs on "Handling Hazardous Chemicals and Emergency Response for Chemical Spills" within the workplace. These sessions were designed to ensure that employees responsible for chemical-related tasks are fully equipped with the correct operational procedures and safety protocols. The training also included essential knowledge on emergency mitigation and first-aid measures to be administered immediately in the event of an incident.

Clean Water and Sanitation (SDG 6)

Strategy: To manage water usage efficiently within production processes and ensure rigorous wastewater treatment before environmental discharge.



As a manufacturer of PET plastic packaging, water plays a critical role in our production cycle. The Company ensures that all water used in operations is tested against the **Thai Industrial Standard (TIS) 257-2545 (2002)** for drinking water, which serves as the benchmark for general consumption and food industry applications.

- **Water Quality and GHP Standards:** In compliance with **Good Hygiene Practices (GHP)**, the Company prioritizes the quality of water used in the production of PET packaging and preforms. Water is essential for equipment cleaning, cooling systems, and various other processes. Any contamination could compromise the quality and safety of the packaging. Therefore, we maintain strict quality control to prevent microbial growth and ensure the absence of contaminants that could cause rust or residue. Specifically, the Company utilizes a **Reverse Osmosis (RO)** filtration system for all water that comes into direct contact with the products.
- **Wastewater Management and Compliance:** The Company systematically monitors industrial wastewater sources as mandated by regulatory requirements. Our operations involve wastewater generated from industrial water production processes. We conduct regular inspections to ensure that water quality meets all prescribed legal standards before it is discharged into public water bodies. Furthermore, a monthly discharge report is submitted to the **Marine Department** without fail.
- **Capacity Building in 2025:** In 2025, the Company delegated specialized personnel to participate in external **Wastewater Management Capacity Building** programs. The knowledge gained from these sessions is being



applied to continuously improve our operational systems, ensuring they remain optimized and fully compliant with the latest environmental standards.

Affordable and Clean Energy (SDG 7)

The Company is committed to ensuring access to affordable, reliable, sustainable, and modern energy. Our goal is to reduce dependence on fossil fuels and mitigate environmental impacts.

As an industry with high energy consumption—particularly in production processes such as **PET preform injection, bottle blowing, and recycling**—efficient and sustainable energy management is essential. These initiatives are designed to reduce operational costs, lower greenhouse gas emissions, and enhance our long-standing competitive advantage.



Strategy: Transitioning to Renewable Energy and Enhancing Energy Efficiency

1. Solar Energy Integration

- **Solar Cell Installation:** Utilizing solar power in production processes to reduce reliance on fossil-fuel-based electricity.
- **Real-time Monitoring:** Implementing systems to track energy generation in real-time, allowing for performance testing and optimized future energy planning.

2. Internal Energy Efficiency Improvements

- **Facility-wide Lighting Upgrades:** Replacing conventional factory lighting with high-efficiency, long-lasting alternatives.
- **Proactive Maintenance:** Scheduling periodic machinery maintenance to extend operational lifespan and maintain peak energy efficiency.

3. Employee Awareness and Engagement

- **Energy Day Activities:** Organizing corporate events to raise awareness about energy conservation among employees.
- **Conservation Campaigns:** Promoting "Switch Off When Not in Use" habits and providing education on selecting energy-saving appliances (Label No. 5).
- **Training Programs:** Conducting internal workshops on "Cultivating Environmental and Energy Conservation Awareness."

2025 Performance Overview

Throughout 2025, Management continued to prioritize solar power generation. The dedicated energy team provided regular generation reports and utilized specialized software to monitor solar cell efficiency closely, ensuring that maintenance schedules were strictly followed.

A key ongoing initiative is the **Lighting Transition Project**, moving from **Fluorescent** to **LED** bulbs. This transition offers several benefits:

- **Energy Savings:** Reduces energy consumption by **40–50%** per unit.
- **Durability:** LEDs provide over **50,000 hours** of usage; if operated 8–10 hours daily, they last at least **10 years**.



- **Phased Implementation:** Upgrades are being carried out across the entire factory, with an expected overall reduction in electricity consumption of **2–3%**.
- **Environmental & Economic Impact:** This project not only lowers electricity and procurement costs but also significantly reduces the volume of hazardous waste (spent bulbs).

Strategy for Confidentiality, Privacy, Human Rights, and Reducing Inequalities (SDG 10)

Strategy: To reduce inequalities within the organization, throughout the supply chain, and among surrounding communities by focusing on creating equal opportunities, respecting human rights, and fostering inclusive development.



1. Promoting Equality Within the Organization

- **Fair and Non-Discriminatory Recruitment:** The Company practices fair hiring regardless of gender, gender identity, age, religion, or disability. Candidates are assessed based on their competencies and suitability for the role. We strictly prohibit child labor and illegal labor. Employment contracts are formally executed with clear explanations to ensure a mutual understanding between both parties.
- **Empowering Persons with Disabilities (PWDs):** The Company complies with the **Empowerment of Persons with Disabilities Act, B.E. 2550 (2007)**, specifically Sections 33 and 35. **In 2025, the Company employed 5 male PWDs**, exceeding the legal requirement. Most are aged between 40–70 years with physical impairments (arms or legs). The Company ensures they are assigned to appropriate roles and provides modified workspaces to facilitate their daily operations.
- **Employment of the Elderly:** For employees reaching the mandatory retirement age (55 years), the Company considers contract extensions on a year-by-year basis for those who remain high-performing and adaptable to new technologies. Department managers assess suitability before proposing contract renewals.
- **Equal Development Opportunities:** All employees have equal access to training programs to enhance their skills. The Company believes every role is vital to organizational success. For management and supervisory positions, we prioritize internal promotion to provide career growth opportunities for our staff, alongside open external recruitment.
- **Fair Compensation and Benefits:** Salary adjustments are based on industry standards and a uniform performance appraisal system conducted twice a year. All employees receive equitable benefits, including uniforms, various leave types as permitted by law, and accident insurance.

2. Supporting Equality in the Supply Chain

- **Inclusion of SMEs and Local Suppliers:** The Company provides opportunities for small-scale and local entrepreneurs to enter our procurement system, based on quality, price, and fair commercial terms.
- **Supplier Compliance:** We request cooperation from suppliers to adhere to our Business Ethics and Human Rights policies through formal acknowledgment letters and compliance surveys.



- **Client Confidentiality and Intellectual Property:** The Company strictly protects client trade secrets. Specifically, custom bottle molds and unique label designs provided by clients are used exclusively for that specific client and are never utilized for other parties.

3. Strengthening Economic Opportunities for the Community

The majority of our employees reside in the surrounding areas. The Company views job creation and income generation as a sustainable way to enhance the quality of life within our local community.

4. Fostering an Inclusive and Diverse Corporate Culture

- **Occupational Safety:** We provide role-specific safety gear, such as safety shoes and insulated gloves for engineering teams, and earplugs/suitable footwear for production staff.
- **Engagement Activities:** The annual **"Big Cleaning Day"** involves all departments working together to organize and clean workspaces, fostering teamwork and a positive work environment.
- **Inclusive Communication Tools:** The Company utilizes the **"Chao Prodigy" Line Official Account** as a primary digital communication tool. This ensures all employees receive information efficiently while significantly reducing paper consumption.

Sustainable Cities and Communities (SDG 11)

Goal: To make cities and human settlements inclusive, safe, resilient, and sustainable.

Strategy: To manage resources efficiently, mitigate air pollution, and minimize waste by creating an eco-friendly environment for residents in the surrounding communities.



- **Effective Waste Management and Recycling:** As a manufacturer of PET bottles—a material that is 100% recyclable—the Company implements rigorous internal waste management. We strictly segregate waste categories to ensure proper disposal and minimize the environmental discharge of refuse. In 2025, the Company continued its comprehensive data collection for the **Carbon Footprint of Organization (CFO)** covering Scopes 1, 2, and 3. Building upon the 2024 base year, this data allows us to analyze all processes contributing to our carbon footprint and establish clear reduction targets to mitigate negative environmental impacts.
- **Efficient Resource and Energy Utilization:** The Company employs **Light-weighting** design strategies to develop high-quality packaging that meets customer requirements while using fewer raw materials. Currently, many clients have transitioned to reduced-volume packaging, which assists them in **cost optimization** and ensures compliance with international **export regulations**. From the Company's perspective, this innovation not only conserves raw materials but also reduces the energy required during the transportation phase.
- **Mitigation of Air Pollution and Community Safety:** The Company maintains standardized systems to control and monitor emissions, adhering strictly to all legal environmental criteria. Our commitment is reflected in our certification as a **Green Industry Level 3** and our achievement of **ISO 14001:2015** (Environmental Management System) standards, ensuring a safe and clean environment for our neighbors.
- **Logistics and Transportation Planning:** The Company optimizes delivery routes to maximize fuel efficiency and reduce air pollution. This strategic logistics management not only lowers transportation costs but also decreases carbon emissions and minimizes vehicle engine wear and tear.



Responsible Consumption and Production (SDG 12)

Goal: To ensure sustainable consumption and production patterns.

Strategy: To promote sustainable production and consumption models by minimizing waste, optimizing resource efficiency, and reducing environmental impacts throughout the entire product lifecycle.



- **Resource Efficiency through Innovation:** The Company maximizes the utility of PET resin through **Light-weighting** packaging designs. This approach significantly reduces material consumption while maintaining superior product quality and fully meeting customer functional requirements.
- **Transition to rPET Manufacturing:** The Company has successfully commenced the production of plastic bottles using **rPET (Recycled PET)** for clients seeking sustainable material solutions. **In 2025**, our rPET packaging received a very positive response, particularly from customers focused on international exports, leading to consistent and ongoing purchase orders.
- **Production Waste Reduction and Operational Excellence:** Waste reduction is a core operational priority. Management has established strict **Key Performance Indicators (KPIs)** for the production department to ensure efficient waste management. Beyond monitoring metrics, Management emphasizes **Root Cause Analysis (RCA)** to resolve issues at their source, leading to a tangible and sustainable reduction in production waste.
- **Technological Integration in 2025:** Over the past year, the Company integrated advanced **automated inspection technologies** into the production line to detect packaging defects in real-time. This technology-driven approach minimizes waste, ensures consistent high-quality output, and enhances overall customer satisfaction.

Climate Action (SDG 13)

Goal: To take urgent action to combat climate change and its collective impacts.

Strategy: To accelerate measures addressing climate change by focusing on greenhouse gas (GHG) emission reduction and building organizational resilience against environmental shifts.



- **Reducing Emissions in Production:** The Company integrates advanced technology to enhance production efficiency, specifically in detecting packaging defects to minimize industrial waste.
- **Transition to Clean Energy:** A key initiative is the installation of **Solar Rooftop** systems to generate electricity for our manufacturing processes, significantly reducing reliance on fossil fuels. Management prioritizes this transition by monitoring power generation efficiency on a monthly basis and is currently evaluating future expansion phases for solar energy.
- **GHG Inventory and Base Year Analysis:** Following the comprehensive collection of GHG emission data and the establishment of a **GHG Inventory in 2024 (Base Year)**, the Company is now utilizing this data to analyze significant emission categories. This analysis serves as the foundation for developing effective carbon reduction strategies moving forward.

Climate Risk Management



The Risk Management Committee prioritizes climate change as a critical factor affecting the entire supply chain. Our risk management approach focuses on prevention and mitigation of environmental risks in both the short and long term to ensure business continuity, international compliance, and value chain sustainability. Key identified risks include:

- **Supply Chain Disruptions:** Natural disasters such as floods or droughts can impact raw material procurement, logistics, and factory operations.
- **Rising Energy and Resource Costs:** Trends in increasing electricity and water prices directly affect production costs and may impact market competitiveness.
- **Stringent Environmental Regulations:** Increasing demands from government agencies and customers for concrete GHG reduction measures. Failure to implement clear actions could lead to lost business opportunities or increased regulatory costs.
- **Reputation and Stakeholder Confidence:** Consumers and investors now place high value on ESG performance. The Company must adapt to these expectations to maintain trust and satisfy all stakeholder groups.

3. Internal and External Process Value Creation Strategy

The Company is committed to creating value across its administrative, operational, production, and delivery processes. Our focus extends to building strong customer relationships and fostering innovation in products, services, and core business processes to ensure long-term sustainability.

