

ESG Performance

Company Name: PRTR Group Public Company Limited Symbol: PRTR

Market: SET Industry Group: Services Sector: Professional Services

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-social-environmental-responsibility-policy-th.pdf
Uploaded document of environmental policy and practice:	นโยบายความรับผิดชอบต่อสิ่งแวดล้อม_prtr-social-environmental-responsibility-policy-th.pdf

1.2 Environmental Practices

Corporate environmental practices:	x Electricity Management x Water Management x Greenhouse Gas and Climate Change Management x Waste Management x Fuel Management
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2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	5
Actual number of disclosure boundaries	5

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2020	2021	2022
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	-	0.00	0.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	-	-	-
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	-	-

Percentage of the difference between total electricity consumption within the organization and target ^(*)	%	-	-	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	-	0.00	0.00

Additional explanation:

^(*) Exclude electricity consumption outside of the Company.

^(**) Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	-	-	-

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total electricity expense	Baht	1,393,739.45	1,126,490.42	1,102,439.57
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	4,236.29	2,707.91	1,871.71

Additional explanation:

^(*) Exclude electricity expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.5 Fuel Consumption

Detail	Unit	Year		
		2020	2021	2022
Jet fuel	Litres	-	-	-
Diesel	Litres	-	-	-
Gasoline	Litres	-	-	-
Fuel oil	Litres	-	-	-

Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	-	-	-
LPG	Kilograms	-	-	-
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total fuel expense	Baht	-	680,453.60	709,830.30
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

^(*) Exclude fuel expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.7 Energy Consumption

Detail	Unit	Year		
		2020	2021	2022
Total energy consumption within the organization	Megawatt-Hours	-	-	-

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	-	-	-

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	5
Actual number of disclosure boundaries	5

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2020	2021	2022
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	-	0.00	0.00
Total water withdrawal by third-party water	Cubic meters	-	-	-
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ^(*)	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ^(*)	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	-	0.00	0.00
Intensity ratio of total water withdrawal to total revenues ^(**)	Cubic meters / Thousand Baht of total revenues	-	-	-

Additional explanation:

^(*) Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

^(**) Total revenues and total expenses from consolidated financial statements.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2020	2021	2022
Total water discharge	Cubic meters	-	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	-	-
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2020	2021	2022
Total water consumption	Cubic meters	-	0.00	0.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total water consumption to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m ²	-	-	-

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2020	2021	2022
Total water withdrawal expense	Baht	-	0.00	0.00
Total water withdrawal expense from third-party water	Baht	-	-	-

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽⁷⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽⁷⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	-	0.00	0.00

Additional explanation:

⁽⁷⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	5
Actual number of disclosure boundaries	5

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2020	2021	2022
Total waste generated	Kilograms	-	0.00	0.00
Non-hazardous waste	Kilograms	-	-	-
Hazardous waste	Kilograms	-	-	-
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost.

^(**) Total revenues and total expenses from consolidated financial statements.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2020	2021	2022
Total reused/recycled waste	Kilograms	-	0.00	0.00

Reused/Recycled non-hazardous waste	Kilograms	-	-	-
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	-	-
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	5
Actual number of disclosure boundaries	5

5.2 Greenhouse Gas Management Plan

- Corporate greenhouse gas management plan: -
- URL of corporate greenhouse gas management plan: -
- Uploaded document of Corporate greenhouse gas management plan: -

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2020	2021	2022
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	-	0.00	0.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	-	-

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	-	-	-
Difference between total GHG emissions and target ^(*)	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target ^(*)	%	-	-	-

Additional explanation:

^(*) Negative number (-) means the total GHG emissions is lower than the total GHG emissions target, whereas positive number (+) means the total GHG emissions is higher than the total GHG emissions target.

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total GHG emissions to total revenues ^(*)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	-	0.00	0.00
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

^(*) Total revenues and total expenses from consolidated financial statements.

