



ESG Performance Report for Listed Companies in 2025

PRTR Group Public Company Limited

Fiscal Year End 31 December 2025



Table of Contents

	page
Environment	
Environmental management	1
Energy management	3
Water management	9
Waste management	11
Greenhouse gas management	15
Social	
Human rights	21
Fair labor practice	29
Responsibility to customers/ consumers	56
Responsibility to community/ society	61
Corporate Governance and Economy	
Corporate Governance Policy	71
Corporate Governance Structure	101
Performance Report on Corporate Governance	140
Corporate Sustainability Policy	176
Sustainability risk management	195
Sustainable supply chain management	211
Innovation development	213

ESG Performance

Company Name : PRTR Group Public Company Limited Symbol : PRTR
Market : SET Industry Group : Services Sector : Professional Services

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

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

The Company is committed to conducting business in conjunction with environmental conservation, by prioritizing efficient resource utilization, enhancing energy efficiency, and reducing environmental impacts across all operational dimensions. Concurrently, it fosters an organizational culture that recognizes responsibility towards society, communities, and all stakeholders to support long-term growth. Furthermore, it supports and participates in activities that benefit the conservation and restoration of natural resources, as well as balanced environmental management, to create value and sustainability for society as a whole.

In 2025, the Company has driven environmental operations through key projects aimed at enhancing operational efficiency and reducing greenhouse gas emissions. These include the gradual transition of the organization's vehicle fleet to electric vehicles (EVs), improving waste management systems through source separation and promoting resource recovery, as well as developing a digital contract process. This process covers creation, approval, signing, and electronic storage of documents, which helps reduce paper consumption, enhance operational efficiency, and foster transparency. It also aligns with the Company's Digital Transformation direction and sustainability goals.

In addition, the Company continues to strengthen cooperation with government agencies, private sector entities, and civil society organizations in conducting activities related to the conservation and restoration of natural resources, as well as environmental quality development, to create shared value and sustainable positive impacts on society and communities.

- Reference link for environmental policy and guidelines : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-social-environmental-responsibility-policy-th.pdf>

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

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

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

The Company regularly reviews its sustainable development policy at least once a year. The said policy was approved by the Board of Directors' Meeting No. 5/2568 on November 10, 2568, with the establishment of sustainable development policies encompassing good corporate governance, social value creation, and sustainable environmental management plans.

Information on compliance with environmental management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : The Greenhouse Gas Protocol, IPCC Guidelines for National Greenhouse Gas Inventories

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

In the year In 2025, the Company continues to prioritize and promote continuous sustainability training to enhance the knowledge, understanding, and skills of employees at all levels, supporting the organization's long-term growth in a stable, transparent manner, and in alignment with its ESG goals of the Company.

Information on incidents related to legal violations or negative environmental impacts

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

	2023	2024	2025
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

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

Information on energy management

Energy management plan

The company's energy management plan : Yes

Efficient Electricity Consumption Plan

The Company recognizes the importance of efficient electricity consumption to support reduced operating costs, mitigate environmental impact, and promote sustainable business operations. Therefore, a systematic electricity management plan has been established with the following details:

Objectives:

- To reduce unnecessary electricity consumption
- To enhance energy efficiency within the organization
- To instill energy-saving awareness among employees at all levels

Goals:

- Reduce overall electricity costs by at least 5 percent in 2025 compared to 2024

Key Measures and Activities

- **Control and reduce daily electricity consumption** By campaigning for employees to switch off electrical appliances when not in use, such as turning off lights and electrical devices after work or after using meeting rooms
- **Promote a culture of energy conservation within the organization** Through continuous communication and campaigns, such as creating public relations materials, posters, emails, and awareness-building activities, to ensure all employees participate in energy reduction
- **Improve and develop equipment for higher efficiency** Such as replacing light bulbs with LED bulbs, and regularly inspecting and maintaining electrical appliances to ensure efficient operation and greater energy savings

Fuel and Oil Reduction Plan

The Company prioritizes reducing oil and fuel consumption to enhance resource efficiency, lower operating costs, and mitigate environmental impact. A systematic operational plan has been established as follows:

Objectives:

- To reduce oil and fuel consumption in various organizational activities
- To promote efficient and environmentally friendly resource utilization

Goals :

- Reduce oil and fuel consumption by no less than 5 percent in 2025 compared to 2024

Implementation Measures

- **Promote efficient travel planning** By integrating travel routes for employees who need to deliver documents or perform external tasks, to reduce the number of trips, decrease fuel consumption, and lower greenhouse gas emissions

- **Promote the use of alternative energy and environmentally friendly vehicles** Such as gradually transitioning the organization's vehicles to electric vehicles (and hybrid vehicles), while also supporting the use of clean energy to reduce reliance on fossil fuels, enhance energy efficiency, and support the transition to a low-carbon society
- **Regularly inspect and maintain vehicles** Such as checking tire pressure, changing engine oil, and performing periodic vehicle inspections to improve fuel efficiency, reduce fuel waste, and extend vehicle lifespan

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or : Yes
fuel management

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2024 : purchased electricity for consumption 168,693.00 Kilowatt-Hours	2025 : Reduced by 5%
Reduction of fuel consumption	2024 : fuel consumption 14,505.68 Litres	2025 : Reduced by 5%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Electricity Consumption

The company prioritizes electricity conservation and promotes efficient energy use to mitigate environmental impact and support sustainable business operations. It has continuously implemented energy-saving campaigns in the workplace, such as measures requiring employees to turn off lights during lunch breaks and after work hours to reduce unnecessary energy consumption, as well as fostering an organizational culture of valuable energy use.

The company has continuously monitored and evaluated electricity consumption over the past three years to analyze resource usage trends and adapt energy conservation measures to suit the organization's growth. The operational results can be summarized as follows:

Year 2023

- Total electricity energy expenses: 820,679.46 Baht
- Electricity procurement volume: 126,258.38 kilowatt-hours (kWh)

Year 2024

- Total electricity energy expenses: 1,096,504.50 Baht
- Electricity procurement volume: 168,693.00 kilowatt-hours (kWh)

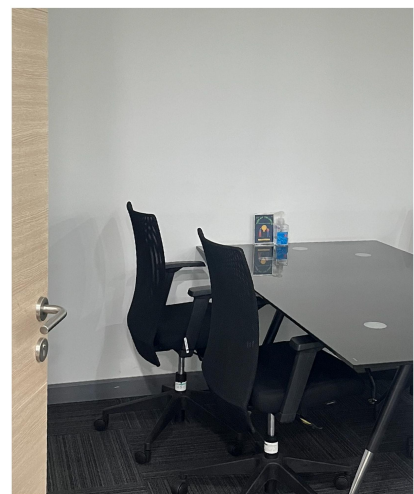
Year 2025

- Total electricity expenses: 1,122,393.50 Baht
- Electricity consumption volume: 172,676.00 kilowatt-hours (kWh)

Summary of Operational Results

From monitoring electricity consumption over the past three years, it was found that in 2025, both the volume of electricity consumption and energy expenses showed a slight upward trend compared to the previous year. This increase is primarily due to the adjustment of the air conditioning system to suit the office space and the number of employees, which led to a slight increase in electricity costs. Consequently, there has been increased utilization of office space and electrical equipment in line with the organization's growth.

Nevertheless, the company continues to implement energy management measures, focusing on efficient energy use, promoting employee awareness of energy saving, and upgrading equipment for higher efficiency. This aims to control costs and reduce environmental impact, while simultaneously supporting balanced and sustainable business growth.