Customer Relationship Management (GRI 418-1)

Decent Work and Economic Growth (SDG 8)

- **Technical Support and Problem Solving:** The Company actively collaborates with customers to resolve operational issues. In the event of production downtime at a customer's facility, the Company dispatches a technical team to analyze and rectify the problem. If the issue stems from a product defect, the Company will accept returns and proceed according to the agreed-upon terms to minimize impact. Conversely, if the issue arises from the customer's machinery, the Company provides expert analysis and clear evidence-based solutions to assist the customer in resuming operations effectively.
- **Supplier Empowerment and Co-innovation:** The Company fosters the potential and capabilities of its business partners through collaborative product development and innovation. This partnership creates mutual value, ensures long-term business sustainability, and delivers measurable improvements in both quality and financial performance.
- **Strengthening Communities through Anti-Corruption:** The Company reinforces community integrity by declaring a **Zero-Tolerance Policy** toward all forms of corruption. We encourage stakeholders to remain vigilant and report any perceived misconduct through our dedicated channels. By communicating these policies across all corporate platforms, the Company ensures that stakeholders are well-informed and actively participate in maintaining a transparent business environment.



Innovation and Knowledge Management

- **One Point Lesson (OPL) and Kaizen:** Management has established the **One Point Lesson (OPL)** program as a key KPI, requiring monthly submissions. Employees are encouraged to propose practical methods to enhance operational efficiency.

In 2025, various OPL and **KAIZEN** suggestions were successfully implemented after rigorous screening for feasibility and impact. These initiatives have been documented into standardized operating procedures and shared via the Company's information system as **Knowledge Sharing** resources, allowing for broader study and further development.



- **Digital Communication and Paperless Initiative:** The Company utilizes the **Line Official Account** as a primary internal communication channel to keep employees informed of announcements and corporate activities. This platform fosters engagement and serves as an accessible channel for employee grievances. Furthermore, this digital transition aligns with our **Paperless Initiative**, significantly reducing paper consumption throughout the organization.



- The Company utilizes a "Center Drive" system (PDG Share) to update and share essential data and documents across all departments. This centralized platform ensures that critical information, such as Product Specifications and Packaging modifications, is consistently updated and accessible to all relevant parties. By maintaining a single, synchronized source of truth, the Company has effectively reduced paper consumption and minimized waste in a tangible and sustainable manner.



4. Learning and Growth Strategy

Each year, the Administration and Warehouse Department, which oversees human resource development, receives executive directives to enhance the knowledge, skills, and potential of our personnel. Management consistently supports continuous training programs, carefully selecting curricula that align with the evolving annual landscape. This ensures that participants gain maximum benefit and can practically apply their learnings to both professional tasks and daily life. Training is conducted through both **In-house** and **External** programs.



The Company provides equal opportunities to all staff, strictly adhering to the criteria set by the **Department of Labour Protection and Welfare**.

In 2025, the number of employees who completed at least 6 hours of training accounted for **75.47%** of the total 265 employees. This achievement significantly exceeds the mandatory legal requirements, reflecting the Company's core commitment to human capital development.

Continuous Monitoring and Development of ESG Governance

The Company prioritizes the continuous evolution of its ESG Governance framework to elevate business standards in alignment with the best practices of listed companies.



We regularly monitor and evaluate our ESG performance, while reviewing relevant policies, guidelines, and processes to ensure sustainable value creation for all stakeholder groups.

Furthermore, the Company strives to enhance the efficiency of its ESG management systems, focusing on resource optimization, personnel potential development, and responsible business conduct toward society and the environment.

These efforts aim to support stable, transparent, and sustainable long-term growth.

Future Outlook and Commitment

The Company is committed to the continuous advancement of its sustainability performance. Our future focus remains on improving resource efficiency, mitigating environmental impacts, and fostering meaningful stakeholder engagement.

We will continue to refine our production processes and business operations to stay aligned with global sustainable development goals, ensuring long-term value for shareholders, stakeholders, and society as a whole.

Corporate Governance Excellence

The Company operates under the principles of good corporate governance, anchored in transparency, accountability, and business ethics. We have established robust Anti-Corruption policies and guidelines, actively encouraging directors, executives, and employees to uphold the highest ethical standards in all business dealings.



9 Internal Control and Related Party Transactions

Internal Control System (GRI 2-26)

The Company prioritizes the establishment of a robust internal control system in alignment with Good Corporate Governance principles. Our framework emphasizes operational transparency, fairness, reliability, and a system of checks and balances that ensures accountability. These measures are designed to safeguard and maximize the interests of shareholders, employees, business partners, communities, and all related stakeholders.

The Company has appointed **AT & A Management Co., Ltd.** to perform internal audits and evaluate the Company's internal control systems. The Company consistently utilizes the findings and recommendations from these audits to improve and develop its internal controls. To ensure effective oversight, the **Audit Committee** includes a standing agenda item in every quarterly meeting to report internal audit results to the Board. At the operational level, the **Accounting and Finance Manager** is tasked with coordinating between the Audit Committee, the Internal Auditors, and various internal business units.

External Auditor's Observations on the Internal Control and Accounting Systems The Company's external auditor, **EY Office Limited**, conducted the audit of the financial statements for the fiscal year ended December 31, 2025. In accordance with Thai Standards on Auditing, the auditors performed an evaluation of the efficiency of the Company's internal accounting controls as deemed necessary to determine the appropriate scope and nature of the audit procedures.

This evaluation was conducted to express an opinion on whether the financial statements fairly present, in all material respects, the financial position and operating results of the Company in accordance with Thai Financial Reporting Standards (TFRS).

EY Office Limited did not identify any material weaknesses in the internal accounting control system that would significantly impact the audit opinion on the financial statements as of December 31, 2025.

Evaluation of Internal Control Adequacy

At the Board of Directors Meeting No. 1/2026, held on February 20, 2026, attended by all members of the Audit Committee, the Board conducted an annual assessment of the Company's internal control adequacy for the year 2026. This evaluation encompassed all five key components of the internal control framework: Control Environment, Risk Assessment, Control Activities, Information and Communication, and Monitoring Activities, as well as Anti-Corruption measures.

The Audit Committee expressed the opinion that the Company's internal control systems are adequate, appropriate, and fully compliant with the Assessment Form for Adequacy of Internal Control System prescribed by the Securities and Exchange Commission (SEC). Furthermore, the assessment confirmed that there are no significant risks regarding internal fraud or corruption. These findings have been formally reported to and acknowledged by the Board of Directors.



Related Party Transactions Policy

The Board of Directors has established a formal policy governing related party transactions to prevent conflicts of interest and to ensure that all such transactions are conducted in the best interests of the Company, as follows:

1. **Disclosure of Interests:** Directors and executives must submit reports disclosing their own interests and those of their related persons to the Company.
2. **Approval Process:** Any connected transactions must receive prior approval from the Executive Committee, the Board of Directors, or the Shareholders' Meeting (as applicable). An exception is made for transactions involving general commercial terms and trade conditions that have already been approved in principle by the Board of Directors. In all cases, the Company strictly complies with the regulations on connected transactions set forth by the **Capital Market Supervisory Board**.
3. **Independent Professional Opinions:** In evaluating significant connected transactions, the Company may appoint an **Independent Appraiser** or an **Independent Financial Advisor (IFA)** to provide professional opinions as necessary.
4. **Arm's Length Basis:** All related party transactions must be conducted at fair prices and under conditions equivalent to those negotiated with third parties (**Arm's Length Basis**). Transactions must be fair, reasonable, and yield the maximum benefit to the Company.
5. **Conflict of Interest Protocols:** Stakeholders or persons with a conflict of interest in a specific connected transaction are prohibited from participating in the approval process and are not entitled to vote on such matters.

This policy has been communicated to both internal and external stakeholders through all corporate communication channels.

2025 Monitoring Results: In 2025, the Company engaged in significant business transactions with related persons or entities. These transactions were conducted under standard commercial terms and criteria as agreed upon between the Company and the respective parties in the ordinary course of business. These transactions have been duly verified by the External Auditor and are summarized in the table below:



Summary of items between Significant differences between Prodigy Public Company Limited and persons who may have conflicts in the fiscal year ending December 31, 2025, compared with the fiscal year ending December 31, 2024.

Persons who may have conflicts of interest	Relationship	Item characteristics	Transaction value (million baht)		Necessity and reasonableness
			fiscal year ends Date 31 Dec. '25	fiscal year ends Date 31 Dec. '24	
1 .Thai Vegetable Oil Public Company Limited (TVO) Engages in the business of producing and distributing soybean oil and soybean meal.	To be a major shareholder of the Company and there are common directors with the company Including Mr. Vatchara Vitayatanagorn Mr. Vorravuth Tangpiroonthum And Mr.Pachai Chanpitak	The company sells packaging (bottles) to TVO. The Policy determines the selling price and conditions trade according to the market price as the same other. Selling to other customers sale discount product	293	240	The sale of such packaging (bottles) is a normal business transaction of the Company. Whereby the Company sells packaging (bottles) at prices and conditions trade as the company sells to other customers. The Audit Committee is of trade as the company sells to other customers. The Audit Committee is of the opinion that such transactions are normal transactions and reasonableness.
		Trade accounts receivable from sales of	quoted 48	quoted 38	
		packaging (bottles)	increase 293	increase 240	
			Paid <u>287</u>	Paid <u>230</u>	
			Remaining <u>54</u>	Remaining <u>48</u>	
2 . Thai Edible Oil Co., Ltd. (TEO) Engages in the business of manufacturing and selling rice bran products high quality rice bran oil oil bran and Other rice bran products.	To be major shareholder of the Company and There are common directors with the company, namely Mr. Pramote Santiwattana	The company sells packaging (bottles) to TEO. There is a policy to determine the selling price and conditions. Trade according to the market price, the same as the other.	59	49	The sale of such packaging (bottles) is a normal business transaction of the Company. Whereby the Company Selling packaging (bottles) at prices and conditions trade as the company sells to other customers.

Persons who may have conflicts of interest	Relationship	Item characteristics	Transaction value (million baht)		Necessity and reasonableness
			fiscal year ends Date 31 Dec. '25	fiscal year ends Date 31 Dec. '24	
					The Audit Committee is of the opinion that Such transactions are normal transactions and are sensible.
		Trade accounts receivable from sales of	quoted 5	quoted 5	
		packaging (bottles)	increase 59	increase 49	
			paid <u>60</u>	paid <u>49</u>	
			remaining <u>4</u>	remaining <u>5</u>	

Part 3

Financial Statement



Prodigy Public Company Limited
Report and financial statements
31 December 2025



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Independent Auditor's Report

To the Shareholders of Prodigy Public Company Limited

Opinion

I have audited the accompanying financial statements of Prodigy Public Company Limited (the Company), which comprise the statement of financial position as at 31 December 2025, and the related statements of comprehensive income, changes in shareholders' equity and cash flows for the year then ended, and notes to the financial statements, including material accounting policy information (collectively "the financial statements").

In my opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Prodigy Public Company Limited as at 31 December 2025, its financial performance and cash flows for the year then ended in accordance with Thai Financial Reporting Standards.

Basis for Opinion

I conducted my audit in accordance with Thai Standards on Auditing. My responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report. I am independent of the Company in accordance with the *Code of Ethics for Professional Accountants including Independence Standards* issued by the Federation of Accounting Professions (Code of Ethics for Professional Accountants) that are relevant to my audit of the financial statements, and I have fulfilled my other ethical responsibilities in accordance with the Code of Ethics for Professional Accountants. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Key Audit Matters

Key audit matters are those matters that, in my professional judgement, were of most significance in my audit of the financial statements of the current period. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters.



I have fulfilled the responsibilities described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of my report, including in relation to these matters. Accordingly, my audit included the performance of procedures designed to respond to my assessment of the risks of material misstatement of the financial statements. The results of my audit procedures, including the procedures performed to address the matters below, provide the basis for my audit opinion on the accompanying financial statements as a whole.

Key audit matter and how audit procedures respond for the matter is described below.

Revenue recognition

Revenue from sales is considered to be a significant account because the amounts recorded directly impact the Company's annual profit and loss. I therefore focused on the Company's recognition of sales revenue.