5.5 Verification of Greenhouse Gas Emissions

Detail	Year
	2022
Verification of greenhouse gas emissions	No
Name of verifying company (Thai)	-
Name of verifying company (English)	-

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

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Approved and published on 26/05/2023

ESG Performance

Company Name: PRTR Group Public Company Limited Symbol: PRTR

Market: SET Industry Group: Services Sector: Professional Services

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice:	Yes
URL of Corporate human rights policy and practice:	https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-social-environmental-responsibility-policy-th.pdf
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1.2 Human Rights Practices

Corporate human rights practices:	x Employee Rights x Non-discrimination x Migrant Workers x Community and Environment Rights x Child Labor x Safety and Occupational Health at Work x Consumer Rights
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2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year
	2022
Boundary type	Company
Total number of disclosure boundaries	5
Actual number of disclosure boundaries	5

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employees	Persons	-	416	589
Total number of male employees	Persons	89	109	168
Percentage of male employees	%	-	26.20	28.52

Total number of female employees	Persons	240	307	421
Percentage of female employees	%	-	73.80	71.48

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2020	2021	2022
Total number of employees under 30 years old	Persons	105	172	287
Percentage of employees under 30 years old	%	-	41.35	48.73
Total number of employees 30–50 years old	Persons	211	231	293
Percentage of employees 30–50 years old	%	-	55.53	49.75
Total number of employees over 50 years old	Persons	13	13	9
Percentage of employees over 50 years old	%	-	3.12	1.53

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees under 30 years old	Persons	30	46	73
Percentage of male employees under 30 years old	%	33.71	42.20	43.45
Total number of male employees 30–50 years old	Persons	52	55	90
Percentage of male employees 30–50 years old	%	58.43	50.46	53.57
Total number of male employees over 50 years old	Persons	7	8	5
Percentage of male employees over 50 years old	%	7.87	7.34	2.98

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2020	2021	2022

Total number of female employees under 30 years old	Persons	75	126	214
Percentage of female employees under 30 years old	%	31.25	41.04	50.83
Total number of female employees 30–50 years old	Persons	159	176	203
Percentage of female employees 30–50 years old	%	66.25	57.33	48.22
Total number of female employees over 50 years old	Persons	6	5	4
Percentage of female employees over 50 years old	%	2.50	1.63	0.95

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of employees in operational level	Persons	311	394	565
Percentage of employees in operational level	%	-	94.71	95.93
Total number of employees in management level	Persons	10	12	13
Percentage of employees in management level	%	-	2.88	2.21
Total number of employees in executive level	Persons	8	10	11
Percentage of employees in executive level	%	-	2.40	1.87

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees in operational level	Persons	84	103	159
Percentage of male employees in operational level	%	94.38	94.50	94.64
Total number of male employees in management level	Persons	2	3	4
Percentage of male employees in management level	%	2.25	2.75	2.38
Total number of male employees in executive level	Persons	3	3	5
Percentage of male employees in executive level	%	3.37	2.75	2.98

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of female employees in operational level	Persons	227	291	406
Percentage of female employees in operational level	%	94.58	94.79	96.44
Total number of female employees in management level	Persons	8	9	9

Percentage of female employees in management level	%	3.33	2.93	2.14
Total number of female employees in executive level	Persons	5	7	6
Percentage of female employees in executive level	%	2.08	2.28	1.43

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2020	2021	2022
Total employment of workers with disabilities	Persons	0	142	161
Total number of employees with disabilities	Persons	-	-	-
Percentage of employees with disabilities	%	-	-	-
Total number of workers who are not employees with disabilities	Persons	-	-	-

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2020	2021	2022
Total employee remuneration	Baht	145,500,000.00	0.00	257.10
Total male employee remuneration	Baht	-	-	-
Percentage of remuneration in male employees	%	-	-	-
Total female employee remuneration	Baht	-	-	-
Percentage of remuneration in female employees	%	-	-	-
Average remuneration of employees	Baht / Person	-	0.00	0.44
Average remuneration of male employees	Baht / Person	-	-	-
Average remuneration of female employees	Baht / Person	-	-	-
Ratio of average remuneration of female employees to male employees		-	-	-