Oil and Fuel Consumption

The company continuously monitors and manages oil and fuel consumption to control operating costs and reduce environmental impact. Data on both usage volume and expenses are collected, and measures are implemented to systematically enhance the efficiency of resource utilization within the organization. The operational results over the past three years can be summarized as follows:

Year 2023

- Total expenses: 755,832.60 Baht
- Oil consumption volume: 18,024.72 liters

Year 2024

- Total expenses: 608,268.30 Baht
- Oil consumption volume: 14,505.68 liters

Year 2025

- Total expenses: 423,323.50 Baht
- Oil consumption volume: 10,691.09 liters

Summary of Operational Results

Based on data from the past three years, the company has continuously reduced both expenses and the volume of oil and fuel consumption. This reflects the effectiveness of energy management measures, such as appropriate travel route planning, regular vehicle maintenance, and the promotion of alternative energy sources, including the gradual transition to electric vehicles (EVs) in some areas. This downward trend supports the reduction of operating costs, alongside the reduction of greenhouse gas emissions, and aligns with the company's long-term goals for energy conservation and sustainable business operations.

Information on electricity management

Company's electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	126,258.38	168,693.00	172,676.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	126,258.38	168,693.00	172,676.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	214.00	286.41	298.75

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	N/A	N/A	N/A

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	820,679.46	1,096,504.50	1,122,393.50
Percentage of total electricity expense to total expenses (%) ^(**)	0.01	0.02	0.02
Percentage of total electricity expense to total revenues (%) ^(**)	0.01	0.01	0.01
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	1,390.98	1,861.64	1,941.86

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2023	2024	2025
Gasoline (Litres)	18,024.72	14,505.68	10,691.09

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2023	2024	2025
Total fuel expense (Baht)	755,832.60	608,268.30	423,323.50
Percentage of total fuel expense to total expenses (%) ^(**)	0.01	0.01	0.01
Percentage of total fuel expense to total revenues (%) ^(**)	0.01	0.01	0.01

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Water management

Disclosure boundary in water management over the past years

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

Information on water management plan

Water management plan

The Company's water management plan : No

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Details of setting goals for water management

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

The company prioritizes efficient water resource management by continuously promoting awareness among employees regarding the value of water usage through ongoing internal campaigns and communications. Examples include publicizing water conservation practices, ensuring faucets are tightly closed after use, and avoiding unnecessary water consumption, all aimed at reducing resource loss and supporting long-term environmental conservation.

In this regard, Water utility costs are part of the expenses included in the premises lease agreement between the company and the building lessor. Consequently, the company is unable to separate water consumption data to compare annual changes. Nevertheless, the company remains committed to continuously implementing measures that promote efficient water usage, alongside fostering an organizational culture that emphasizes responsible natural resource consumption, in order to mitigate environmental impacts and support business operations in line with ESG principles.

Furthermore, the company collaborates with building lessors and partners in appropriate water resource management by supporting utility system maintenance guidelines, regular inspection and upkeep of

equipment, and preventing leaks and water loss, all to enhance shared resource efficiency and create sustainable environmental outcomes.



PRTR ร่วมกันประหยัดน้ำ เพื่อความยั่งยืน

PRTR Saves water Together
for Sustainability



**ไม่เปิดน้ำทิ้งไว้ ขณะล้างมือ
และปิดก๊อกให้สนิท**

Turn off the tap while washing hands
and close it tightly.



**เคลียร์เศษอาหารให้หมด
ก่อนล้างภาชนะ**

Clear food scraps before
washing dishes.



กอดน้ำแต่พอดี

Take only what you'll drink



Information on water management

Waste management

Disclosure boundary in waste management over the past years

Boundary type : Company

Total number of disclosure boundaries : -

Actual number of disclosure boundaries : -

Data disclosure coverage (%) : 0.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

Waste, Refuse, and Pollution Management Plan

The Company prioritizes reducing waste, refuse, and pollution by implementing measures to ensure resources are utilized with maximum efficiency and in an environmentally friendly manner.

Objectives

- Reduce the amount of waste and refuse generated from internal organizational activities.
- Increase the proportion of waste reuse and recycling - Promote an organizational culture that considers environmental and sustainability aspects.

Goals

- Reduce total waste by at least 5% by 2025 (compared to 2024).
- Increase the rate of waste reuse/recycling to 5% of total waste by 2025.

Key Measures and Activities

1. Source separation of waste, such as establishing waste separation points within the office (e.g., general waste, recyclable waste, hazardous waste) along with informational signs.
2. Promote Reuse and Recycle, such as utilizing office documents/materials efficiently and reducing plastic usage.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2024 : non-hazardous waste 252.00 Kilograms	2025 : Increased by 5%	• Reuse • Recycle

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste	2024 : non-hazardous waste 4,993.00 Kilograms	2025 : Reduced by 5%	• Reuse • Recycle

Information on performance and outcomes of waste management

Performance and outcomes of waste management

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

The Company prioritizes reducing waste, refuse, and pollution from its operations by focusing on efficient resource utilization, while promoting waste segregation, reuse, and recycling to minimize environmental impact and support sustainable business practices. The Company has established waste segregation points in various areas within the office, coupled with awareness campaigns to educate employees on reducing the use of non-recyclable materials and encouraging the selection of environmentally friendly materials, thereby fostering an organizational culture that values responsible resource consumption.

In 2025, the Company can summarize the data on waste and refuse generated from internal activities as follows:

- Total waste and refuse amounted to 15,511 kilograms, an increase from 2024, which had a total waste and refuse volume of 4,993 kilograms.
- The volume of waste and refuse reused or recycled amounted to 1,079 kilograms, an increase from 2024, which had a volume of 252 kilograms, representing 6.96 percent of the total waste volume.

The increase in waste and refuse volume in 2025 compared to the previous year is partly due to 2024 being the first year the Company systematically initiated its waste and refuse management project, with data collection commencing in Q4. Consequently, the data for 2025, which was collected comprehensively throughout the year, more clearly reflects the actual waste generated from operations. Furthermore, the organization's growth, both in terms of employee numbers and increased return to office work, has also led to a proportional increase in internal activities.

Nevertheless, the Company has continuously increased the volume and proportion of waste and refuse reused and recycled through campaigns, internal communication, and the establishment of appropriate waste segregation systems. This reflects the effectiveness of environmental measures and employee cooperation in efficient resource utilization, which contributes to reducing environmental impact and fostering long-term sustainable growth.

In addition, the Company also emphasizes enhancing employees' knowledge and understanding of proper waste segregation through continuous internal communication and activities. Such activities reflect the concept of efficient waste management and can be applied as a guideline for long-term environmental operations, while also supporting the regular organization of activities to instill an organizational culture that recognizes social and environmental responsibility.

กิจกรรมรณรงค์คัดแยกขยะของ PRTR

ขยะรีไซเคิล	กระดาษ	ขยะทั่วไป/ขยะเปียก
		
• พลาสติก/ขวด/โลหะ • ขวดแก้ว • ขวดน้ำพลาสติก • กระป๋อง • แก้วน้ำ  ขยะเปียก ถุงพลาสติก	• หนังสือพิมพ์ • ปฏิทิน • กระดาษ Reuse • กล่องกระดาษ  หน้ากาก อนามัย, กระดาษทิชชู	• เศษอาหาร • เปลือกผลไม้ • เนื้อสัตว์ • กล่องโฟม • ถังแกง, หมักยัก • หลอดดูดน้ำ  แก้ว, ขวดแก้ว, ขยะอันตราย, โลหะต่าง ๆ

Information on waste management

Waste Generation^(*)

	2023	2024	2025
Total waste generated (Kilograms)	N/A	4,993.00	15,511.00
Total non-hazardous waste (kilograms)	N/A	4,993.00	15,511.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	0.00	0.00

	2023	2024	2025
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	0.00	0.00

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 expenses from consolidated financial statement

Waste reuse and recycling

	2023	2024	2025
Total reused/recycled waste (Kilograms)	N/A	252.00	1,079.00
Reused/Recycled non-hazardous waste (Kilograms)	N/A	252.00	1,079.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	5.05	6.96
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	5.05	6.96

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

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

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Company prioritizes conducting business while simultaneously reducing environmental impact. It has established environmental targets for both the short term (1 - 3 years) and long term (5 - 10 years) under an international standard framework for greenhouse gas emission management. These targets are divided into three scopes: direct emissions from the organization, indirect energy consumption, and indirect emissions from the supply chain and other activities, aiming to become a sustainable organization and align with Carbon Neutrality and Net Zero Emissions guidelines in the future.