I have examined the revenue recognition of the Company by assessing and testing the internal controls with respect to revenue cycle by making enquiry of responsible executive, gaining an understanding of the controls and selecting representative sample to test the operation of the designed control, and with special consideration given to expanding the scope of the testing of the internal controls which respond to the risk of revenue recognition. On a sampling basis, I also examined supporting documents for sales transactions occurring during the year and near the end of the accounting period and reviewed credit notes issued to customers after the reporting period. In addition, I performed analytical review procedures on disaggregated data and reviewed journal vouchers to detect possible irregularities in sales transactions.

Other Information

Management is responsible for the other information. The other information comprise the information included in annual report of the Company, but does not include the financial statements and my auditor's report thereon. The annual report of the Company is expected to be made available to me after the date of this auditor's report.

My opinion on the financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.



In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated.

When I read the annual report of the Company, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance for correction of the misstatement.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Thai Financial Reporting Standards, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Thai Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.



As part of an audit in accordance with Thai Standards on Auditing, I exercise professional judgement and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.



From the matters communicated with those charged with governance, I determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

I am responsible for the audit resulting in this independent auditor's report.

A handwritten signature in black ink, appearing to read 'Isaraporn Wisutthiyan'.

Isaraporn Wisutthiyan

Certified Public Accountant (Thailand) No. 7480

EY Office Limited

Bangkok: 20 February 2026

Prodigy Public Company Limited
Statement of financial position
As at 31 December 2025

		(Unit: Baht)	
	<u>Note</u>	<u>2025</u>	<u>2024</u>
Assets			
Current assets			
Cash and cash equivalents	7	363,936,902	338,286,993
Trade and other current receivables	8	103,329,040	101,244,512
Inventories	9	56,404,168	76,315,440
Material supplies	9	11,523,474	10,904,562
Other current assets		2,680,825	2,678,141
Total current assets		<u>537,874,409</u>	<u>529,429,648</u>
Non-current assets			
Property, plant and equipment	10	195,587,021	204,564,888
Deferred tax assets	16	10,350,360	9,613,403
Other non-current assets		550,733	701,870
Total non-current assets		<u>206,488,114</u>	<u>214,880,161</u>
Total assets		<u>744,362,523</u>	<u>744,309,809</u>

The accompanying notes are an integral part of the financial statements.

Prodigy Public Company Limited
Statement of financial position (continued)
As at 31 December 2025

		(Unit: Baht)	
	<u>Note</u>	<u>2025</u>	<u>2024</u>
Liabilities and shareholders' equity			
Current liabilities			
Trade and other current payables	12	78,515,482	87,659,146
Income tax payable		10,747,004	10,057,855
Other current liabilities		3,582,278	4,055,046
Total current liabilities		<u>92,844,764</u>	<u>101,772,047</u>
Non-current liabilities			
Provision for employee benefits	13	25,342,648	22,383,657
Total non-current liabilities		<u>25,342,648</u>	<u>22,383,657</u>
Total liabilities		<u>118,187,412</u>	<u>124,155,704</u>
Shareholders' equity			
Share capital			
Registered			
297,000,000 ordinary shares of Baht 0.5 each		<u>148,500,000</u>	<u>148,500,000</u>
Issued and fully paid up			
296,999,929 ordinary shares of Baht 0.5 each		148,499,965	148,499,965
Share premium		156,342,080	156,342,080
Retained earnings			
Appropriated - statutory reserve	14	14,849,996	14,849,996
Unappropriated		<u>306,483,070</u>	<u>300,462,064</u>
Total shareholders' equity		<u>626,175,111</u>	<u>620,154,105</u>
Total liabilities and shareholders' equity		<u>744,362,523</u>	<u>744,309,809</u>

The accompanying notes are an integral part of the financial statements.

Directors

Prodigy Public Company Limited
Statement of comprehensive income
For the year ended 31 December 2025

		(Unit: Baht)	
	<u>Note</u>	<u>2025</u>	<u>2024</u>
Profit or loss:			
Revenues			
Sales		633,732,271	631,350,026
Other income		3,961,278	2,151,895
Total revenues		<u>637,693,549</u>	<u>633,501,921</u>
Expenses			
Cost of sales		460,710,075	480,092,874
Selling and distribution expenses		22,294,969	20,576,421
Administrative expenses		44,956,325	42,500,897
Allowance for expected credit losses	8	5,624,816	3,761,073
Reduction cost of inventories to net realisable value	9	716,197	735,391
Total expenses		<u>534,302,382</u>	<u>547,666,656</u>
Operating profit		103,391,167	85,835,265
Finance income		1,942,078	2,633,872
Finance cost		(307,980)	(329,903)
Profit before income tax expenses		105,025,265	88,139,234
Income tax expenses	16	(21,784,277)	(17,558,520)
Profit for the year		<u>83,240,988</u>	<u>70,580,714</u>
Other comprehensive income:			
<i>Other comprehensive income not to be reclassified to profit or loss in subsequent periods</i>			
Remeasurement gain on defined benefit plan	13	-	6,548,776
Less: Income tax effect	16	-	(1,309,755)
Other comprehensive income for the year		<u>-</u>	<u>5,239,021</u>
Total comprehensive income for the year		<u>83,240,988</u>	<u>75,819,735</u>
Earnings per share	17		
Basis earnings per share		<u>0.28</u>	<u>0.24</u>

The accompanying notes are an integral part of the financial statements.

Prodigy Public Company Limited
Statement of changes in shareholders' equity
For the year ended 31 December 2025

(Unit: Baht)

	Issued and paid-up share capital	Share premium	Retained earnings		Total
			Appropriated	Unappropriated	
Balance as at 1 January 2024	148,499,965	156,342,080	14,849,996	275,132,316	594,824,357
Profit for the year	-	-	-	70,580,714	70,580,714
Other comprehensive income for the year	-	-	-	5,239,021	5,239,021
Total comprehensive income for the year	-	-	-	75,819,735	75,819,735
Dividend paid (Note 20)	-	-	-	(50,489,987)	(50,489,987)
Balance as at 31 December 2024	148,499,965	156,342,080	14,849,996	300,462,064	620,154,105
Balance as at 1 January 2025	148,499,965	156,342,080	14,849,996	300,462,064	620,154,105
Total comprehensive income for the year	-	-	-	83,240,988	83,240,988
Dividend paid (Note 20)	-	-	-	(77,219,982)	(77,219,982)
Balance as at 31 December 2025	148,499,965	156,342,080	14,849,996	306,483,070	626,175,111

The accompanying notes are an integral part of the financial statements.

Prodigy Public Company Limited

Cash flow statement

For the year ended 31 December 2025

	(Unit: Baht)	
	<u>2025</u>	<u>2024</u>
Cash flows from operating activities		
Profit before tax	105,025,265	88,139,234
Adjustments to reconcile profit before tax to net cash provided by (paid from) operating activities		
Depreciation and amortisation	30,344,222	32,961,021
Allowance for expected credit losses	5,624,816	3,761,073
Reduction cost of inventories to net realisable value	716,197	735,391
Loss (gain) on sales and written-off of machinery and equipment	(724,758)	137,766
Provision for employee benefits	3,477,698	3,873,082
Profit from operating activities before changes in operating assets and liabilities	144,463,440	129,607,567
Operating assets (increase) decrease		
Trade and other current receivables	(7,709,344)	(7,819,227)
Inventories and material supplies	18,576,163	(12,119,960)
Other current assets	(2,684)	(1,200,022)
Other non-current assets	140,001	40,780
Operating liabilities increase (decrease)		
Trade and other current payables	(9,284,372)	15,247,452
Other current liabilities	(472,768)	1,370,913
Employee benefits paid	(518,707)	(214,000)
Cash flows from operating activities	145,191,729	124,913,503
Cash paid for income tax	(21,832,085)	(15,362,159)
Net cash flows from operating activities	<u>123,359,644</u>	<u>109,551,344</u>

The accompanying notes are an integral part of the financial statements.

Prodigy Public Company Limited
Cash flow statement (continued)
For the year ended 31 December 2025

	(Unit: Baht)	
	<u>2025</u>	<u>2024</u>
Cash flows from investing activities		
Acquisition of building, machinery and equipment	(21,355,222)	(30,756,232)
Proceed from sales of machinery and equipment	<u>724,761</u>	<u>53,405</u>
Net cash flows used in investing activities	<u>(20,630,461)</u>	<u>(30,702,827)</u>
Cash flows from financing activities		
Dividend paid	<u>(77,079,274)</u>	<u>(50,340,657)</u>
Net cash flows used in financing activities	<u>(77,079,274)</u>	<u>(50,340,657)</u>
Net increase in cash and cash equivalents	25,649,909	28,507,860
Cash and cash equivalents at beginning of year	<u>338,286,993</u>	<u>309,779,133</u>
Cash and cash equivalents at end of year	<u><u>363,936,902</u></u>	<u><u>338,286,993</u></u>

The accompanying notes are an integral part of the financial statements.

Prodigy Public Company Limited
Notes to financial statements
For the year ended 31 December 2025

1. General information

Prodigy Public Company Limited ("the Company") is a public company incorporated and domiciled in Thailand. Its parent company is Thai Vegetable Oil Public Company Limited, which was incorporated in Thailand. The Company is principally engaged in the manufacture and distribution of packaging products. The registered office of the Company is at 7/3 Moo 3, Bang Krabao, Nakhon Chaisi, Nakhon Pathom and there is one branch factory located in Surin Province.

2. Basis of preparation

The financial statements have been prepared in accordance with Thai Financial Reporting Standards enunciated under the Accounting Professions Act B.E. 2547 and their presentation has been made in compliance with the stipulations of the Notification of the Department of Business Development, issued under the Accounting Act B.E. 2543.

The financial statements in Thai language are the official statutory financial statements of the Company. The financial statements in English language have been translated from the Thai language financial statements.

The financial statements have been prepared on a historical cost basis except where otherwise disclosed in the accounting policies.

3. New financial reporting standards

3.1 Financial reporting standards that became effective in the current year

During the year, the Company has adopted the revised financial reporting standards which are effective for fiscal years beginning on or after 1 January 2025. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards with most of the changes directed towards clarifying accounting treatment and providing accounting guidance for users of the standards.

The adoption of these financial reporting standards does not have any significant impact on the Company's financial statements.

3.2 Financial reporting standards that will become effective for fiscal years beginning on or after 1 January 2026

The Federation of Accounting Professions issued a revised financial reporting standard, which are effective for fiscal years beginning on or after 1 January 2026. This financial reporting standard was aimed at alignment with the corresponding International Financial Reporting Standards with most of the changes directed towards clarifying accounting treatment and providing accounting guidance for users of the standards.

The management of the Company believes that adoption of these amendments will not have any significant impact on the Company's financial statements.

4. Accounting policies

4.1 Revenue recognition

Sales of goods

Revenue from sale of goods is recognised at the point in time when control of the asset is transferred to the customer, generally on delivery of the goods. Revenue is measured at the amount of the consideration received or receivable, excluding value added tax, of goods supplied after deducting returns and discounts to customers.

Interest income

Interest income is calculated using the effective interest method and recognised on an accrual basis. The effective interest rate is applied to the gross carrying amount of a financial asset, unless the financial assets subsequently become credit-impaired when it is applied to the net carrying amount of the financial asset (net of the expected credit loss allowance).

4.2 Cash and cash equivalents

Cash and cash equivalents consist of cash in hand and at banks, and all highly liquid investments with an original maturity of three months or less and not subject to withdrawal restrictions.

4.3 Inventories and material supplies

Finished goods are valued at the lower of cost (under average cost method) and net realisable value and includes all production costs and attributable factory overheads.

Raw materials and packages are valued at the lower of average cost and net realisable value and are charged to production costs whenever consumed.

Material supplies are valued at the lower of cost (specific method) and net realisable value.

4.4 Property, plant and equipment/Depreciation

Land is stated at cost. Buildings and equipment are stated at cost less accumulated depreciation and allowance for loss on impairment of assets (if any).

Depreciation of building and equipment is calculated by reference to their costs on the straight-line basis over the following estimated useful lives:

Buildings and building improvements	- 20 years
Machinery and equipment	- 10 years
Factory tools and equipment	- 5 years
Furniture and fixtures	- 5 years
Motor vehicles	- 5 years

Depreciation is included in determining income. No depreciation is provided on land and construction in progress.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on disposal of an asset is included in profit or loss when the asset is derecognised.

4.5 Related party transactions

Related parties comprise individuals or enterprises that control, or are controlled by, the Company, whether directly or indirectly, or which are under common control with the Company.