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2020	2021	2022
Total number of employees joining employee provident fund	Persons	209	157	165
Percentage of total number of employees joining employee provident fund to total number of employees	%	63.53	37.74	28.01
Total amount of provident fund contributed by the Company	Baht	800,000.00	0.00	3,723,616.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	0.55	-	1,448,314.27

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2020	2021	2022
Average employee training hours	Hours / Person / Year	-	-	2.30

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2020	2021	2022
Total amount spent on employee training and development	Baht	-	-	480,177.15

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2020	2021	2022
Total number of hours worked by employees	Hours	-	-	-

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2020	2021	2022
Total number of lost time injury incidents by employees	Cases	-	-	-
Total number of employees that lost time injuries for 1 day or more	Persons	-	-	-
Percentage of employees that lost time injuries for 1 day or more	%	-	-	-
Total number of employees that fatalities as a result of work-related injury	Persons	-	-	-
Percentage of employees that fatalities as a result of work-related injury	%	-	-	-

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	-	-	-
	Persons / 200,000 manhours ^(**)	-	-	-

Additional explanation:

^(*) The company with the total number of employees over 100 or more.

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

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employee turnover leaving the Company voluntarily	Persons	0	222	345
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	53.37	58.57
Total number of male employee turnover leaving the Company voluntarily	Persons	49	70	96
Percentage of male employee turnover leaving the Company voluntarily	%	-	31.53	27.83
Total number of female employee turnover leaving the Company voluntarily	Persons	153	152	249
Percentage of female employee turnover leaving the Company voluntarily	%	-	68.47	72.17
Significant labor dispute	Yes / No	No	No	No

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Approved and published on 26/05/2023

ESG Performance

Company Name: PRTR Group Public Company Limited Symbol: PRTR

Market: SET Industry Group: Services Sector: Professional Services

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	https://investor.prtr.com/th/corporate-governance/cg-policy#menu
Uploaded document of corporate governance policy and practices:	นโยบายการกำกับดูแลกิจการ_20230104-prtr-cg-policy-th.pdf

1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors:	x Nomination of Directors x Determination of Director Remuneration x Independence of the Board of Directors from the Management x Director Development x Board Performance Evaluation x Corporate Governance of Subsidiaries and Associated Companies
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1.3 Code of Conduct

Corporate code of conduct:	Yes
URL of Code of Conduct:	https://investor.prtr.com/th/corporate-governance/code-of-conduct#menu
Uploaded document of Code of Conduct:	จรรยาบรรณและจริยธรรมธุรกิจของบริษัท_code-of-conduct and-business-ethics-of-the-company-th.pdf

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct:	x Prevention of Conflicts of Interest x Anti-corruption x Whistleblowing and Protection of Whistleblowers x Prevention of Misuse of Inside Information
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2 Corporate Governance Structure

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year	
		2022	
		Male	Female
Directors	Persons	6	3
		9	
	% of total directors	66.67	33.33
		100	
Executive directors	Persons	2	3
		5	
	% of total directors	22.22	33.33
		55.56	
Non-executive directors	Persons	4	0
		4	
	% of total directors	44.44	0
		44.44	
- Independent directors	Persons	4	0
		4	
	% of total directors	44.44	0
		44.44	
- Non-executive directors who have no position in independent directors	Persons	0	0
		0	
	% of total directors	0	0
		0	

Average director age	Years	55	43
		51	
The Chairman of the Board is an independent director	Yes / No	Yes	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes	

Additional explanation:

- Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards
- A non-executive director refers to 1) a director who has no position in the company's management team or be 2) an independent director