Scope 1: Direct Emissions from the Organization (Scope 1)

Short term (1 - 3 years)

The Company aims to reduce fossil fuel consumption from internal operations by gradually converting some vehicles to Electric Vehicles (EVs) and Hybrid Electric Vehicles (HEVs) to enhance energy efficiency and reduce greenhouse gas emissions from business travel. The Company has established a continuous vehicle conversion plan based on suitability and technological readiness.

Concurrently, the Company implements systematic waste management projects, such as waste separation at the source, promoting reuse, and donating usable items, to increase the recycling rate and reduce the amount of waste sent to landfills, thereby supporting the organization's overall environmental impact reduction goals.

Long term (5 - 10 years)

The Company aims to convert 100% of its organizational vehicles to Electric Vehicles (EVs) and develop the organization into a Green Office with a comprehensive waste management system, such as Zero Waste to Landfill.

Scope 2: Indirect Emissions from Energy Consumption (Scope 2)

Short term (1 - 3 years)

The Company aims to reduce electricity consumption in its offices by at least 5% through energy efficiency measures, such as campaigns to raise awareness about energy saving and the selection of high-efficiency equipment.

Long term (5 - 10 years)

Expand the target for electricity consumption reduction to at least 10%, while also studying the feasibility of using alternative or renewable energy to increase the proportion of clean energy in business operations.

Scope 3: Other Indirect Emissions (Scope 3)

Short term (1 - 3 years)

The Company has established supplier selection guidelines, considering sustainability factors, including environmental, social, and governance (ESG) practices, as part of its procurement process.

Long term (5 - 10 years)

The Company aims to foster collaboration with trade partners and business allies to collectively reduce greenhouse gas emissions throughout the value chain and continuously develop mechanisms for carbon monitoring and reporting.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting other greenhouse gas reduction targets

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1	2024 : Greenhouse gas emissions 39.71 tCO ₂ e	2025 : Reduced by 5% in comparison to the base year	2030 : Reduced by 10% in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

Greenhouse Gas Management for Reduction

The company recognizes the importance of greenhouse gas management, a critical factor affecting climate change and long-term business sustainability. It has established guidelines for managing greenhouse gas emissions from its operations, covering direct emissions (Scope 1), indirect emissions from energy consumption (Scope 2), and other indirect emissions (Scope 3). The company has also set targets to achieve Carbon Neutrality and Net Zero GHG Emissions by 2030.

The company implements greenhouse gas reduction measures by enhancing energy efficiency, reducing fossil fuel consumption, and transforming organizational travel patterns. This includes adopting electric vehicles (EVs) and hybrid electric vehicles (HEVs) to replace fossil fuel-powered cars, as well as developing work processes to be efficient and aligned with sustainable development guidelines.

Operational Performance

The company utilizes the SET Carbon system, developed by the Stock Exchange of Thailand, as a tool for managing and calculating its Carbon Footprint for Organization (CFO). This system systematically collects, stores, and processes greenhouse gas emission data from the company's operations in a transparent and verifiable manner. The system enables the company to comprehensively assess the impact of its business activities, covering three main types of activities:

- Use of company-owned vehicles (Scope 1)
- Electricity consumption in offices (Scope 2)
- Waste disposal and management conducted by the company (Scope 1)

Number	Activity Inventory	Activity Name	Scope
1.	Use of company-owned vehicles and/or have control over activities such as picking up and dropping off employees, business travel, loading goods for corporate activities, etc.	Monthly fuel consumption for operational activities	Scope 1
2.	Electricity use	Office electricity consumption	Scope 2
3.	Waste disposal and management the company is the one who disposes and manages it themselves.	Office electricity consumption	Scope 1

In 2025, the company's total organizational greenhouse gas emissions amounted to 115.11 tons of carbon dioxide equivalent (tCO₂e), with the following emission proportions:

- Scope 1 (Direct Emissions): 28.79 tCO₂e, accounting for 24.99%
- Scope 2 (Electricity Consumption): 86.32 tCO₂e, accounting for 74.99%
- Scope 1 (Waste Management): 0.02 tCO₂e, accounting for 0.01%

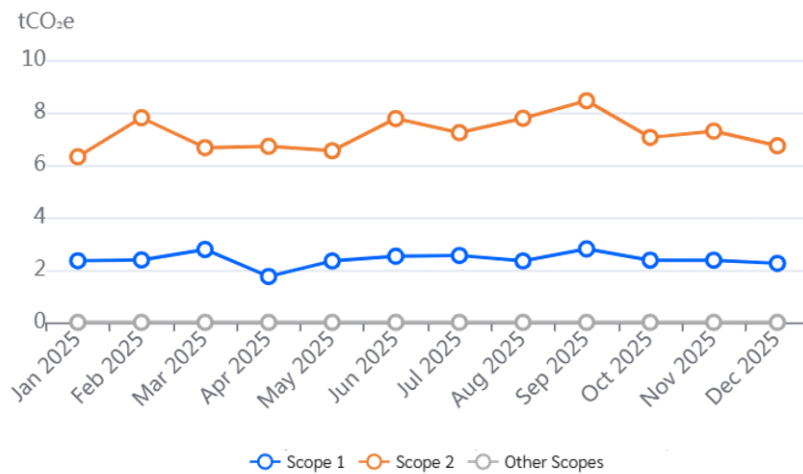
Comparing Scope 1 emissions with the 2024 baseline of 39.71 tCO₂e, a reduction of 10.92 tCO₂e, or 27.49%, was achieved. This significantly exceeds the short-term target of 5% and the long-term target of 10%, demonstrating the effectiveness of the company's greenhouse gas reduction measures.

These achievements result from key measures, including the gradual transition of vehicles from fossil fuel systems to electric vehicles (EVs) and hybrid electric vehicles (HEVs), enhancing energy efficiency in offices, and promoting efficient resource utilization behaviors within the organization.

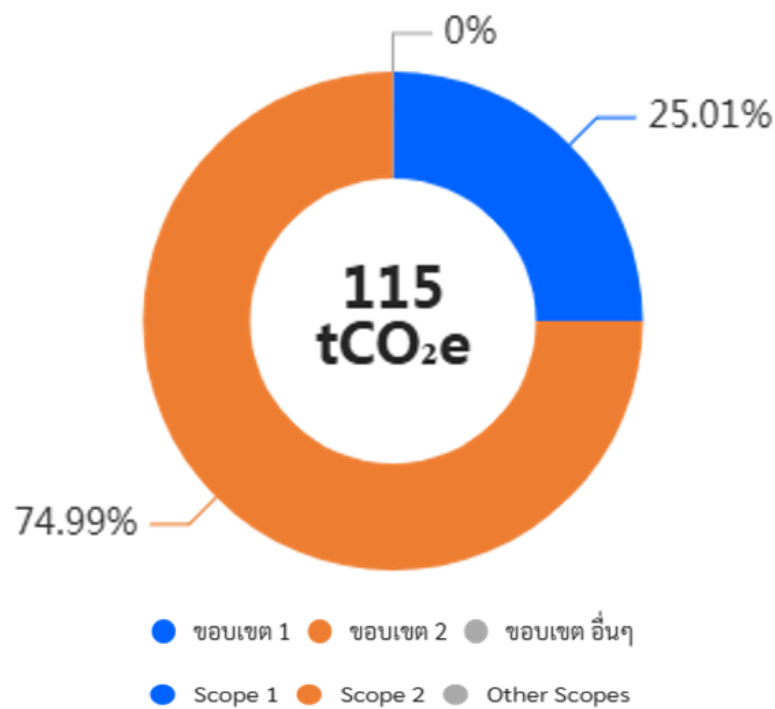
Category	2022	2023	2024	2025
Number of Internal Combustion Engine (ICE) Vehicles	5 <u>vehicle</u>	5 <u>vehicle</u>	4 <u>vehicle</u>	4 <u>vehicle</u>
Number of Electric Vehicles (EVs) / Hybrid Electric Vehicles (HEVs)	-	-	1 vehicle	2 <u>vehicle</u>
Percentage of EVs to Total Fleet (%)	0%	0%	25%	50%

The company will continuously monitor, evaluate, and develop greenhouse gas reduction measures, with a focus on managing electricity consumption (Scope 2), which is the primary source of emissions. This is to support the achievement of Net Zero GHG Emissions by 2030 and foster long-term sustainable growth.