They also include associates, and individuals or enterprises which directly or indirectly own a voting interest in the Company that gives them significant influence over the Company, key management personnel, directors and officers with authority in the planning and direction of the Company's operations.

4.6 Foreign currencies

The financial statements are presented in Baht, which is also the Company's functional currency.

Transactions in foreign currencies are translated into Baht at the exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into Baht at the exchange rate ruling at the end of the reporting period.

Gains and losses on exchange are included in determining income.

4.7 Impairment of non-financial assets

At the end of each reporting period, the Company performs impairment reviews in respect of the property, plant and equipment whenever events or changes in circumstances indicate that an asset may be impaired. An impairment loss is recognised when the recoverable amount of an asset, which is the higher of the asset's fair value less costs to sell and its value in use, is less than the carrying amount.

An impairment loss is recognised in profit or loss.

4.8 Employee benefits

Short-term employee benefits

Salaries, wages, bonuses and contributions to the social security fund are recognised as expenses when incurred.

Post-employment benefits

Defined contribution plans

The Company and its employees have jointly established a provident fund. The fund is monthly contributed by employees and by the Company. The fund's assets are held in a separate trust fund and the Company's contributions are recognised as expenses when incurred.

Defined benefit plans

The Company has obligations in respect of the severance payments it must make to employees upon retirement under labor law. The Company treats these severance payment obligations as a defined benefit plan.

The obligation under the defined benefit plan is determined by a professionally qualified independent actuary based on actuarial techniques, using the Projected Unit Credit Method.

Actuarial gains and losses arising from defined benefit plans are recognised immediately in other comprehensive income.

4.9 Provision

Provisions are recognised when the Company has present obligation as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation, and a reliable estimate can be made of the amount of the obligation.

4.10 Income tax

Income tax expense represents the sum of corporate income tax currently payable and deferred tax.

Current tax

Current income tax is provided in the accounts at the amount expected to be paid to the taxation authorities, based on taxable profits determined in accordance with tax legislation.

Deferred tax

Deferred income tax is provided on temporary differences between the tax bases of assets and liabilities and their carrying amounts at the end of each reporting period, using the tax rates enacted at the end of the reporting period.

The Company recognises deferred tax liabilities for all taxable temporary differences while they recognise deferred tax assets for all deductible temporary differences and tax losses carried forward to the extent that it is probable that future taxable profit will be available against which such deductible temporary differences and tax losses carried forward can be utilised.

At each reporting date, the Company reviews and reduces the carrying amount of deferred tax assets to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the deferred tax asset to be utilised.

The Company records deferred tax directly to shareholders' equity if the tax relates to items that are recorded directly to shareholders' equity.

4.11 Financial instruments

The Company initially measures financial assets at its fair value plus, in the case of financial assets that are not measured at fair value through profit or loss, transaction costs. However, trade receivables, that do not contain a significant financing component, are measured at the transaction price as disclosed in the accounting policy relating to revenue recognition.

Classification and measurement of financial assets

Financial assets are classified, at initial recognition, as to be subsequently measured at amortised cost, fair value through other comprehensive income ("FVOCI"), or fair value through profit or loss ("FVTPL"). The classification of financial assets at initial recognition is driven by the Company's business model for managing the financial assets and the contractual cash flows characteristics of the financial assets.

Financial assets at amortised cost

The Company measures financial assets at amortised cost if the financial asset is held in order to collect contractual cash flows and the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets at amortised cost are subsequently measured using the effective interest rate ("EIR") method and are subject to impairment. Gains and losses are recognised in profit or loss when the asset is derecognised, modified or impaired.

Classification and measurement of financial liabilities

At initial recognition the Company's financial liabilities are recognised at fair value net of transaction costs and classified as liabilities to be subsequently measured at amortised cost using the EIR method. Gains and losses are recognised in profit or loss when the liabilities are derecognised as well as through the EIR amortisation process. In determining amortised cost, the Company takes into account any fees or costs that are an integral part of the EIR. The EIR amortisation is included in finance costs in profit or loss.

Derecognition of financial instruments

A financial asset is primarily derecognised when the rights to receive cash flows from the asset have expired or have been transferred and either the Company has transferred substantially all the risks and rewards of the asset, or the Company has transferred control of the asset.

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in profit or loss.

Impairment of financial assets

The Company recognises an allowance for expected credit losses ("ECLs") for all debt instruments not held at FVTPL. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Company expects to receive, discounted at an approximation of the original effective interest rate.

For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure (a lifetime ECL).

The Company considers a significant increase in credit risk to have occurred when contractual payments are more than 30 days past due and considers a financial asset as credit impaired or default when contractual payments are 90 days past due. However, in certain cases, the Company may also consider a financial asset to have a significant increase in credit risk and to be in default using other internal or external information, such as credit rating of issuers.

For trade receivables, the Company applies a simplified approach in calculating ECLs. Therefore, the Company does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date.

ECLs are calculated based on its historical credit loss experience and adjusted for forward-looking factors specific to the debtors and the economic environment.

A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

5. Significant accounting judgements and estimates

The preparation of financial statements in conformity with financial reporting standards at times requires management to make subjective judgments and estimates regarding matters that are inherently uncertain. These judgments and estimates affect reported amounts and disclosures; and actual results could differ from these estimates. Significant judgments and estimates are as follows:

Allowance for expected credit losses of trade receivables

In determining an allowance for expected credit losses of trade receivables, the management needs to make judgement and estimates based upon, among other things, past collection history, aging profile of outstanding debts and the forecast economic condition for groupings of various customer segments with similar credit risks. The Company's historical credit loss experience and forecast economic conditions may also not be representative of whether a customer will actually default in the future.

Property, plant and equipment/Depreciation

In determining depreciation of plant and equipment, the management is required to make estimates of the useful lives and residual values of the Company's plant and equipment and to review estimate useful lives and residual values when there are any changes.

In addition, the management is required to review property, plant and equipment for impairment on a periodical basis and record impairment losses when it is determined that their recoverable amount is lower than the carrying amount. This requires judgements regarding forecast of future revenues and expenses relating to the assets subject to the review.

Post-employment benefits under defined benefit plans

The obligation under the defined benefit plan is determined based on actuarial techniques. Such determination is made based on various assumptions, including discount rate, future salary increase rate, mortality rate and staff turnover rate.

6. Related party transactions

During the years, the Company had significant business transactions with related parties. Such transactions, which are summarised below, arose in the ordinary course of business and were concluded on commercial terms and bases agreed upon between the Company and those related parties.

	For the years ended		(Unit: Million Baht)
	31 December		Pricing policy
	<u>2025</u>	<u>2024</u>	
<u>Transactions with parent company</u>			
Sales of goods	293.0	240.0	Normal prices charged to ordinary customers
<u>Transactions with related company</u>			
Sales of goods	59.1	49.2	Normal prices charged to ordinary customers
Sales of mold	0.3	-	Reference to market price

As at 31 December 2025 and 2024, the balances of the accounts between the Company and those related parties are as follows:

	(Unit: Thousand Baht)	
	<u>2025</u>	<u>2024</u>
<u>Trade receivables - related parties (Note 8)</u>		
Parent company	53,875	47,797
Related company (related by common directors)	6,242	4,573
Total trade receivables - related parties	<u>60,117</u>	<u>52,370</u>

Directors and management's benefits

During the years ended 31 December 2025 and 2024, the Company had employee benefit expenses payable to their directors and management as below.

	(Unit: Million Baht)	
	<u>2025</u>	<u>2024</u>
Short-term employee benefits	18.8	18.2
Post-employment benefits	0.2	0.1
Total	19.0	18.3

7. Cash and cash equivalents

	(Unit: Thousand Baht)	
	<u>2025</u>	<u>2024</u>
Cash	70	70
Bank deposits	363,867	338,217
Total	363,937	338,287

As at 31 December 2025, bank deposits in saving accounts and fixed deposits carried interests at the rates between 0.20 and 0.65 percent per annum (2024: 0.25 and 1.40 percent per annum).

8. Trade and other current receivables

	(Unit: Thousand Baht)	
	<u>2025</u>	<u>2024</u>
<u>Trade receivables - related parties</u>		
Aged on the basis of due dates		
Not yet due	33,387	27,910
Past due up to 3 months	26,730	24,460
Total trade receivables - related parties (Note 6)	60,117	52,370
<u>Trade receivables - unrelated parties</u>		
Aged on the basis of due dates		
Not yet due	18,061	15,459
Past due		
Up to 3 months	25,867	32,251
3 - 6 months	1,300	2,702
6 - 12 months	2,212	828
Over 12 months	11,042	13,766
Returned cheques	9,321	8,444
Total	67,803	73,450
Less: Allowance for expected credit losses	(24,618)	(24,608)
Total trade receivables - unrelated parties, net	43,185	48,842
Total trade receivables - net	103,302	101,212

	(Unit: Thousand Baht)	
	<u>2025</u>	<u>2024</u>
<u>Other current receivables</u>		
Other current receivables - unrelated parties	27	33
Total other current receivables	27	33
Total trade and other current receivables - net	103,329	101,245

Movement of the allowance for expected credit losses account for the year ended 31 December 2025 are summarised below.

	(Unit: Thousand Baht)
Balance as at 1 January 2025	24,608
Increase	5,625
Written off	(5,615)
Balance as at 31 December 2025	<u>24,618</u>

9. Inventories and material supplies

	(Unit: Thousand Baht)					
	Cost		Reduce cost to net realisable value		Inventories-net	
	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>	<u>2025</u>	<u>2024</u>
Finished goods	32,601	36,183	(1,791)	(1,075)	30,810	35,108
Raw materials	21,818	37,744	-	-	21,818	37,744
Packaging	3,776	3,463	-	-	3,776	3,463
Total inventories	<u>58,195</u>	<u>77,390</u>	<u>(1,791)</u>	<u>(1,075)</u>	<u>56,404</u>	<u>76,315</u>
Material supplies	<u>11,523</u>	<u>10,905</u>	<u>-</u>	<u>-</u>	<u>11,523</u>	<u>10,905</u>

Movements of the reduce cost of inventories to net realisable value account for the year ended 31 December 2025 are summarised below.

	(Unit: Thousand Baht)
Balance as at 1 January 2025	1,075
Increase	716
Balance as at 31 December 2025	<u>1,791</u>

10. Property, plant and equipment

	(Unit: Thousand Baht)							
	Land and land improvements	Building and building improvements	Machinery and equipment	Factory tools and equipment	Furniture and fixtures	Motor vehicles	Construction in progress	Total
Cost:								
1 January 2024	45,306	138,447	638,502	222,259	6,997	14,648	6,309	1,072,468
Additions	-	886	-	2,642	131	4,372	22,725	30,756
Disposals/written-off	-	(2,169)	(4)	(1,043)	(254)	(160)	-	(3,630)
31 December 2024	45,306	137,164	638,498	223,858	6,874	18,860	29,034	1,099,594
Additions	-	-	-	3,369	75	1,779	16,132	21,355
Disposals/written-off	-	-	-	(259)	-	(4,249)	-	(4,508)
Transfers in (out)	-	21,571	16,651	2,455	-	-	(40,677)	-
31 December 2025	45,306	158,735	655,149	229,423	6,949	16,390	4,489	1,116,441
Accumulated depreciation:								
1 January 2024	-	81,776	565,723	200,595	6,110	11,319	-	865,523
Depreciation for the year	-	5,734	15,658	9,327	470	1,756	-	32,945
Depreciation on disposals/written-off	-	(2,001)	(4)	(1,043)	(230)	(161)	-	(3,439)
31 December 2024	-	85,509	581,377	208,879	6,350	12,914	-	895,029
Depreciation for the year	-	5,228	15,524	7,156	374	2,050	-	30,332
Depreciation on disposals/written-off	-	-	-	(259)	-	(4,248)	-	(4,507)
31 December 2025	-	90,737	596,901	215,776	6,724	10,716	-	920,854
Net book value:								
31 December 2024	45,306	51,655	57,121	14,979	524	5,946	29,034	204,565
31 December 2025	45,306	67,998	58,248	13,647	225	5,674	2,157	195,587
Depreciation for the year								
2024 (Baht 25 million included in manufacturing cost and the balance in selling and administrative expenses)								32,945
2025 (Baht 23 million included in manufacturing cost and the balance in selling and administrative expenses)								30,332

As at 31 December 2025, certain plant, machinery and equipment items of the Company have been fully depreciated but are still in use. The gross carrying amount before deducting accumulated depreciation of those assets amounted to approximately Baht 747 million (2024: Baht 717 million).