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย สุกนธ์ กาญจนหัตถกิจ	First appointment date of director:	11 Nov 2019
	Name (English):	Mr. Sukont Kanjanahuttakit	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1946	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance & Securities x Professional Services x Accounting x Strategic Management x Finance x Corporate Management x Leadership x Governance/ Compliance		
	Shares:	0		
	Paid-up stock:	450,000,000		
	%Shares:	0.000000		

2)	Name (Thai):	นาย ชาน อธิธาวัณ	First appointment date of director:	11 Nov 2019
	Name (English):	Mr. Chan Ittithavorn	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1968	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Finance	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance & Securities x Accounting x Finance x Audit x Professional Services		
	Shares:	0		
	Paid-up stock:	450,000,000		
	%Shares:	0.000000		
3)	Name (Thai):	นาย นิพนธ์ บุญเดชานันท์	First appointment date of director:	11 Nov 2019
	Name (English):	Mr. Nipon Bundechanan	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1971	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Industrial Materials & Machinery x Energy & Utilities x Engineering x Professional Services x Information & Communication Technology		
	Shares:	0		
	Paid-up stock:	450,000,000		

	%Shares:	0.000000		
4)	Name (Thai):	นาย ธัญยเชษฐ์ เอกเวชวิท	First appointment date of director:	11 Nov 2019
	Name (English):	Mr. Thunyachate Ekvetchavit	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1974	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Food & Beverage x Professional Services x Information & Communication Technology x Engineering x IT Management		
	Shares:	0		
	Paid-up stock:	450,000,000		
	%Shares:	0.000000		
5)	Name (Thai):	นางสาว ริศรา เจริญพานิช	First appointment date of director:	11 Nov 2019
	Name (English):	Ms. Risara Charoenpanich	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1978	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Marketing Communication	DCP course:	No
	Residence in Thailand:	Yes		

	Skill and expertise:	x Marketing x Professional Services x Strategic Management x Finance x Human Resource Management x IT Management x Data Management x Data Analysis x Negotiation x Corporate Management x Leadership x Risk Management x Budgeting		
	Shares:	96,345,000		
	Paid-up stock:	450,000,000		
	%Shares:	21.410000		
6)	Name (Thai):	นางสาว นริตา อุดุลย์แก้วพลีก	First appointment date of director:	11 Nov 2019
	Name (English):	Ms. Narita Adulkaewphaluek	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1977	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Professional Services x Human Resource Management x Corporate Management x Strategic Management x Governance/ Compliance x Internal Control x Accounting x Finance x Procurement x IT Management		
	Shares:	2,250,000		
	Paid-up stock:	450,000,000		
	%Shares:	0.500000		
7)	Name (Thai):	นาย ภักพพงศ์ รัตนประไพ	First appointment date of director:	11 Nov 2019
	Name (English):	Mr. Phukphong Ratanaprapai	Type of director:	Existing director

	Gender:	Male	Director position:	Director
	Year of birth:	1971	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Marketing x Corporate Management x Strategic Management x Professional Services x Human Resource Management x Governance/ Compliance		
	Shares:	2,250,000		
	Paid-up stock:	450,000,000		
	%Shares:	0.500000		
8)	Name (Thai):	นางสาว อรฤดี เทตฤณ	First appointment date of director:	3 Oct 2018
	Name (English):	Ms. Onrudee Kettawee	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1980	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Marketing	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Professional Services x Marketing x Human Resource Management x Finance x Data Analysis x Negotiation x Project Management x Leadership x Budgeting		
	Shares:	85,410,000		
	Paid-up stock:	450,000,000		

	%Shares:	18.980000		
9)	Name (Thai):	นาย ลักขณ์ เด่นดี	First appointment date of director:	6 Oct 1997
	Name (English):	Mr. Luck Dendee	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1969	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Strategic Management x Professional Services x Human Resource Management x Leadership		
	Shares:	46,890,000		
	Paid-up stock:	450,000,000		
	%Shares:	10.420000		