Diagram of performance and outcomes in greenhouse gas management



Greenhouse gas emissions by scope



Proportion of greenhouse gas emissions by scope

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	N/A	124.04	115.11

	2023	2024	2025
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	N/A	39.71	28.79
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	N/A	84.33	86.32

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	N/A	0.000017	0.000015
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	N/A	0.21	0.20

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

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

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

Verification of the company's greenhouse gas : No
emissions

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Climate Care Platform reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

	2023	2024	2025
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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

ESG Performance

Company Name : PRTR Group Public Company Limited Symbol : PRTR
Market : SET Industry Group : Services Sector : Professional Services

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

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

The Company places importance on social and environmental responsibility, as well as good governance, through its social and environmental responsibility policies. The related policies are as follows:

Social Responsibility Policy

The Company has established its social responsibility policy, which can be summarized as follows:

1. Compliance with laws and respect for human rights

- Conducts business in accordance with relevant laws, such as the Labor Protection Act and other labor-related laws, the Personal Data Protection Act, the Securities and Exchange Act B.E. 2535, the Public Limited Company Act B.E. 2535, etc. Directors, executives, and employees of the Company are required to strictly comply with these regulations.
- Establishes a code of conduct for the Company's business operations and a code of ethics for executives and employees to adhere to.
- Conducts business with respect for and without violating human rights, which are fundamental rights where all humans are equal, possessing human dignity, rights, freedom, and equality in thought and action. The policy prohibits discrimination based on race, religion, gender, or physical ability, referencing the Thai Labour Standard (TLS 8001-2563) guidelines for social responsibility in labor from the Ministry of Labour. Additionally, the Company has established systematic and verifiable criteria for selecting and screening business partners.

2. Fair Treatment of Labor

The Company recognizes the importance of its employees and believes that they are the most crucial resource for driving business growth, stability, and sustainability. The Company prioritizes employee welfare, ensuring it is no less than legally mandated, and continuously encourages and supports personnel in learning and self-development. It also emphasizes efficient human resource management, from recruitment and employee development to fair compensation and appropriate benefits, to elevate employees' professionalism. Furthermore, it supports employees' career advancement opportunities, fosters a positive work environment, and creates a good quality of life for employees, ensuring their physical and mental well-being, which will lead to efficient work performance and maximum effectiveness.

3. Responsibility to Customers

The Company is committed to developing its services for the utmost satisfaction and benefit of customers, and adheres to treating customers with responsibility, integrity, and continuous care, taking into account service efficiency. Furthermore, the Company is committed to fair marketing practices, and will keep customer information confidential, not using such information for improper purposes.

4. Community and Social Development

The Company promotes direct and indirect benefits for communities and society in areas such as education, religion, sports, human resource development, employment promotion, and organizing off-site recruitment projects, etc. Additionally, the Company encourages and participates with universities in organizing activities to provide knowledge and prepare graduating students to enter the labor market with quality, becoming a vital force to help develop the country's economic sector.

Human Resource Management and Development Policy

The Company has a Human Resource Management and Development Policy that focuses on enhancing the capabilities and potential of employees to enable efficient operations and support the Company's long-term growth. This includes emphasizing the creation of a work environment conducive to learning and development, supporting employees to fully demonstrate their potential, and improving work processes to be agile, modern, and aligned with business directions. Furthermore, continuous training and skill development for employees are prioritized through courses appropriate for their roles and positions, including the development of essential future skills such as digital, technology, and leadership. The Company also promotes an organizational culture that values creativity, teamwork, and sustainable development.

Furthermore, the Company emphasizes diversity and equality, providing opportunities for employees at all levels to grow fairly in their careers, with transparent and equitable performance evaluation systems, as well as appropriate compensation and benefits.

Regarding quality of life and safety, the Company has measures to support a safe working environment, including emphasizing work-life balance through policies that promote employee well-being, such as annual health check-ups, massage benefits by disabled persons, etc.

The Company remains committed to continuously developing its human resource management approaches to enable employees to grow and develop alongside the organization in a stable and sustainable manner.

Human Rights Policy

The Company is committed to conducting business under the principles of good corporate governance, coupled with driving sustainable growth, and places great importance on promoting and protecting human rights throughout the organization. It strictly adheres to and complies with internationally recognized standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO), as well as guidelines recommended by the Stock Exchange of Thailand.

The Company has applied these principles and guidelines to develop operational approaches, audit processes, and comprehensive human rights management systems to ensure that business operations are fair, transparent, and respectful of the human dignity of all stakeholders throughout the value chain.

The Board of Directors has assigned the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee to oversee the implementation of the human rights policy, including monitoring the results of the Human Rights Due Diligence process and related risk management, to ensure that all directors, executives, and employees strictly adhere to and comply with the said policy.

The Company has assigned relevant departments, namely Human Resources, Procurement, and Internal Audit, to be responsible for human rights operations and to allocate sufficient resources, including personnel, budget, and supporting tools, to ensure that the Human Rights Due Diligence process is continuous and effective.

Additionally, the Company has communicated its human rights policy and business ethics to employees at all levels and provides training to enhance awareness and understanding of respecting human rights in business operations for all Human Resources and Procurement staff.

Reference link for social and human rights policy and guidelines : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-human-right-policy-th.pdf>

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

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

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

Changes in social and human rights policies, : Consumer/customer rights
guidelines, and/or goals

The Company has reviewed its human rights policy, focusing on practices related to customers and remedial measures, to align with international standards and fair treatment for all parties. The said policy was presented and approved by the Board of Directors on February 26, 2026, to ensure effective implementation and protect customer rights.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : The UN Guiding Principles on Business and Human Rights, ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

Human Rights Risk Assessment

The Company has conducted a human rights risk assessment and established guidelines for action to eliminate, reduce, and prevent potential risks. This involves providing opportunities for stakeholders to participate through Employee Engagement Surveys, Supplier ESG Assessments, and the complaint channels established by the Company. The feedback from stakeholders is analyzed and used to identify significant human rights issues, as well as to improve policies, operational procedures, and related risk control measures. The results are summarized and reported to management for continuous review of human rights management approaches.

The Company has established measures for prevention and mitigation of impacts, along with monitoring and evaluating performance within the Human Rights Due Diligence framework. This ensures that the Company's core business operations respect human rights and comply with relevant international standards. The assessment results for significant human rights issues are as follows:

Root Causes of Risk

1. Customer data is disclosed without authorization.

Guidelines for Implementation:

1. Establish a personal data protection policy.
2. Train employees on data confidentiality.
3. Utilize security systems for data storage and access.

Monitoring and Inspection Measures: Regularly inspect data security systems to detect and rectify vulnerabilities.

2. Continuous overtime work, unfair compensation.

Guidelines for Implementation: Survey and improve welfare benefits to align with employee needs and expectations.

Monitoring and Inspection Measures: Survey employee satisfaction regarding welfare and working hours at least once a year and utilize the results for improvements.