11. Credit facilities of short-term loans

The Company has Baht 100 million (2024: Baht 100 million) unused credit facilities obtained from financial institutions that contain covenants in which the Company must comply. These relate to, among other things, the maintenance of financial ratios and restrictions on the creation of lien or encumbrance over its assets without prior consent from financial institutions.

12. Trade and other current payables

	(Unit: Thousand Baht)	
	<u>2025</u>	<u>2024</u>
Trade payables	65,090	76,540
Other current payables	6,604	4,822
Accrued expenses	6,821	6,297
Total trade and other current payables	<u>78,515</u>	<u>87,659</u>

13. Provision for employee benefits

Provision for employee benefits, which is compensations on employees' retirement, was as follows:

	(Unit: Thousand Baht)	
	<u>2025</u>	<u>2024</u>
Provision for employee benefits at beginning of year	22,384	25,273
Included in profit or loss:		
Current service cost	2,937	3,263
Interest cost	541	610
Included in other comprehensive income:		
Remeasurement gain arising from		
Demographic assumptions changes	-	(1,144)
Financial assumptions changes	-	(543)
Experience adjustments	-	(4,861)
Benefits paid during the year	(519)	(214)
Provisions for employee benefits at end of year	<u>25,343</u>	<u>22,384</u>

The Company expects to pay Baht 1.9 million of employee benefits during the next year (2024: Baht 0.5 million).

As at 31 December 2025, the weighted average duration of the liabilities for employee benefits is 12 years (2024: 12 years).

Significant actuarial assumptions are summarised below:

	(Unit: Percent per annum)	
	<u>2025</u>	<u>2024</u>
Discount rate	2.45	2.45
Salary increase rate	3.6 - 5.2	3.6 - 5.2
Turnover rate	0 - 19.0	0 - 19.0

The result of sensitivity analysis for significant assumptions that affect the present value of the employee benefit obligation as at 31 December 2025 and 2024 are summarised below:

	(Unit: Million Baht)			
	<u>2025</u>		<u>2024</u>	
	<u>Increase 1%</u>	<u>Decrease 1%</u>	<u>Increase 1%</u>	<u>Decrease 1%</u>
Discount rate	(2.2)	2.5	(2.0)	2.3
Salary increase rate	2.8	(2.5)	2.4	(2.1)
	<u>Increase 10%</u>	<u>Decrease 10%</u>	<u>Increase 10%</u>	<u>Decrease 10%</u>
Turnover rate	(0.6)	0.7	(0.6)	0.6

14. Statutory reserve

Pursuant to Section 116 of the Public Limited Companies Act B.E. 2535, the Company is required to set aside to a statutory reserve at least 5 percent of its net profit after deducting accumulated deficit brought forward (if any), until the reserve reaches 10 percent of the registered capital. The statutory reserve is not available for dividend distribution. At present, the statutory reserve has fully been set aside.

15. Expenses by nature

Significant expenses classified by nature are as follows:

	(Unit: Thousand Baht)	
	<u>2025</u>	<u>2024</u>
Salary and wages and other employee benefits	103,222	95,978
Depreciation and amortisation	30,344	32,961
Transportation expenses	11,091	9,941
Raw materials and consumables used	207,612	249,157
Purchase of finished goods	75,311	68,031
Changes in inventories of finished goods	3,582	(4,291)

16. Income tax

Income tax expenses for the years ended 31 December 2025 and 2024 are made up as follows:

	(Unit: Thousand Baht)	
	<u>2025</u>	<u>2024</u>
Current income tax:		
Current income tax charge	22,521	19,190
Deferred tax:		
Relating to origination and reversal of temporary differences	(737)	(1,631)
Income tax expenses reported in profit or loss	<u>21,784</u>	<u>17,559</u>

The amounts of income tax relating to each component of other comprehensive income for the years ended 31 December 2025 and 2024 are as follows:

	(Unit: Thousand Baht)	
	<u>2025</u>	<u>2024</u>
Deferred tax relating to remeasurement gain on defined benefit plan	-	1,310

The reconciliation between accounting profit and income tax expenses is shown below.

	(Unit: Thousand Baht)	
	<u>2025</u>	<u>2024</u>
Accounting profit before tax	105,025	88,139
Applicable tax rate	20%	20%
Accounting profit before tax multiplied by income tax rate	21,005	17,628
Write-down of previous deferred tax asset	750	-
Effects of:		
Non-deductible expenses	214	108
Additional expense deductions allowed	(185)	(177)
Total	29	(69)
Income tax expenses reported in profit or loss	21,784	17,559

The components of deferred tax assets are as follows:

	(Unit: Thousand Baht)	
	<u>Statements of financial position</u>	
	<u>2025</u>	<u>2024</u>
Deferred tax assets		
Allowance for expected credit losses on		
trade receivables	4,923	4,921
Provision for employee benefits	5,069	4,477
Reduction cost of inventories to net realisable value	358	215
Total	10,350	9,613

17. Earnings per share

Basic earnings per share is calculated by dividing profit for the year attributable to equity holders of the Company (excluding other comprehensive income) by the weighted average number of ordinary shares in issue during the year.

18. Segment information

Operating segment information is reported in a manner consistent with the internal reports that are regularly reviewed by the chief operating decision maker in order to make decisions about the allocation of resources to the segment and assess its performance.

The Company is principally engaged in the manufacture and distribution of packaging products. Its operations are carried on only in Thailand. Segment performance is measured based on operating profit or loss, on a basis consistent with that used to measure operating profit or loss in the financial statements. As a result, all of the revenues, operating profits and assets as reflected in these financial statements pertain to the aforementioned reportable operating segment and geographical area.

Major Customers

For the year 2025, the Company has revenue from 1 major customer in amount of Baht 293 million (2024: 1 major customer in amount of Baht 240 million).

19. Provident fund

The Company and its employees have jointly established a provident fund in accordance with the Provident Fund Act B.E. 2530. Both employees and the Company contribute to the fund monthly at the rate of 3 percent of basic salary. The fund, which is managed by BBL Asset Management Company Limited, will be paid to employees upon termination in accordance with the fund rules. The contributions for the year 2025 amounting to approximately Baht 1.1 million (2024: Baht 1.1 million) were recognised as expenses.

20. Dividends

Dividends	Approved by	Total dividends (Thousand Baht)	Dividend per share (Baht)
Dividends for 2024	The Annual General Meeting of the Company's shareholders on 23 April 2025	44,550	0.15
Interim dividends for 2025	Board of Directors' meeting on 6 August 2025	32,670	0.11
Total for 2025		77,220	0.26
Dividends for 2023	The Annual General Meeting of the Company's shareholders on 24 April 2024	23,759	0.08
Interim dividends for 2024	Board of Directors' meeting on 7 August 2024	26,731	0.09
Total for 2024		50,490	0.17

21. Commitments and contingent liabilities

21.1 Capital commitments

As at 31 December 2025, the Company had capital commitments of Baht 4.8 million relating to the acquisition of factory tools and equipment (2024: Baht 0.9 million).

21.2 Guarantees

As at 31 December 2025, there were outstanding bank guarantees of Baht 9 million (2024: Baht 9 million) issued by banks on behalf of the Company in respect of certain performance bonds as required in the normal course of business of the Company. The outstanding bank guarantees are related to guarantee electricity use of the Company.

22. Financial instruments

22.1 Financial risk management objectives and policies

The Company's financial instruments principally comprise cash and cash equivalents, trade receivables, trade and other payables. The financial risks associated with these financial instruments and how they are managed is described below.

Credit risk

The Company is exposed to credit risk primarily with respect to trade receivables and bank deposits. The maximum exposure to credit risk is limited to the carrying amounts as stated in the statement of financial position.

Trade receivables

The Company manages the risk by adopting appropriate credit control policies and procedures and therefore do not expect to incur material financial losses. In addition, the outstanding trade receivables are regularly monitored and the Company does not have high concentrations of credit risk since it has a large customer base in various businesses and the majority of customers are credit worthy customers.

The impairment analysis is performed at each reporting date to measure expected credit losses. The provision rates are based on days past due for groupings of various customer segments with similar credit risks. The Company classifies customer segments by customer type and rating. The calculation reflects the probability-weighted outcome, the time value of money and reasonable and supportable information that is available at the reporting date about past events, current conditions and forecasts of future economic conditions.

Bank deposits

The Company manages the credit risk from balances with banks and financial institutions by making investments only with approved counterparties and within credit limits assigned to each counterparty. Counterparty credit limits are reviewed by the Company's Board of Directors on an annual basis, and may be updated throughout the year subject to approval of the Company's Executive Committee. The limits are set to minimise the concentration of risks and therefore mitigate financial loss through a counterparty's potential failure to make payments.

The credit risk on debt instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies.

Interest rate risk

The Company's exposure to interest rate risk relates primarily to its cash at banks. However, most of the Company's financial assets bear floating interest rates or fixed interest rates which are close to the market rate, the interest rate risk is expected to be minimal. The detail of cash at banks is set out in Note 7 to the financial statements.

22.2 Fair values of financial instruments

Since the Company's financial instruments are short-term in nature and bear interest at rates close to the market interest rates, their fair values are not expected to be materially different from the amounts presented in the statements of financial position.

23. Capital management

The primary objective of the Company's capital management is to ensure that it has appropriate capital structure in order to support its business and maximise shareholder value. As at 31 December 2025, the Company's debt-to-equity ratio was 0.19:1 (2024: 0.20:1).

24. Event after the reporting period

On 20 February 2026, a meeting of the Company's Board of Directors passed a resolution to approve an annual dividend payment of Baht 0.28 per share, or a total of Baht 83 million from the Company's operating result for the year 2025, as the Company has already paid the interim dividend during 2025 of Baht 0.11 per share or a total of 33 million, and therefore the remaining dividend to be paid will be Baht 0.17 per share or a total of Baht 50 million. This resolution will be further proposed for the Company's shareholders' approval at the Annual General Meeting of the Company's shareholders for the year 2026.

25. Approval of financial statements

These financial statements were authorised for issue by the Company's Board of directors on 20 February 2026.

Appendix



1. Profiles of directors and executives

Name - Surname	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
1. Ms. Thipawan Uthaisang	66	-Master of Business Administration	-	-None-	2013 - Present	Chairman	Prodigy PCL.
		Thammasat University				Chairman of the Audit Committee	
		-Bachelor of Accounting				Independent Director	
		Faculty of Commerce and Accountancy				Corporate Governance Nomination	
		Thammasat University				and Remuneration Committee	
		passed the training course			2013 - present	Independent Director	Winner Group PCL.
		- Direction Certification Program				Chairman of the Board of Directors	Enterprise
		(DCP 29/2003)				Compensation	
		- College of Politics and Governance			2009 -Present	Audit Committee	Ladprao Hospital PCL.
		King Prajadhipok's Institute (Por Por Ror.) Class 9				Independent Director/ the Remuneration Committee	
		- Capital Market Academy (CMA)			2007 -Present	Chairman of Executive Committee	Paper Mate Co., Ltd.
		Generation 8					(Thailand)
		- National Defense College					
		(WorPor.) Model 53			2005 -Present	Independent Director	Eason Paint Public Co., Ltd.
		- Advance Audit Committee				Audit Committee	
		Program (AACP 26/2017)					
		-Board that Make a Difference					
		(BMC 9/2019)					

Name - Surname	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
2 .Dr. Thanet Norabhoompipat	75	- Bachelor and Master of	-	None	2013 - Present	Independent Director	Prodigy Pcl.
		Sciences in Civil Engineering				Director	
		Massachusells Institute of				Strategy Risk and Sustainability	
		Technology USA				Committee	
		-Ph.D. in Civil Engineering Camegie-Mellon University USA			Present	Foundation Director	Medical Volunteer Foundation
							Somdet Phra Srinagarindra
		passed the training course					Boromarajonani
		Accreditation Course			Present	Director	Puey Ungphakorn Institute
		Program (DAP 120/2015)			2003 - 2007	Executive director	Office of Small and
		- Senior Executive Program				Qualified Director	Medium Enterprise
		Trade and Commerce, Class 3					Promotion , OSMEP
					2000 - 2012	Executive Director	Institute for Small and
							Medium Enterprises
							Development
					1998 - 2000	Director & Executive Committee	North Park Group