2.1.2.2 List of Board of Directors who resigned / vacated their position during the year (if any)

	General Information of Directors	Information on Director Tenure
No data		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย ชาน อธิธาวัณ	Appointment date of audit committee member:	1 Mar 2022
	Name (English):	Mr. Chan Ittithavorn	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1968	Independent director position:	Yes

	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Finance	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย นิพนธ์ บุญเดชานันท์	Appointment date of audit committee member:	1 Mar 2022
	Name (English):	Mr. Niphon Bundechanan	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1971	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นาย ธัญเชษฐ์ เอกเวชวิท	Appointment date of audit committee member:	1 Mar 2022
	Name (English):	Mr. Thunyachate Ekvetchavit	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1974	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No

	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	0		
	%Shares:	0.000000		

2.1.3.2 List of audit committee members who resigned / vacated their position during the year (if any)

	General Information of Audit Committee Members	Information on Tenure of Audit Committee Member
No data		

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

	General Information of Executive Committee Members		Information on Tenure of Executive Committee Member	
1)	Name (Thai)	นางสาว รัชรา เจริญพานิช	Appointment date of executive committee member:	1 Mar 2022
	Name (English)	Ms. Risara Charoenpanich	Executive committee position:	Chairman of the executive committee
	Gender:	Female		
	Year of birth:	1978		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Marketing Communication		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นาย ลักษณ์ เด่นดี	Appointment date of executive committee member:	1 Mar 2022
	Name (English)	Mr. Luck Dendee	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1969		
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		

	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นางสาว อรุณี เทตฤวิ	Appointment date of executive committee member:	1 Mar 2022
	Name (English)	Ms. Onrudee Kettawee	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1980		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Marketing		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาย ภักพงษ์ รัตนประไพ	Appointment date of executive committee member:	1 Mar 2022
	Name (English)	Mr. Phukphong Ratanaprapai	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1971		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นางสาว นริตา อุดุลย์แก้วพลีก	Appointment date of executive committee member:	1 Mar 2022
	Name (English)	Ms. Narita Adulkaewphaluek	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1977		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		

	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		

2.1.4.2 List of executive committee members who resigned / vacated their position during the year (if any)

	General Information of Executive Committee Members	Information on Tenure of Executive Committee Member
No data		

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Nomination and Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	นาย นิพนธ์ บุญเดชาฉันทน์	Mr. Niphon Bundechanan	Chairman
2	นาย ชาน อธิธาวัชร	Mr. Chan Ittithavorn	Member
3	นาย ธนยศษฐ์ เอกเวชวิท	Mr. Thunyachate Ekvetchavit	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	No
Nomination	Nomination and Remuneration Committee
Remuneration	Nomination and Remuneration Committee
Corporate governance	No
Corporate sustainability development	No

2.1.6 The highest-ranking executive and the next four executives

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นางสาว ริศรา เจริญพานิช	The highest-ranking executive position:	Yes
	Name (English):	Ms. Risara Charoenpanich	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร
	Gender:	Female	Executive position (English):	CEO
	Year of birth:	1978	Appointment date of executive:	1 Jul 2012
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Marketing Communication		
	Skill and expertise:	x Marketing x Professional Services x Strategic Management x Finance x Human Resource Management x IT Management x Data Management x Data Analysis x Negotiation x Corporate Management x Leadership x Risk Management x Budgeting		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นางสาว อรุณี เกตุทวี	The highest-ranking executive position:	No
	Name (English):	Ms. Onrudee Kettawee	Executive position (Thai):	รองประธานเจ้าหน้าที่อาวุโสฝ่ายขายและสรรหา สายงานบริหาร จัดจ้างพนักงาน
	Gender:	Female	Executive position (English):	EVP Head of Outsourcing Sales & Recruitment Services
	Year of birth:	1980	Appointment date of executive:	1 Jul 2012
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Marketing		