3. Applicant's personal data may be disclosed without authorization.

Guidelines for Implementation:

1. Clearly define policies for the collection, use, and disclosure of applicants' personal data.
2. Train employees on data confidentiality.
3. Utilize security systems for data storage and access.

Monitoring and Inspection Measures: Regularly inspect data security systems to detect and rectify vulnerabilities.

Involved Risks

1. Unfair interviews and testing.

Guidelines for Implementation:

1. Define clear policies and procedures for interviews and testing.
2. Provide training to employees involved in interviews and testing to ensure understanding of fairness and non-discrimination principles.

Monitoring and Inspection Measures: Continuously review and improve interview and testing procedures.

2. Working conditions and environment are not conducive to work, e.g., use of harsh language, harassment.

Guidelines for Implementation: Provide complete and clear information regarding employee rights and duties.

Monitoring and Inspection Measures: Record and track complaints related to working conditions and environment.

Associated Risks

1. Unequal treatment of applicants.

Guidelines for Implementation: Establish secure and confidential reporting and complaint channels for applicants who feel they have been subjected to discrimination.

Monitoring and Inspection Measures: Survey applicant feedback after the selection process.

2. Hiring employees without providing complete information regarding rights and duties, including unfair employment contracts.

Guidelines for Implementation: Utilize questionnaires or interviews to assess the fairness of employment contracts.

Monitoring and Inspection Measures: Survey employee feedback after the hiring process to gather insights.

3. Occurrence of labor disputes between employees and customers.

Guidelines for Implementation: Encourage reporting of unfair problems or situations.

Monitoring and Inspection Measures: Survey employee feedback on the dispute resolution process to gather insights.

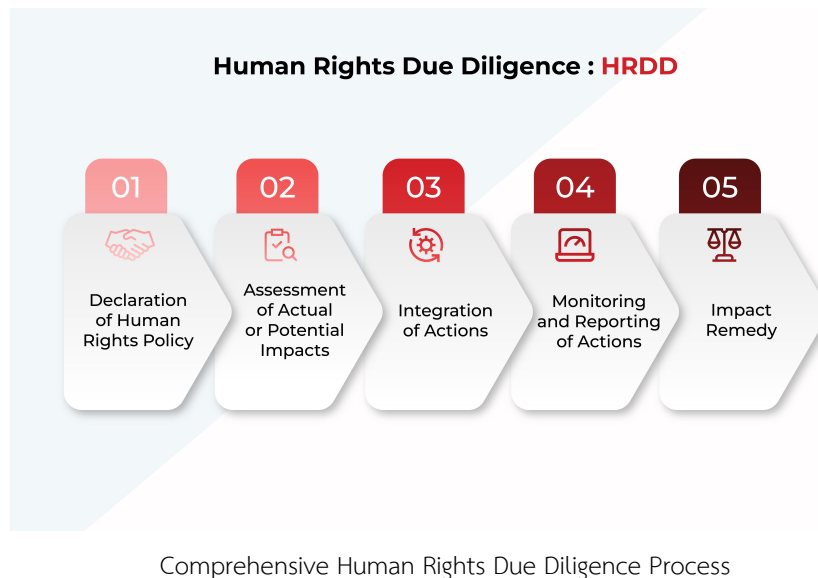
4. Termination of employment contracts with employees.

Guidelines for Implementation: Provide information and consultation regarding employment contract termination.

Monitoring and Inspection Measures: Record and track cases of contract termination and their resolutions.

In 2025, the Company did not identify any significant human rights violations arising from its business operations. Nevertheless, the Company consistently monitors and reviews human rights risk issues through its Human Rights Due Diligence process.

Reference link for the information and an HRDD process : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/20240523-prtr-hrdd-th.pdf>



Information on other social management

Plans, performance, and outcomes related to other social management

Corporate Governance and Good Business Ethics The Company has established a good corporate governance policy, adhering to the principles of good corporate governance for listed companies. It defines the structure of good corporate governance, the roles, duties, and responsibilities of the Board of Directors, as well as principles for transparent, clear, and auditable management. This serves as a guideline for management to ensure that all operations of the Company are conducted fairly, build credibility, and create value for the sustainable growth of the business. The Company participated in the Corporate Governance Report of Thai Listed Companies 2025 (CGR) survey project for the third consecutive year, organized by the Thai Institute of Directors Association (IOD).

Goal : Maintain an "Excellent" CGR corporate governance assessment result.

Operational Performance: The Company received a 5-star rating or "Excellent" (Excellent CG Scoring) in the Corporate Governance Report of Thai Listed Companies 2024 (CGR) since its first year of listing.

Anti-Corruption and Bribery The Company has established an anti-corruption policy, recognizing the importance of conducting business with transparency, business ethics, and responsibility towards society and the Company's stakeholders, which are fundamental principles of good corporate governance. The guidelines and operational plan for anti-corruption are as follows:

- Establish an anti-corruption policy for the operations of the Company and its subsidiaries.
- Not to be involved in corruption, to adhere to virtues and ethics in accordance with good corporate governance principles, to manage the business with transparency, and to be responsible to all stakeholders.
- Oppose all forms of corruption and bribery, whether by soliciting, accepting, paying bribes, or providing assets, including any other benefits, to government officials or any other individuals doing business with the Company. Guidelines for appropriate conduct have been established for the Board of Directors, management, and employees.
- Encourage the Company's partners to conduct business legally and transparently, with the goal of fostering cooperation to promote sustainable societal progress.
- Conduct a corruption and bribery risk assessment.
- Train, communicate, and supervise employees to comply with the anti-corruption policy, and provide communication channels for receiving complaints or suspicious tips regarding dishonest or corrupt acts to the

Chairman of the Audit Committee, in accordance with the Whistleblowing Policy, which includes the following channels:

- Company Website: <https://www.prtr.com/>
- Email: whistleblowing@prtr.com
- Postal Address: PRTR Group Public Company Limited 2034/82 ItalThai Tower, 18th Floor, New Petchburi Road, Bangkok, Huay Kwang, Bangkok 10320

Goal

- 0 incidents or complaints regarding corruption or violations of business ethics.
- Certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC)

Operational Performance

- 2022: 0 complaints arising from violations of business ethics.
- 2023: 0 complaints arising from violations of business ethics.
- 2024: 0 complaints arising from violations of business ethics.
- Year 2025: 0 complaints arising from violations of business ethics.
- The Company has been certified as a member of the Thai Private Sector Collective Action Against Corruption (Thai CAC) by the Thai Institute of Directors Association, demonstrating its intention and commitment to combating all forms of corruption through transparent management in accordance with good corporate governance principles, thereby building confidence among all stakeholders.
- The Company has announced a No Gift Policy to align with its policy on giving or receiving gifts and entertainment. The Company has requested cooperation from partners to refrain from giving or receiving any type of gifts during the New Year festivities or any other occasions. The Company communicates and publicizes this both internally and externally.
- Organize training and communication for employees to be aware of the Company's policies, guidelines, and channels for reporting tips and complaints.

Cybersecurity and Personal Data Protection

To ensure that the Company's information technology systems, network systems, and computers maintain the highest level of security. For sustainable business operations, system and data security are crucial for user confidence. As the Company's business involves collecting, storing, and processing a large amount of personal data of employees and applicants, the Company places great importance on protecting and maintaining this data, especially in an era where technology access and cyberattacks are becoming increasingly complex.

The Company has established information technology system security control processes in accordance with ISO/IEC 27001, the international standard for Information Security Management Systems (ISMS). Furthermore, the Company complies with the "Personal Data Protection Act B.E. 2562 (2019) (PDPA)" by developing a Personal Data Protection Policy to serve as a guideline for directors, executives, employees, and relevant parties to ensure compliance and legality in their work.