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[illegible]

Name - Surname	Age (years)	educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					period	position	Department/Company
5. Mr. Thongchai Tansutat	65	-Master of Business Administration	2.22	None	1992 -Present	Director	Prodigy PCL.
		Kasetsart University				Executive Chairman	
		- MINI MBA, Thammasat University				Risk Management Committee	
		- Holistic Finance for the Boss			2025 - Present	Strategy Risk and	
		- Management Psychology				Sustainability Committee	
					1992 - 2025	Managing Director/ CEO	Prodigy PCL.
		Passed the training course				Sales manager	Cheer (Thailand) Co., Ltd.
		- Directors Certification Program				Sales manager	Oil Refinery Co., Ltd.
		(DCP 170/2013)					Nakhonchaisri
		-Risk Management Committee				Wholesale Department Manager	B&P Products Co., Ltd.
		Program (RMP 1/2013)					
		-Company Reporting Program					
		(CRP 8/2014)					
		-Board Reporting Program					
		(BRP 13/2014)					
		-CTO Course					
		(Chief Transformation Officer) SET					
		-Seminar Engaging Board in ESG the path					
		Of effectives sustainability By IOD					

Name - Surname	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
6 .Mr. Pramote Santiwattana	68	-Bachelor of Economics	0.15	None	2005 -Present	Director	Prodigy Pcl.
		Thammasat University				Chairman of Strategy Risk and	
						Sustainability Committee	
					2021 - Present	Chief Officer Consultant	Thai Edible Oil Co., Ltd.
		passed the training course					Thai Ruam Jai Vegetable
		- ESG Risks Mitigation					Oil Co.,Ltd.
		- Director Accreditation Program					
		(DAP 120/2015)			2021 - Present	Advisor to the Unit Director	Thai Ruamjai Co., Ltd.
		-Director Certification Program				feed business	
		(DCP 227/2016)					
					1977 -Present	Executive director	Thai Edible Oil Co., Ltd.
							Thai Ruam Jai Vegetable
							Oil Co.,Ltd.
							Yong Somjai Co., Ltd.
					2021 - 2024	Chief Executive Officer Consultant	Thai Ruam Jai Korat Co.,Ltd.
						Advisor to the Unit Director	
						feed business	

Name - Surname	Age (years)	educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
7. Mr. Vorravuth Tangpiroonthum	52	-Master's Degree in Finance and Management	-	Relative	2015 - Present	Director	Prodigy PCL.
		Market Graduate Institute of Business Administration			2025 - Present	Chairman of Investment Committee	Prodigy PCL.
		Sasin of Chulalongkorn University			2017 -Present	Director	Thai Vegetable Oil PCL.
		-Bachelor's Degree in General Management			2011- Present	Chief Executive Officer	Cheer Group Holdings Co., Ltd.
		Faculty of Commerce and Accountancy			1997 -Present	Director	Thai Ha PCL.
		Chulalongkorn University			2016 - 2019	Director	Major Development PCL.
		Passed the training course				Audit Committee	
		-Role of the Chairman 60/2568 (RCP)				Corporate Governance Nomination	
		-Boardroom Excellence A Key to				Committee and consider	
		Corporate Success 2/2568				compensation	
		-Successful Formulation And Execution of Strategy 33/2563			2007 - 2014	Chief Financial Officer and	Thai Ha PCL.
		-Board room Success Through				Chairman Risk Committee	
		Financing And Investment 9/2563					
		-Strategic Board Master Class					
		6/2562 (SBM)					
		-Corporate Governance for Capital					
		Market Intermediaries 20/2561					

Name - Surname	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
8. Mr.Vachara	55	-Master of Economics	2.22	Relative	2008 - Present	Director	Prodigy PCL.
Vitayatanagorn		University of Colorado-Denver			2013 - Present	Director	Thai Vegetable Oil Pcl.
		United States			2018 - Present	Director	Golden Thread Co., Ltd.
		-Bachelor of Business Administration in Finance			2018 - 2019	Advisor to the Commission economy	National Legislative Assembly
		and Bank, Assumption University			2013 - 2016	Company Secretary	Prodigy PCL.
		Passed the training course					
		-Capital Market Academy Course					
		Senior Executives, Class 22 , 2016					
		- Direction Certification Program					
		(DCP 174/2013)					
		-Risk Management Committee					
		Program (RMP 1/2013)					
		-Effective Minute Taking					
		(EMT 28/2014)					
		-Company Reporting Program					
		(CRP 8/2014)					
		-Board Reporting Program					
		(BRP 13/2014)					

Name - Surname	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Pperiod	Position	Department/Company
9. Mr. Pachai Chanpitaksa	41	-Maser of Sciences in Technical Venture	2.22	Relative	2023 – Present	Director	Prodigy PCL.
		And foundation of entrepreneurship,			2022 - Present	Chief Executive Officer	Thai Vegetable Oil PCL.
		Uniterity College London & London				the Corporate Governance and	Thai Vegetable Oil PCL.
		Business School, United Kingdom.				Sustainability Committee	
		-Bachelor of Engineering in Engineering			2021 - 2022	Managing Director	Thai Vegetable Oil PCL.
		With Business and Rinance, University				Chief Operating Officer of	
		College London & London School of				Production	
		Economics and Politiczl Sciences,			2017 - 2020	Deputy Managing Director	Thai Vegetable Oil PCL.
		United Kingdom				Supply and Trading Department	
		Passed the training course					
		-Director Certification Pfogram					
		(DCP 216/2016)					
		-Boards that Make a Dirrerence (BMD 9/0219)					
		-National Director Conference 2021					
		-Things to know about Personal Data					
		Protection Act (PDPA) by					
		Baker & Mckenzie Ltd.					
		- The culliana: The Making of the digital					
		Board 3/2024					
		- AI for Business 2/2024 at Sripatum					
		- Net Zero CEO Leadership Program 1/2024					
		- Executive Communication Program (EXCOM) 1/2025 Sauce Skill					

[illegible]

Name - Surname	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Pposition	Department/Company
11. Mrs. Lakkhana Romruen	60	-Bachelor of Business Administration (Accounting)	-	-Non-	2013 -Present	Executive director	Prodigy Pcl.
		Nakhon Pathom Rajabhat University				Risk Management Committee	
		passed the training course				CFO	
		- Director Accreditation Program				Finance Accounting Manager	
		(DAP SEC/2013)			1996 - 2010	accountant	Prodigy Pcl.
		-Company Secretary Program			1986 - 1996	accountant	Thai Vegetable Oil Pcl..
		(CSP 5 5 /2014)					
		-Effective Minute Taking					
		(EMT 28/2014)					
		-Company Reporting Program					
		(CRP 8/2014)					
		-How to Develop a Risk					
		Management Plan (HRP 5/2014)					
		-Enhancing Good Corporate					
		Governance based on CGR					
		Scorecard 2018					
		-The New CFO (Crisis Financial					
		Officer) 2020 Association of mai					
		-CFO Refresher Course 2023					

Name - Surname	Age (years)	Educational qualifications	Proportion of shareholding in the company (%)	Family relationship between directors and executives	Work history for the past 5 years		
					Period	Position	Department/Company
Miss Thitikam Sa-nganetpetch	51	-Bachelor of Business Administration branch management	-	-Non-	2017 - Present	Company Secretary/ Investor Relations	Prodigy PCL.
		Rajamangala Institute of Technology					
		Bophitphimuk Chakkrawat Campus					
		Trained			1999 - 2016	Board of Directors Secretary	Pharma Cosmet PCL.
		- Company Secretary Program				Secretary to Managing Director	
		(CSP 8/2004, 80/2017)				Head of Administration Department	
		-Effective Minute Taking					
		(EMT 2/2006)					
		-Board Reporting Program					
		(BRP 2/2010)					
		-Enhancing Good Corporate					
		Governance based on CGR					
		Scorecard 2018					
		- Survey of CGR projects in 2023					
		- Business Model Reinvention for					
		Corporate Sustainability					
		-CGR workshop 2/2023					
		-Road Certiry with THAI CAC					

2. : Detail of Director, Executive and Controlling Persons in Subsidiaries and Related Companies

Name – Last Name	Company	Related Companies		
		Thai Vegetable Oil PCL.	Thai Edible Oil Co.,Ltd.	Thaiha PCL.
1. MISS Thipawan Uthaisang	X , /, ///			
2. Dr. Thanet Norabhoompipat	/			
3. Miss Nardrerdee Arj-harnwongse	/, ///			
4. Mr.Pirachai Bencharongkul	/, ///			
5. Mr.Thongchai Tansutat	/ , //			
6. Mr.Pramote Santiwattana	/		//	
7. Mr.Vorravuth Tangpiroonthum	/	/	/	/ , //
8. Mr.Vachara Vitayathanagorn	/	/		
9. Mr.Pachai Chanpitakasa	/	/		
10. Mr.Nattawat Akrasukphaisan	// , O			
11. Mrs.Lakkhana Romruen	// , O			

Remark : X = Chairman , /= Director , //= Executive Committee , ///= Audit Committee , O= Executive

3. Secretary's Scope of Authority, Work and Responsibilities

The resolution of the Board's meeting no. 2/2013 on August 7, 2013, setting the scope of authority, work and responsibilities. The resolution of the Board's meeting no. 2/2017 on May 9, 2017 appointed Ms.Thitikan Sa-nganetpetch as the Company's secretary.

Secretary's Scope of Authority, Work and Responsibilities

1. Assisting and advising the Board and management on rules and law they need to know.
2. Taking care of the Board's activities, holding Board' meetings, recording the minutes of Board's meetings and shareholders' meetings, and coordinating with different parties to ensure the compliance with the resolution of Board's meetings.
3. Making and filing the following documents:
 - 1) Directors' register
 - 2.) Invitation letter for the Board's meetings, minutes of Board's meeting and annual report
 - 3.) Invitation letter for the shareholders' meetings and minutes of shareholders' meetings
4. Keeping the stake holding reports made by directors or management
5. Operating other tasks assigned by the Capital Market Supervisory Board.

Attachment 2 : Detail of Subsidiary's Directors

-None-

Attachment 3 : Internal Audit Head and Compliance Head Internal Audit Head

The Company has designated Ms.Bunyavee Lertloykulchai from AT and A Management Co.,Ltd as internal audit head. The Audit Committee assigned her since March 12,2015. They saw the company had an internal control system that was adequate, suitable and consistent with the Adequacy Assessment form for the Internal Control System of the office of the Securities.

Education	1996-1998	Master of Accountancy (Accountancy – Finance) Chulalongkorn University
	1994 - 1996	Bachelor of Business Administration (Accountancy – Auditing) Rajamangala University

Certified public accountant No. 8596

Company operations oversight (Compliance)

The Company prioritizes strict adherence to all applicable laws, regulations, and requirements relevant to its business operations. To ensure a transparent and accurate compliance framework that aligns with regulatory standards, the Company has established a coordinated **Compliance** function involving three key pillars: the **Internal Auditor**, the **Chief Financial Officer (CFO)**, and the **Company Secretary**.

In terms of monitoring and oversight, the Company consistently reviews and tracks its compliance with business-related laws and regulations, including the mandates of the **Securities and Exchange Commission (SEC)** and the **Stock Exchange of Thailand (SET)**. This oversight extends to the Company's internal policies and operational regulations.

The specific roles and responsibilities are defined as follows:

- **Internal Auditor:** Responsible for assessing the adequacy and effectiveness of the internal control systems and ensuring compliance with relevant legislation.
- **Company Secretary:** Responsible for supporting the Board of Directors and Management to ensure that all corporate actions comply with the law and Good Corporate Governance principles. This includes monitoring the disclosure of significant information to shareholders and stakeholders.

The results of these compliance monitoring activities and the evaluation of internal control adequacy are reported to the **Audit Committee** and the **Board of Directors**, respectively. This reporting structure ensures continuous oversight and the ongoing improvement of the Company's operational processes.

Attachment 4 : Detail of Property appraisal list

-None-

Attachment 5 : Report of the Corporation Governance

Nomination, Remuneration, and Corporate Governance Committee Report

Prodigy Public Company Limited

The Nomination, Remuneration, and Corporate Governance Committee (the "Committee") originally consisted of three members. In 2025, two members completed their terms at the 2025 Annual General Meeting of Shareholders and expressed their intentions not to seek reappointment. Consequently, this left only one active member on the Committee.