	Skill and expertise:	x Professional Services x Marketing x Human Resource Management x Finance x Data Analysis x Negotiation x Project Management x Leadership x Budgeting		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาย ลักษณ์ เด่นดี	The highest-ranking executive position:	No
	Name (English):	Mr. Luck Dendee	Executive position (Thai):	รองประธานเจ้าหน้าที่อาวุโส สาย งานสรรหาบุคลากร
	Gender:	Male	Executive position (English):	AVP Head of Recruitment
	Year of birth:	1969	Appointment date of executive:	1 Jul 2018
	Nationality:	x Thailand		
	Highest level of education:	Bachelor's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Corporate Management x Strategic Management x Professional Services x Human Resource Management x Leadership		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นาย ภักพพงศ์ รัตนประไพ	The highest-ranking executive position:	No
	Name (English):	Mr. Phukphong Ratanaprapai	Executive position (Thai):	รองประธานเจ้าหน้าที่อาวุโส สาย งานบริหารจัดการจ้างพนักงาน
	Gender:	Male	Executive position (English):	SVP Head of Outsourcing Operations Services
	Year of birth:	1971	Appointment date of executive:	1 Jan 2017
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		

	Skill and expertise:	x Marketing x Corporate Management x Strategic Management x Professional Services x Human Resource Management x Governance/ Compliance		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
5)	Name (Thai):	นางสาว นริตา อุดุลย์แก้วพลีก	The highest-ranking executive position:	No
	Name (English):	Ms. Narita Adulkaewphaluek	Executive position (Thai):	รองประธานเจ้าหน้าที่อาวุโส ฝ่ายบริหารส่วนกลาง
	Gender:	Female	Executive position (English):	SVP - Shared Services
	Year of birth:	1977	Appointment date of executive:	1 Jul 2018
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Skill and expertise:	x Professional Services x Human Resource Management x Corporate Management x Strategic Management x Governance/ Compliance x Internal Control x Accounting x Finance x Procurement x IT Management		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		
6)	Name (Thai):	นาย เดวิด วิลเลียม พอลลอค	The highest-ranking executive position:	No
	Name (English):	Mr. David William Pollock	Executive position (Thai):	รองประธานเจ้าหน้าที่อาวุโส สายงานสรรหาบุคลากรระดับบริหาร
	Gender:	Male	Executive position (English):	SVP - Head of Executive Recruitment Services
	Year of birth:	1972	Appointment date of executive:	1 Jan 2013
	Nationality:	x United Kingdom		
	Highest level of education:	Bachelor's degree		

	Study field of the highest level of education:	Master of Arts,		
	Skill and expertise:	x Human Resource Management x Strategic Management x Professional Services		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Kanlaya Pattarakulsri	kanlaya@prtr.com	081-755-0745
Company secretary	Ms. Narita Adulkaewphaluek	narita@prtr.com	095-441-9465
Head of the internal audit or the outsourced internal auditor	Ms. Wanvimol Jongsureephat	wanvimol.jo@plgroup.co.th	-
Head of the compliance unit	-	-	-
Head of the investor relation	Ms. Narita Adulkaewphaluek	ir@prtr.com	095-441-9465

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED	1. Mr. Wonlop Vilaivaravit Email: wvilaivaravit@deloitte.com Telephone: 02-034-0000 ext. 10413	3,470,000.00	Details: Document for IPO Total service fee (baht): 549,196.00

3 Performance Report on Corporate Governance

3.1 Summary of Duty Performance of the Board of Directors over the Past Year

3.1.1 Newly Appointed Directors over the Past Year

3.1.1.1 List of continuing directors (full term of directorship and being re-appointed as a director)

	General Information of Directors	Information on Director Tenure
No data		

3.1.1.2 List of newly appointed director to replace the ex-director

	General Information of Directors	Information on Director Tenure
No data		

3.1.1.3 List of newly appointed director not being replaced the ex-director

	General Information of Directors	Information on Director Tenure
No data		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 8 times