Goal

- 0 incidents of internal data leakage.
- 0 cases of personal data breach complaints
- 0 cyber security incidents impacting operations

Operational Performance

- Develop and practice a disaster recovery plan for critical systems: The Company regularly develops and practices a readiness plan for recovering critical organizational systems annually. The Company's IT department conducts tests to recover critical organizational systems to ensure business continuity in the event of an emergency. This includes simulating computer threats and testing system recovery, with test results showing successful system recovery to normal operation as planned.

- Provide communication channels and educate employees on cybersecurity: The Information Technology Department provides communication and education on cybersecurity through various channels such as the Company's Line Application, Intranet system, and Email, to disseminate knowledge and publicize news to raise awareness and build a foundation for cybersecurity protection and the use of the Company's information systems. This also includes organizing data security training for new employees.

Supply Chain Management

The Company has established policies and a code of conduct for procurement, sourcing, and hiring partners to serve as guidelines for developing the Company's sustainable business, in accordance with business ethics, quality and standards of goods and services, respect for human rights, fair labor practices, occupational health and safety and working environment, responsibility towards communities and society, and environmental responsibility.

The Company's operational processes are as follows:

1. Partner recruitment and selection, with criteria for critical Tier 1 suppliers.
 - 1.1. Partners with high contract values of 5 million Baht or more.
 - 1.2. Partners critical to the Company's business operations.
 - 1.3. Partners with limited availability or for whom alternative goods or services cannot be found.
2. Identification and assessment of partner risks, which includes evaluating economic, social, and environmental risks after registration as a partner. This requires passing an annual performance evaluation (Yearly Suppliers Evaluation) using a partner evaluation form (selection and evaluation form), with scoring criteria divided into 4 grades as follows:
 - Grade A: Score 90 - 100
 - Grade B: Score 75 - 89
 - Grade C: Score 60 - 74
 - Grade D: Score less than 60
3. Promoting and supporting the sustainable development of partners through various projects, including occupational health, to help develop partners' business operations.

The Company has a policy to set payment terms (Credit Term) for partners ranging from 0 - 90 days. The payment period will depend on the mutual agreement between the partner and the Company, considering the nature of the partner's operations, the duration of the business relationship between the Company and the partner, or other appropriate factors, with a focus on maximizing efficiency. These payment terms will be agreed upon with each partner from the initial stage of becoming a Company partner to ensure fairness and transparency.

For the year ended December 31, 2025, the Company's average payment period was 12 days. This reflects efficient cash flow and financial liquidity management, which helps build confidence among partners and stakeholders.

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

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

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0

	2023	2024	2025
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partners rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	: Company
Data disclosure coverage (%)	: 0.00

Information on employees and labor management plan

Employees and labor management plan

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

Compensation Management and Employee Retention Plan

The Company has a policy for fair, appropriate, and competitive compensation in the labor market, determined in alignment with the duties, responsibilities, and performance of employees in each position. The Company designs its compensation system based on principles of fairness, transparency, and non-discrimination, regardless of department, age, gender, or any other status, adhering to the principle of equity management to ensure equality for employees performing comparable work in terms of position level, responsibilities, and job complexity.

In addition, the Company emphasizes reviewing its compensation structure to a level that can attract and retain quality personnel, aligning with labor market conditions and organizational growth. It also systematically defines performance and competency evaluation systems to use evaluation results in determining appropriate, fair compensation that aligns with each employee's potential and responsibilities.

Objectives

- To manage compensation and benefits fairly, transparently, and in line with employees' abilities and performance.
- To reduce employee turnover and retain high-potential personnel within the organization in the long term.

Goals

- To reduce the employee turnover rate to no more than 50% by 2025.
- To increase employee satisfaction with compensation and benefits.

Guidelines and Implementation Measures

- To provide basic and supplementary welfare benefits that cover employee needs.
- To organize activities that foster relationships between employees and management, such as Townhalls.
- To prepare turnover rate analysis reports to utilize data for developing employee retention policies.
- To create an Engagement Survey to measure employee satisfaction levels.

Migrant Worker Management Plan and Child Labor Prevention

The Company places importance on the equal labor rights of all employees, strictly adhering to labor laws, international labor standards, and human rights practices. This includes appropriate, fair, and transparent management of migrant workers, as well as preventing the use of child labor, forced labor, and employment that does not comply with the law, in order to create a safe working environment that respects human dignity and promotes long-term sustainable business operations.

Objectives

- To protect the human rights and labor rights of all employees in accordance with universal principles, without discrimination based on nationality, race, or any other status.
- To prevent the use of child labor, forced labor, and employment that does not comply with relevant labor laws.

Goals

- No child labor, forced labor, or employment that violates labor laws throughout the operational period.
- To ensure that all employees, including migrant workers, are treated fairly, equally, and with respect for human dignity.

Guidelines and Implementation Measures

- To treat all workers equally and without discrimination, adhering strictly to human rights principles and labor laws.
- To verify qualifications and documents of job applicants before employment to comply with minimum age requirements and relevant labor laws.
- To ensure migrant workers receive fair and appropriate wages, welfare, and working conditions equivalent to general employees.
- No child labor, forced labor, or illegal labor is used, and operations that violate human rights are not supported.
- To communicate human rights and labor policies and practices to employees and relevant parties to foster mutual understanding and reduce labor risks.

Employee Development Plan

The Company places continuous importance on developing the potential of employees at all levels, recognizing that human resources are a crucial factor in driving the organization to compete and grow sustainably in a rapidly changing business environment. Therefore, the Company aims to promote the development of necessary knowledge, skills, and competencies to enhance operational capabilities, increase work efficiency, and prepare personnel to confidently adapt to future changes.

Objectives

- To enhance employees' knowledge, skills, and potential in line with business changes.
- To promote employees' ability to perform effectively and achieve company goals.

Goals

- To increase average training hours per employee by at least 10 hours/person/year.
- To promote learning aligned with employees' duties and career paths (Job-Based Training).

Guidelines and Implementation Measures

- To promote learning through online systems (E-Learning).
- To develop curricula aligned with the needs at each level, such as foundational courses, specialized skills, and leadership programs.
- To establish a learning outcome tracking system to evaluate results and plan further development.

Safety, Occupational Health, and Working Environment Plan

The Company recognizes the importance of safety, occupational health, and the working environment as fundamental factors directly impacting employees' quality of life, well-being, and work efficiency, as well as being a crucial foundation for sustainable business operations. Therefore, the Company is committed to creating a safe, standardized, and quality-work-conducive workplace, while also establishing systematic preventive measures and safety management systems to prevent accidents, injuries, and work-related illnesses, and continuously promoting a safety culture within the organization.

Objectives

- To prevent work-related accidents and illnesses within the organization, which is a crucial issue for sustainable business operations.
- To create a safe, standardized working environment that promotes employees' health and quality of life.

Goals

- To continuously reduce the rate of work-related accidents to zero (Zero Accident) every year.

Guidelines and Implementation Measures

- To establish a safety, occupational health, and working environment policy to serve as a framework for operations and to prevent potential work-related risks.
- To assign the Human Resources Department and relevant units responsibility for safety, occupational health, and working environment operations, with monitoring and reporting to Ms. Narita Adulkeawpaluek, Executive Director and Senior Vice President of Central Administration, and to the Sustainable Development Governance, Nomination, and Remuneration Committee for policy-level oversight.
- To prioritize the safety of employees working at client sites and consider safety, occupational health, and working environment measures at the operational sites, as well as operations involving contractors or external stakeholders.
- To arrange for safety inspections and reviews by the Safety, Occupational Health, and Working Environment Committee to assess risks and establish appropriate preventive measures.
- To systematically consider and assess safety and occupational health risks, covering both ongoing activities and new activities or projects that may arise in the future (due diligence). In the case of investments and mergers, the Company conducted health and safety risk assessments before and after investing in Biz Resource Co., Ltd. To ensure that operations comply with the occupational health and safety standards of the group of companies, and to adequately prepare, prevent, and mitigate potential impacts from operations. Annual health check-ups, training, and safety promotion activities are provided to raise awareness and encourage employee participation in maintaining health and safety at work.
- To continuously monitor and review safety and occupational health performance, comparing it against set targets to evaluate effectiveness and continuously improve operations.