To ensure the continued efficiency of the Committee's duties and to remain compliant with the Good Corporate Governance principles for listed companies, the Board of Directors sought to appoint independent directors with the appropriate knowledge, skills, and governance experience.

Accordingly, at the Board of Directors Meeting No. 3/2025, held on May 8, 2025, the Board passed a resolution to appoint two additional independent directors to the Committee. This appointment ensures that the Committee's structure is complete and fully compliant with capital market regulations, enabling it to perform its oversight duties effectively.

Following these appointments, the Nomination, Remuneration, and Corporate Governance Committee of **Prodigy Public Company Limited** consists of three members as follows:

- | | | |
|--------------------------|-----------------------|---------------------------|
| 1. Ms. Nardrerdee | Arj-harnwongse | Chairman of the Committee |
| 2. Ms. Thipawan | Uthaisang | Member of the Committee |
| 3. Mr. Pirachai | Bencharongkul | Member of the Committee |

All three members are **Independent Directors**, ensuring that all deliberations are conducted with independence and transparency, with the best interests of the Company, its shareholders, and all stakeholders as the primary consideration.

The Committee plays a vital role in supporting the Board of Directors by overseeing corporate governance practices in accordance with **Good Corporate Governance** principles. Its responsibilities include supervising the nomination and appointment process for directors and senior executives, as well as establishing remuneration policies that are appropriate, transparent, fair, and aligned with the Company's long-term performance.

In 2025, the Nomination, Remuneration, and Corporate Governance Committee held a total of **three meetings**, with all members in full attendance for every session.

List of Committee		Position	Attendance / Total Meetings
Ms. Nardrerdee	Arj-harnwongse	Chairman of the Committee	3 / 3
Ms. Thipawan	Uthaisang	Member of the Committee	3 / 3
Mr. Pirachai	Bencharongkul	Member of the Committee	3 / 3

Key Operations in 2025

In 2025, the Nomination, Remuneration, and Corporate Governance Committee performed its duties as assigned by the Board of Directors. The key activities are summarized as follows:

- **CGR Assessment and Development:** Monitored the results of the Corporate Governance Report of Thai Listed Companies (CGR) and considered guidelines to further enhance the Company's corporate governance practices.
- **Shareholder Rights:** Oversaw the process of allowing shareholders to propose meeting agenda items and nominate candidates for directorship in advance.

- **Director Nomination:** Considered and proposed the appointment of new directors to replace those retiring by rotation.
- **Sub-committee Structure:** Reviewed the structure of the Company's sub-committees to ensure effective oversight and governance.
- **Remuneration Structure:** Reviewed the remuneration structure for directors and senior executives to ensure it is appropriate and aligned with the Company's performance.
- **Performance Evaluation:** Reviewed the performance evaluation forms for the Board of Directors, sub-committees, and the Chief Executive Officer (CEO).
- **Succession Planning:** Continuously monitored the progress of Succession Plans for the Company's key executive positions.
- **Director Development:** Supported and encouraged Board members to attend various training courses to apply the acquired knowledge toward the analytical and sustainable development of the organization.

Alignment with the Corporate Governance Policy

The operations of the Nomination, Remuneration, and Corporate Governance Committee support the Company's corporate governance in alignment with the **CG Code** as follows:

The Company's Corporate Governance Policy	The Committees' Operations
Section 1: Rights of Shareholders	Providing opportunities for shareholders to propose meeting agenda items and nominate director candidates.
Section 2: Equitable Treatment of Shareholders	Transparent director nomination and selection processes.
Section 3: Role of Stakeholders	Promoting Corporate Governance and ESG (Environmental, Social, and Governance) practices.
Section 4: Disclosure and Transparency	Reporting and disclosure of information through the 56-1 One Report.
Section 5: Responsibilities of the Board	Evaluation of Board performance, Board structure, and remuneration.

February 20, 2026

On behalf of the Nomination, Remuneration, and
Corporate Governance Committee
Ms. Nardrerddee Arj-harnwongse
Chairman of the Nomination, Remuneration, and
Corporate Governance Committee

Audit Committee Report

To: The Shareholders of Prodigy Public Company Limited

The Audit Committee originally consisted of three members. In 2025, two members completed their terms at the 2025 Annual General Meeting of Shareholders and expressed their intentions not to seek reappointment. Consequently, this left only one active member on the Audit Committee.

To ensure the continuity and efficiency of the Audit Committee's duties, as well as to maintain compliance with the Good Corporate Governance principles for listed companies, the Board of Directors carefully considered the appointment of independent directors who possess the appropriate knowledge, skills, and experience in governance, accounting, finance, and auditing to join the Audit Committee.

Accordingly, at the Board of Directors Meeting No. 2/2025, held on April 30, 2025, the Board passed a resolution to appoint two independent directors as members of the Audit Committee. This appointment ensures that the Audit Committee's structure is complete and fully compliant with capital market regulations, enabling it to perform its oversight duties effectively.

Following these appointments, the Audit Committee of **Prodigy Public Company Limited** consists of three members as follows:

- | | | | |
|----|-----------------|----------------|---------------------------|
| 1. | Ms. Thipawan | Uthaisang | Chairman of the Committee |
| 2. | Ms. Nardrerddee | Arj-harnwongse | Member of the Committee |
| 3. | Mr. Pirachai | Bencharongkul | Member of the Committee |

Audit Committee Operations and Meetings

The Audit Committee performed its duties in accordance with the scope of authority and responsibilities assigned by the Board of Directors. Its primary focus remained on overseeing the financial reporting process, internal control systems, and risk management. Furthermore, the Committee ensured strict compliance with relevant laws and regulations and supervised the performance of the external auditors to ensure that the Company's operations are conducted with transparency and efficiency.

In 2025, the Audit Committee held a total of **four meetings**. Additionally, the Committee held **one private meeting** with the external auditors without the presence of management. This meeting provided an opportunity for independent discussion regarding audit-related matters and the quality of financial reports, a practice that aligns with the principles of Good Corporate Governance and the standards for listed companies.

List of Committee		Position	Attendance / Total Meetings
Ms. Thipawan	Uthaisang	Chairman of the Committee	4 / 4
Ms. Nardrerddee	Arj-harnwongse	Member of the Committee	4 / 4
Mr. Pirachai	Bencharongkul	Member of the Committee	4 / 4

Key Matters Considered and Reviewed

The Audit Committee reviewed and considered significant matters as follows:

1. **Internal Control and Internal Audit:** Reviewed the annual internal audit plan and the results of quarterly and annual audits. The Committee assessed the adequacy of the internal control system to ensure it remains appropriate and effective in accordance with the criteria set by the Stock Exchange of Thailand. Recommendations and guidelines for operational improvement were provided to enhance efficiency. The Committee also continuously monitored the rectification of significant issues identified in internal audit reports to ensure that all departments maintain proper internal controls to prevent or mitigate potential risks.
2. **Financial Statements Review:** Reviewed the quarterly and annual financial statements for the fiscal year 2025 to ensure they were prepared in accordance with Generally Accepted Accounting Principles (GAAP). The Committee confirmed that the financial disclosures were adequate, complete, and reliable, while providing observations and suggestions for corrective actions for the best interest of the Company.
3. **Related Party Transactions:** Reviewed the disclosure of related party transactions and connected transactions to ensure they were conducted under normal business conditions and through a transparent consideration process. All transactions were carried out for the benefit of the Company and in full compliance with the regulations of the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC).
4. **Risk Management and Anti-Corruption:** Reviewed risk management policies and guidelines. The internal auditors were instructed to audit the risk management system to ensure that the Company's work processes and practices are sufficient to prevent and reduce potential risks. Specific emphasis was placed on auditing activities susceptible to fraud and corruption.
5. **Good Corporate Governance:** Prioritized management based on Good Corporate Governance principles to ensure transparency and ethical conduct, fostering confidence among shareholders, investors, and all stakeholders.

Audit Committee's Opinion

The Audit Committee is of the opinion that in 2025, the Company maintained an adequate and appropriate internal control and internal audit system. Furthermore, the Company has processes in place to ensure that operations comply with relevant laws and that financial disclosures are accurate and complete in accordance with SEC regulations.

Regarding current risks—such as **procurement systems, sales and debt collection, cybersecurity, and anti-corruption** the internal audit findings indicated that the Company has no significant exposure or risks in these areas.

Assessment of Internal Control Adequacy (COSO Framework)

The 2025 internal control assessment covered all 5 components and 17 principles as follows:

1. Control Environment: 5 principles
2. Risk Assessment: 4 principles
3. Control Activities: 3 principles
4. Information & Communication: 3 principles
5. Monitoring Activities: 2 principles

6. Appointment of External Auditors for 2025. The Audit Committee evaluated the qualifications of the audit firm and the individual auditors based on their performance standards, audit experience, independence, and consulting capabilities, as well as the appropriateness of the audit fees. The selection process was conducted in strict compliance with the notifications of the Securities and Exchange Commission (SEC).

Appointment of External Auditors and Conclusion of the Report

The Audit Committee evaluated the performance of the external auditors over the past year and proposed to the Board of Directors for subsequent approval at the **2026 Annual General Meeting of Shareholders** the appointment of auditors from **EY Office Limited** as the Company's auditors for the fiscal year 2026. The nominated auditors include:

- | | |
|---|---|
| 1. Ms. Isaraporn Wisutthiyan | Certified Public Accountant Registration No. 7480; or |
| 2. Mr. Chatchai Kasemsrithanawat | Certified Public Accountant Registration No. 5813; or |
| 3. Mr. Watcharin Pasarapongkul | Certified Public Accountant Registration No. 6660. |

Furthermore, the Audit Committee reviewed the proposed audit fees and submitted them to the Board of Directors for consideration. This matter will be presented as an agenda item for shareholder approval at the **2026 Annual General Meeting of Shareholders**.

The Audit Committee has performed its duties with prudence and completeness in accordance with the **Audit Committee Charter** approved by the Board of Directors. The Committee is of the opinion that the Company's financial statements have been prepared in accordance with **Thai Financial Reporting Standards (TFRS)** and accounting systems. Additionally, the Committee has reviewed related party transactions conducted in the ordinary course of business to ensure transparency and adequate disclosure, while considering risk management and internal control systems to ensure compliance with all relevant regulations.

February 20, 2026

On behalf of the Audit Committee

Ms. Thipawan Uthaisang

Chairman of the Audit Committee

The Strategic, Risk, and Corporate Sustainability Committee Report

To: The Shareholders of Prodigy Public Company Limited

The former Strategic, Risk, and Corporate Sustainability Committee originally consisted of three members. In 2025, two members vacated their positions: one member resigned, and another completed their term at the 2025 Annual General Meeting of Shareholders and expressed their intention not to seek reappointment. Consequently, this left only one active member on the Committee.

To ensure that the oversight of strategic planning, risk management, and the drive toward corporate sustainability remains continuous and efficient, the Board of Directors considered the appointment of a new Strategic, Risk, and Corporate Sustainability Committee. The selection focused on individuals with the appropriate knowledge, expertise, and experience in corporate strategic governance.

Accordingly, at the Board of Directors Meeting No. 3/2025, held on May 8, 2025, the Board passed a resolution to appoint a Chairman of the Strategic, Risk, and Corporate Sustainability Committee. The details of the appointments are as follows:

The Strategic, Risk, and Corporate Sustainability Committee consists of five members, namely:

- | | | | |
|----|--------------|----------------|---------------------------|
| 1. | Mr. Pramote | Santiwattana | Chairman of the Committee |
| 2. | Dr.Thanet | Norabhoompipat | Member of the Committee |
| 3. | Mr.Thongchai | Tansutat | Member of the Committee |
| 4. | Mr.Vorravuth | Tangpiroonthum | Member of the Committee |
| 5. | Mr.Pachai | Chanpitaksa | Member of the Committee |

The Strategic, Risk, and Corporate Sustainability Committee plays a vital role in supporting the Board of Directors by setting the organization's strategic direction. This is conducted alongside the oversight of **Enterprise Risk Management (ERM)** and the driving of **Sustainability** initiatives. These efforts ensure the Company operates with stability, maintains its competitive advantage, and creates long-term value for shareholders and all stakeholders.