Date of AGM meeting: 20 Apr 2022

EGM meeting: Yes

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. Sukont Kanjanahuttakit (Chairman of the board)	-	8/8	100.00	Participating	Participating
2. Mr. Chan Ittithavorn (Director)	-	8/8	100.00	Participating	Participating
3. Mr. Niphon Bundechanan (Director)	-	8/8	100.00	Participating	Participating
4. Mr. Thunyachate Ekvetchavit (Director)	-	7/8	87.50	Participating	Participating

5. Ms. Risara Charoenpanich (Director)	-	8/8	100.00	Participating	Participating
6. Ms. Narita Adulkaewphaluek (Director)	-	8/8	100.00	Participating	Participating
7. Mr. Phukphong Ratanaprapai (Director)	-	8/8	100.00	Participating	Participating
8. Ms. Onrudee Kettawee (Director)	-	8/8	100.00	Participating	Participating
9. Mr. Luck Dendee (Director)	-	8/8	100.00	Participating	Participating

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 6 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Mr. Chan Ittithavorn (Chairman of the audit committee)	-	6/6	100.00
2. Mr. Niphon Bundechanan (Member of the audit committee)	-	6/6	100.00
3. Mr. Thunyachate Ekvetchavit (Member of the audit committee)	-	5/6	83.33

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company: No
URL of director remuneration policy and criteria: -
Uploaded document of director remuneration policy and criteria: -

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. Sukont Kanjanahuttakit (Chairman of the board)	-	360,000.00	0.00	No
2. Mr. Chan Ittithavorn (Director)	-	240,000.00	0.00	No

3. Mr. Nipon Bundechanan (Director)	-	240,000.00	0.00	No
4. Mr. Thunyachate Ekvetchavit (Director)	-	200,000.00	0.00	No
5. Ms. Risara Charoenpanich (Director)	-	0.00	0.00	No
6. Ms. Narita Adulkaewphaluek (Director)	-	0.00	0.00	No
7. Mr. Phukphong Ratanaprapai (Director)	-	0.00	0.00	No
8. Ms. Onrudee Kettawee (Director)	-	0.00	0.00	No
9. Mr. Luck Dendee (Director)	-	0.00	0.00	No
Total (Baht)	-	1,040,000.00	0.00	-

3.4.3 Director Remunerations

Detail	Unit	Year
		2022
Meeting allowance	Baht	1,040,000.00
Other monetary remuneration	Baht	0.00
Total director remuneration	Baht	1,040,000.00

Additional explanation: Meeting allowance, other monetary remuneration, and total director remuneration are calculated from director remuneration in the year 2022 onwards

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: No
URL of executive remuneration policy and criteria: -
Uploaded document of executive remuneration policy and criteria: -

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2020	2021	2022
Total executive remuneration	Baht	23,400,000.00	38,300,000.00	36,200,000.00

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP)::	No
Employee Joint Investment Program (EJIP)::	No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. Sukont Kanjanahuttakit (Chairman of the board)	-	-
2. Mr. Chan Ittithavorn (Director)	-	-
3. Mr. Niphon Bundechanan (Director)	-	-
4. Mr. Thunyachate Ekvetchavit (Director)	-	-
5. Ms. Risara Charoenpanich (Director)	-	-
6. Ms. Narita Adulkaewphaluek (Director)	-	-
7. Mr. Phukphong Ratanaprapai (Director)	-	-
8. Ms. Onrudee Kettawee (Director)	-	-
9. Mr. Luck Dendee (Director)	-	-

3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors: x Group assessment x Self-assessment

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy:	Yes
URL of corporate sustainability policy:	https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-social-environmental-responsibility-policy-th.pdf
Uploaded document of corporate sustainability policy:	ESG policy.pdf

4.2 Sustainability Report

Corporate Sustainability Report:	No
URL of corporate sustainability report:	-

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	-
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