Disability Employment Promotion Plan

The Company recognizes the importance of promoting equality, diversity, and non-discrimination in the workplace. It is committed to providing appropriate employment opportunities for persons with disabilities and enabling their equal participation in creating value for the organization. Therefore, the Company has developed a Disability Employment Promotion Plan to support the development of potential for persons with disabilities, create a collaborative work environment, and foster sustainable growth for the organization and society as a whole.

Objectives

- To promote equality and inclusion of persons with disabilities in the workplace.
- To provide opportunities for persons with disabilities to access employment and demonstrate their potential in a suitable manner.

Goals

- The number of employed persons with disabilities complies with the legally mandated proportion.

Guidelines and Implementation Measures

- To coordinate with relevant government and private organizations, such as the Department of Skill Development, foundations for persons with disabilities, or employment support agencies, to access potential disabled workers suitable for job positions.
- To consider, select, and allocate suitable job positions for persons with disabilities based on their abilities and limitations, enabling them to perform effectively and achieve maximum benefit for both employees and the organization.
- To facilitate throughout the employment period to ensure safety and convenience in performing duties.
- To regularly monitor, evaluate, and review the implementation of disability employment initiatives, using the results to continuously improve operational guidelines for efficiency and alignment with the company's goals.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : Yes
and labor management goals?

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Safety and occupational health at work	Workplace accidents	2024: Zero work-related accidents	2025: Zero work-related accidents
• Employee training and development	Average training hours per employee (hours / person / year)	2024: Average training hours per employee (hours / person / year) = 10 hours	2025: Average training hours per employee (hours / person / year) = 10 hours
• Promoting employee relations and participation	Employee turnover rate	2024: The employee turnover rate is 42.14%.	2025: Maintain employee turnover rate at 50 percent in 2025.

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes
management

Personnel Development

The Company recognizes the value of human resources, believing that employees are crucial assets for the organization to achieve its goals. The Company plans training and development programs to enhance personnel knowledge, expertise, and ability to successfully perform their duties. The Company provides all employees with access to self-learning and development through its online E-Learning system, which offers over 400 courses. The Human Resources Department organizes both internal and external training, designing courses appropriate for various job functions and performance levels, such as Effective Communication, Leader as a Coach, and Growth Mindset. This approach to personnel development aligns with the organization's Core Value: "Be Better, Move Faster, Think of Other," which focuses on employees improving themselves daily to enhance work efficiency and support others, including colleagues, supervisors, and clients, to achieve collective success.

The average training hours per employee per year from 2022 to 2025 are as follows:

- 2022: Average training hours were 2.30 hours/person/year.
- 2023: Average training hours were 10.00 hours/person/year.
- 2024: Average training hours were 5.63 hours/person/year.
- 2025: Average training hours were 10.13 hours/person/year.

Employee Compensation and Benefits

The Company adheres to the principle of equality in compensation management, considering employee abilities and performance to ensure fair remuneration aligned with their duties. It also efficiently manages employee welfare benefits to create a good quality of life and a sense of security within the organization. Furthermore, it aims to

motivate employees and make them feel valued within the organization, which are crucial factors in fostering satisfaction and long-term employee retention.

In terms of employee retention, the Company emphasizes analyzing the Employee Turnover Rate to identify reasons for departure and develop effective measures to reduce it. The Company conducts exit interviews to gather data and feedback that can be used to improve and develop the working environment, such as enhancing welfare benefits and fostering good relationships with all employees, to ensure employee satisfaction and readiness to further develop their work potential.

The Company has established a welfare committee to allocate beneficial welfare benefits for employees, including:

- Provident Fund: Employees can apply for the provident fund, with contribution rates ranging from 3% to a maximum of 15%.
- Annual Leave: Leave days are divided into:
 1. Sick leave: 30 days/year
 2. Annual leave as stipulated by company regulations, not less than legally mandated, and a maximum of 20 days.
 3. Personal leave: 3 days
 4. Employer-Employee Joint Investment Program (EJIP)
 5. Financial assistance for various occasions
 6. Life insurance and group health insurance
 7. Discounts on products from partners
 8. GH Bank Home Loan

Employee Turnover Rate

The Company has set human resource management goals aimed at reducing employee turnover to an appropriate level to retain high-potential personnel and ensure business continuity. The goals and performance regarding the employee turnover rate from 2022 to 2025 are presented as follows: The goals and performance regarding the employee turnover rate from 2022 to 2025 are detailed below.

Goals : Employee turnover rate not exceeding 50% in 2025.

Operational Performance :

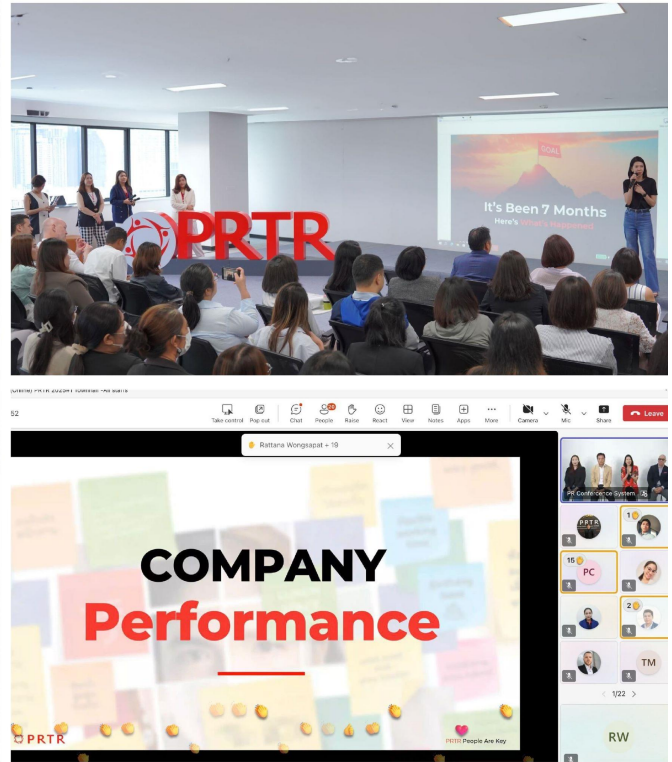
- 2022: Employee turnover rate was 58.58%.
- 2023: Employee turnover rate was 66.1%.
- 2024: Employee turnover rate was 42.14%.
- 2025: Employee turnover rate was 47.36%.

** Turnover rate calculation method = Number of voluntary resignations / Average number of employees per year*

Based on the above data, in 2025, the employee turnover rate slightly increased from 2024. The overall turnover is attributed to changes in the working environment and competition in the labor market. The Company will use this analysis to continuously review its human resource policies and define employee retention strategies to strengthen human resource stability and support the organization's long-term sustainable growth.

Additionally, in 2025, the Company conducted an Employee Engagement Survey to gather feedback and utilize the survey results to further improve the working environment, personnel development, and welfare benefits to better align with employee needs. **The survey results for 2025 were at the level of 3.5 out of 5 points (equivalent to 70%)** reflecting a generally good level of overall satisfaction and engagement with the organization. The Company has continuously used these evaluation results to review and improve human resource management. In the past year, the Company has regularly organized activities to promote employee engagement, such as:

- **Town Hall activities twice a year** To communicate the vision, organizational direction, and operational performance, providing employees with opportunities to express opinions and exchange ideas, fostering a transparent and participatory organizational culture. Additionally, to recognize and commend outstanding employee achievements, convey inspiration, and promote behaviors aligned with organizational values.