The Committee is responsible for overseeing the formulation of corporate strategies, analyzing the business environment, strategic risks, and industry trends. Furthermore, it promotes the integration of **Environmental, Social, and Governance (ESG)** aspects into the Company's operations and strategic decision-making processes.

Meetings of the Strategic, Risk, and Corporate Sustainability Committee in 2025

List of Committee		Position	Attendance / Total Meetings
Mr. Pramote	Santiwattana	Chairman of the Committee	2 / 2
Dr.Thanet	Norabhoompipat	Member of the Committee	2 / 2
Mr.Thongchai	Tansutat	Member of the Committee	2 / 2
Mr.Vorravuth	Tangpiroonthum	Member of the Committee	2 / 2
Mr.Pachai	Chanpitaksa	Member of the Committee	2 / 2

Meetings and Key Operations in 2025

In 2025, the Strategic, Risk, and Corporate Sustainability Committee held a total of **two meetings**, with all members in full attendance for every session.

The Committee considered significant issues related to the organization's direction and sustainability as follows:

1. Strategic Direction Setting The Committee collectively analyzed the Company's strategic direction amidst global economic volatility, focusing on strengthening core businesses while establishing key strategic guidelines, including:

- **Customer-Centric Strategy:** Shifting focus toward customer needs as the core of business operations.
- **Future Technology Readiness:** Preparing for the integration of automation, robotics, and Artificial Intelligence (AI).
- **SME Business Expansion:** Expanding opportunities within the Small and Medium Enterprise (SME) segment. These initiatives aim to elevate the Company's role from a manufacturer to a **Strategic Partner**, supporting customers throughout the entire supply chain.

2. Sustainability and Risk Management Framework Review The Committee considered guidelines for integrating corporate sustainability and risk management into the Company's strategy. This ensures that **ESG** (Environmental, Social, and Governance) and **ERM** (Enterprise Risk Management) practices are fully aligned with the organization's strategic goals. Furthermore, the meeting assigned the task of developing a systematic sustainability and risk management framework to support the Board of Directors' oversight.

3. Macroeconomic Risk Factor Analysis The Committee reviewed key risk factors that could impact the Company's business, such as:

- Volatility of foreign exchange rates and the Thai Baht.
- Upward trends in future labor costs.
- Regional competitiveness within the manufacturing industry. This analysis enables the Company to formulate appropriate strategies and risk mitigation measures.

4. Human Capital Readiness for Corporate Strategy The Committee considered the necessity of developing personnel potential to drive the corporate strategy, emphasizing key roles such as:

- **Business Development:** To identify and capture new business opportunities.
- **Change Management:** To foster understanding and promote employee engagement during organizational transitions.

5. Long-term Growth Vision The Committee explored long-term growth directions, including the concept of diversifying from core businesses into broader, emerging sectors. This expansion aims to unlock opportunities for new product development and ensure future sustainable growth.

Alignment with Good Corporate Governance

The operations of the Strategic, Risk, and Corporate Sustainability Committee support the principles of the **CG Code** as follows:

The Company's Corporate Governance Policy	The Committees' Operations
Section 1: Rights of Shareholders	Strategic formulation to create long-term value for shareholders.
Section 2: Equitable Treatment of Shareholders	Transparent strategic oversight and governance.
Section 3: Role of Stakeholders	Integrating ESG and sustainability into the corporate strategy.
Section 4: Disclosure and Transparency	Reporting on strategy, risk, and sustainability issues within the 56-1 One Report.
Section 5: Responsibilities of the Board	Oversight of strategic direction and Enterprise Risk Management (ERM).

February 20, 2026

On behalf of the Strategic, Risk, and Corporate

Sustainability Committee

Mr. Pramote Santiwattana

Chairman of the Strategic, Risk, and Corporate

Sustainability Committee

Investment Committee Report

To: The Shareholders of Prodigy Public Company Limited

The Investment Committee ("IC") is a newly established sub-committee appointed by the Board of Directors. At the Board of Directors Meeting No. 3/2025, held on May 8, 2025, the Investment Committee was formed, consisting of qualified members with extensive knowledge and experience in business, finance, and investment. The Chairman of the Investment Committee oversees the committee's operations to ensure maximum efficiency.

The Investment Committee comprises five members, with the details of the appointments as follows:

1.	Mr.Vorravuth	Tangpiroonthum	Chairman of the Committee
2.	Mr.Pirachai	Bencharongkul	Member of the Committee
3.	Mr.Vachara	Vitayatanagorn	Member of the Committee
4.	Mr.Pachai	Chanpitaksa	Member of the Committee
5.	Mr.Ekarat	Wongsupphachatkul	Member of the Committee

The Investment Committee is tasked with reviewing, scrutinizing, and providing recommendations regarding the Company's significant investment opportunities before presenting them to the Board of Directors for approval. Its primary focus is to ensure that investment decisions are made with prudence and transparency, aligning with the Company's long-term growth strategy and creating sustainable value for shareholders.

In 2025, the Investment Committee's operations centered on conducting feasibility studies for new investment projects, establishing standardized investment criteria, and overseeing the efficient management of the Company's excess liquidity within an appropriate risk management framework.

In 2025, the Investment Committee held one meeting, with all members in full attendance. Beyond the formal meeting, the Committee engaged in continuous discussions and monitored progress, reflecting its commitment and responsibility to the close and effective oversight of the Company's investments.

Significant Matters Considered in 2025

1. Establishment of the Investment Framework The Committee reviewed and approved the Investment Committee Charter and established standardized Project Investment Criteria to serve as a guideline for project screening. The criteria cover five key factors:

- Alignment with the Company's strategy and business direction.
- Financial returns of the project.
- Risk management and control.
- Environmental, Social, and Governance (ESG) impacts.
- Operational potential and value-creation capability.

Furthermore, preliminary financial benchmarks were established for project evaluation, such as the Internal Rate of Return (IRR), Payback Period, and Return on Investment (ROI), to serve as tools for systematic project screening.

2. Feasibility Studies of Strategic Investment Projects The Committee considered several investment opportunities with the potential to support the Company's long-term growth, including:

(1) Packaging Industry Trends and Regulatory Drivers: The Committee analyzed the evolving landscape of the packaging industry, driven by international environmental laws and standards. However, the Committee emphasized the need for further study into critical factors, particularly **raw material procurement** and **supply chain structures**, which are considered vital to the business's success.

(2) Expansion of Cooperation in Industrial Product Segments: The Committee explored opportunities to expand the business into industrial product segments, which are expected to have high packaging demand. This would be achieved through strategic partnerships, contributing to:

- Expanding the customer base and capturing new business opportunities.
- Reducing sales volatility caused by seasonality.
- Increasing the efficiency of the Company's production capacity utilization.

(3) Investment Studies in Related Businesses: The Committee also considered investment guidelines for businesses related to the Company's core operations. These ventures have the potential to create **synergies**, increase market share, and mitigate risks associated with new business entries, while delivering a positive impact on the Company's performance in the medium to long term.

3. Management of Excess Liquidity

The Committee reviewed guidelines for managing the Company's excess liquidity to optimize capital utilization. This involves diversifying investments into **money market funds** and **low-risk short-term fixed-income funds** to enhance returns compared to standard savings accounts, while maintaining an appropriate level of liquidity for business operations.

Conclusion

Overall, the Investment Committee has played a pivotal role in supporting the Board of Directors in evaluating strategic investments. The focus remains on prudent, systematic decision-making that balances business growth, risk management, and corporate sustainability.

The Investment Committee will continue to closely monitor industry trends, business opportunities, and various risk factors to support the Company's stable growth and create long-term added value for shareholders.

Alignment with Good Corporate Governance

The operations of the Investment Committee play a crucial role in ensuring that the Company manages its investments with prudence and transparency. By aligning investment activities with corporate strategy under the principles of **Good Corporate Governance**, the Committee aims to create sustainable long-term value for all shareholders.

The Company's Corporate Governance Policy	The Committees' Operations
Section 1: Rights of Shareholders	Reviewing and scrutinizing significant investment projects to ensure optimal capital allocation and maximize benefits for shareholders.
Section 2: Equitable Treatment of Shareholders	Evaluating investments based on transparency and prudence, while ensuring the equitable treatment and best interests of all shareholders.
Section 3: Role of Stakeholders	Incorporating risk factors, environmental impacts, and stakeholder interests into investment decision-making to ensure responsible corporate investment.
Section 4: Disclosure and Transparency	Reporting review results and investment recommendations to the Board of Directors, while supporting appropriate disclosure of relevant information in the Annual Report.
Section 5: Responsibilities of the Board	Scrutinizing investment plans, projects, and capital expenditures to ensure alignment with corporate strategy, including evaluating cost-effectiveness and risks before submission to the Board of Directors for consideration.

February 20, 2026

On behalf of the Investment Committee

Mr. Vorravuth Tangpiroonthum

Chairman of the Investment Committee

Report Responsibilities of the Board of Directors for Financial Reports

Shareholders of Prodigy Public Company Limited

The Board of Directors has assigned the Audit Committee to be responsible for reviewing the quality of financial reports internal control system and disclosure of connected transactions disclosed completely, adequately and appropriately.

The Board of Directors is responsible for the financial statements and financial information presented in the annual report, Form 56 - 1. One Report by such financial work is prepared in accordance with accounting standards. In addition, the Board of Directors has set an internal control system and internal audit appropriate and effective risk management and corporate governance. To ensure that financial information is accurate, complete and sufficient to maintain the Company's assets.

Board of Directors have an opinion Internal control system and financial report for the year Ended December 31 , 2025 are accurate, complete, appropriate and reliable.

Ms.Thipawan Uthaisang

Chairman of the Board of Directors

Attachment 6 : Other

-None-

Summary of Material Topics in accordance with GRI Standards

Section	Key Content Summary	GRI Topic
1. Corporate Governance Structure	The Board's Role in Setting Direction, Anti-Corruption Policy, and Business Code of Conduct.	GRI 2: General Disclosures 2021 GRI 205: Anti-corruption 2016
2. Strategy "Circular Economy"	3-5 Year Strategic Roadmap: Transforming from a Manufacturer to a Circular Ecosystem Leader.	GRI 3: Material Topics 2021 GRI 301: Materials 2016
3. Environment (ESG)	Greenhouse Gas Emissions Reduction (Scope 1, 2, 3), Solar Rooftop Project, and Plastic Waste Management.	GRI 302: Energy 2016 GRI 305: Emissions 2016 GRI 306: Waste 2020
4. Occupational Health and Safety	Occupational Health and Safety Standards, Employee Well-being, and Work-related Injury Statistics	GRI 403: Occupational Health and Safety 2018
5. Human Resource Development	Employee Engagement based on the Core Pillars of "Sincerity, Empathy, and Reason" and Personnel Training.	GRI 401: Employment 2016 GRI 404: Training and Education 2016
6. Human Rights and Community Engagement	Equitable Labor Practices and Community Responsibility Initiatives.	GRI 408/409: Child/Forced Labor GRI 413: Local Communities 2016

GRI Content Index

GRI	Disclosure Topics	Reference (Page/Topic)
GRI 2: General Disclosures 2021		
2-1	Organizational Details (Name, Location, Structure)	Page 102 (General Disclosure)
2-9	Board Structure, Roles, and Responsibilities	Page 117 (Board Structure)
2-22	Message from the Chairman	Page 3
2-26	Mechanisms for Seeking Advice and Whistleblowing	Page 235 (Internal Control)
GRI 3: Material Topics 2021		
3-1	Process to Determine Material Topics.	Page 80 (Driving Business for Sustainability)
3-2	Material Topics	Page 21 (Risk and Opportunity Analysis)
GRI 300: Environmental		
302-1	Internal Energy Consumption (Electric / Solar)	Page 30, 214 (ESG Report)
305-1, 2, 3	Direct/Indirect GHG	Page 211 (ESG Report)
306-2	Waste Management and Material Recovery	Page 209, 212 (Plastic Waste and Material Recovery)
GRI 400: Social		
403-9	Work-related injuries	Page 216 (Occupational Health and Safety)
404-1	Average Training Hours per Employee.	Page 217 (Employee Information)



PRODIGY PUBBLIC COMPANY LIMITED



Precision Quality



Environmental
Responsibility



Social
Contribution

Delivering high-quality packaging with
a commitment to the environment and society,
creating shared value through
sustainable excellence.



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