- **Valentine: Token of Love activity** on February 14, 2025, to promote a friendly work environment, strengthen employee engagement, and support mental well-being in the workplace.



- Uncensored Voices activity to provide a platform for employees to openly express their opinions, feelings, and suggestions, fostering an open, transparent, and employee-listening organizational culture, and strengthening confidence in internal communication.



- PRTR Open House on Friday, March 14, 2025: Operational performance update, Meet & Greet with the management team, opportunity to connect with colleagues from all business units (Crossed BU), Q&A Session with executives to address all inquiries.



- The "This is Us. This is PRTR" campaign aims to promote employee engagement and reflect the organizational identity by inviting employees to share their stories and perspectives in short captions, linking them to one of the four core organizational values: Playful, Result, Trust, and Respect. This helps foster a shared understanding of

organizational values, builds pride, and promotes a work culture that respects diversity and openness, also reflecting 'how we work'.

P - Playful: We are dedicated and fully enjoy our work.

R - Result: Effort to achieve the best possible outcome.

T - Trust: We work as a team with trust, not control.

R - Respect: Valuing every voice and prioritizing everyone.



But I get through it thanks to my team **Suwimon Chanantho Raveroj Wattanakijpanich** — always there with just the right mix of honest feedback, chaotic cheer, and lovingly sarcastic pep talks.

Wouldn't trade this kind of support for anything 🥰

#PRTR #PeopleAreKey #THISisPRTR



- Halloween activity under the theme "International Ghosts 2025" on October 31, 2025, to foster good relationships among employees and create a friendly and creative work atmosphere. The event included a creative costume contest, thrilling photo booth corners, a mysterious puzzle room, and fortune-telling, with prizes totaling over 5,000 Baht. This activity helped promote relaxation, unity, and a sense of belonging to the organization, contributing to positive employee engagement and organizational culture.



- **PRTR Star Crew** This campaign was organized to concretely promote the application of the organizational value "Think of Others" in the workplace. It began with an Open House activity to build understanding of the concept and its practical application in the work context. Subsequently, a platform was provided for employees to propose ideas and projects through teamwork, emphasizing stakeholder considerations. The campaign aims to encourage employees to participate in presenting ideas and developing innovations that enhance work efficiency and service quality, with awards given to outstanding and implementable works totaling over 100,000 Baht.



- Activities **Healing Card** The "Healing Card" activity was organized to promote employees' mental well-being by providing a safe space to take a break from daily stress and reflect through conversations with professional listeners. The activity helped foster relaxation, boost morale, and support work efficiency, taking place on November 26, 2025.



- Activities **Listen with Ears, See with Heart (Deep Listening)** On the occasion of the National Month of Listening, the organization held an activity to promote deep listening skills and empathetic communication for employees at all levels. This activity supported effective collaboration and fostered a positive organizational culture, taking place on November 26, 2025.



- Survey and assistance for those affected by the flood situation on November 26, 2025, by providing 10,000 Baht per person to alleviate hardship and support urgent quality of life recovery.



- Activities **Staff Party** "PRTR GALA NIGHT 2025" under the concept "Let's Shine and Celebrate Together" was held to promote employee engagement, foster a friendly work atmosphere, and provide an opportunity for all employees and executives to celebrate successes together. The event included "PRTR Got Talents" activities to offer a platform for employees to showcase their special abilities, creating participation and pride in the organization. The event took place on December 12, 2025.



Operational Results

Through the implementation of projects, training development, and various activities aimed at developing and promoting employee engagement and instilling organizational values, the Company has consistently received positive

feedback and evaluation results from participants. This reflects the perceived value and benefits of these activities in terms of participation, learning, and strengthening organizational culture. The key outcomes can be summarized as follows:

- Employees have comprehensive and continuous access to learning and skill development opportunities through the E-Learning system and training courses designed to suit their job functions and position levels. This enhances their knowledge, expertise, and essential operational skills, enabling them to work efficiently and create added value for the organization, in line with organizational goals.
- Employees have confidence in the organization's commitment to their quality of life and well-being at work, encompassing physical, mental, and job security aspects. This promotes overall well-being and supports employee work efficiency.
- Employees participate in communication and idea exchange through various organizational activities, fostering a positive work environment, strengthening relationships, and a sense of belonging. Simultaneously, employees receive emotional and mental well-being support and have a platform to express their opinions, leading to the concrete cultivation of organizational values and collaborative work practices.

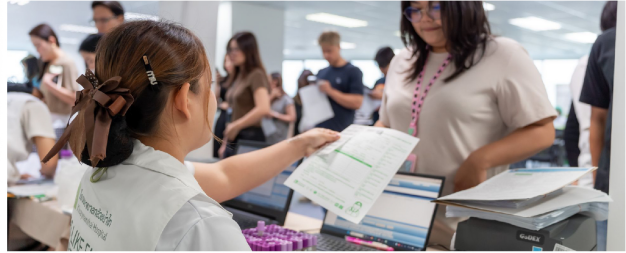
Safety, Occupational Health, and Working Environment

The Company has provided employee care in terms of safety, occupational health, and working environment by setting a target of zero work-related accidents and illnesses. The operational performance from 2022 to 2025 is as follows:

- 2022: Number of work-related accidents or illnesses was zero (0 incidents).
- 2023: Number of work-related accidents or illnesses was zero (0 incidents).
- 2024: Number of work-related accidents or illnesses was zero (0 incidents).
- 2025: Number of work-related accidents or illnesses was zero (0 incidents).

The aforementioned data indicates that from 2022 to 2025, the Company recorded zero work-related accidents or illnesses, in line with its set targets. This demonstrates a commitment to systematically and continuously managing safety, occupational health, and the working environment. This performance is a result of implementing appropriate safety measures and emergency preparedness. Furthermore, the Company has provided employee care through various projects as follows:

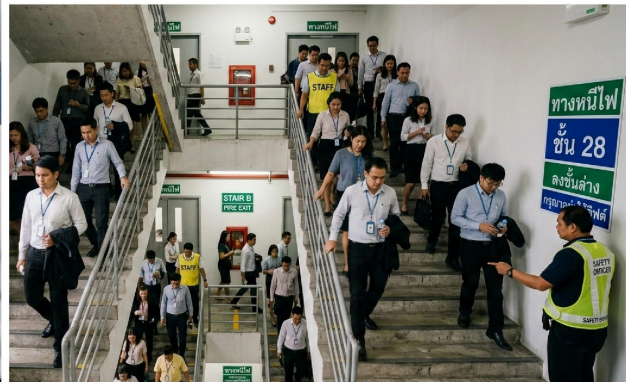
- **Annual Health Check-up Project** The Company organized annual health check-ups for all employees on November 13/14, 2025, to monitor and assess health risks that may arise from work and lifestyle behaviors. Health data is also used as a guideline to promote preventive care and further improve the working environment to better suit employees.



- Fire Evacuation Drill Project** The Company required all employees to participate in a fire evacuation drill held on May 30, 2025, to ensure they have the knowledge, understanding, and readiness to act correctly in the event of a fire. This includes learning evacuation routes and safety procedures within the building, thereby enhancing safety, reducing risks to life and property, and increasing preparedness for real emergency situations.



- Annual Earthquake Evacuation Drill Project** The Company participated in an earthquake evacuation drill, organized by the office building owner, on October 30, 2025. This was to raise awareness about unexpected disasters and prepare employees to act correctly, calmly, and safely in emergency situations, as well as to reduce panic and potential losses during a crisis.



- **Installation of Automated External Defibrillators (AEDs) and Basic First Aid Equipment Project** The Company has installed Automated External Defibrillators (AEDs) and first aid equipment at its offices to enhance preparedness for health emergencies, such as sudden cardiac arrest, and to enable timely assistance before medical professionals arrive.



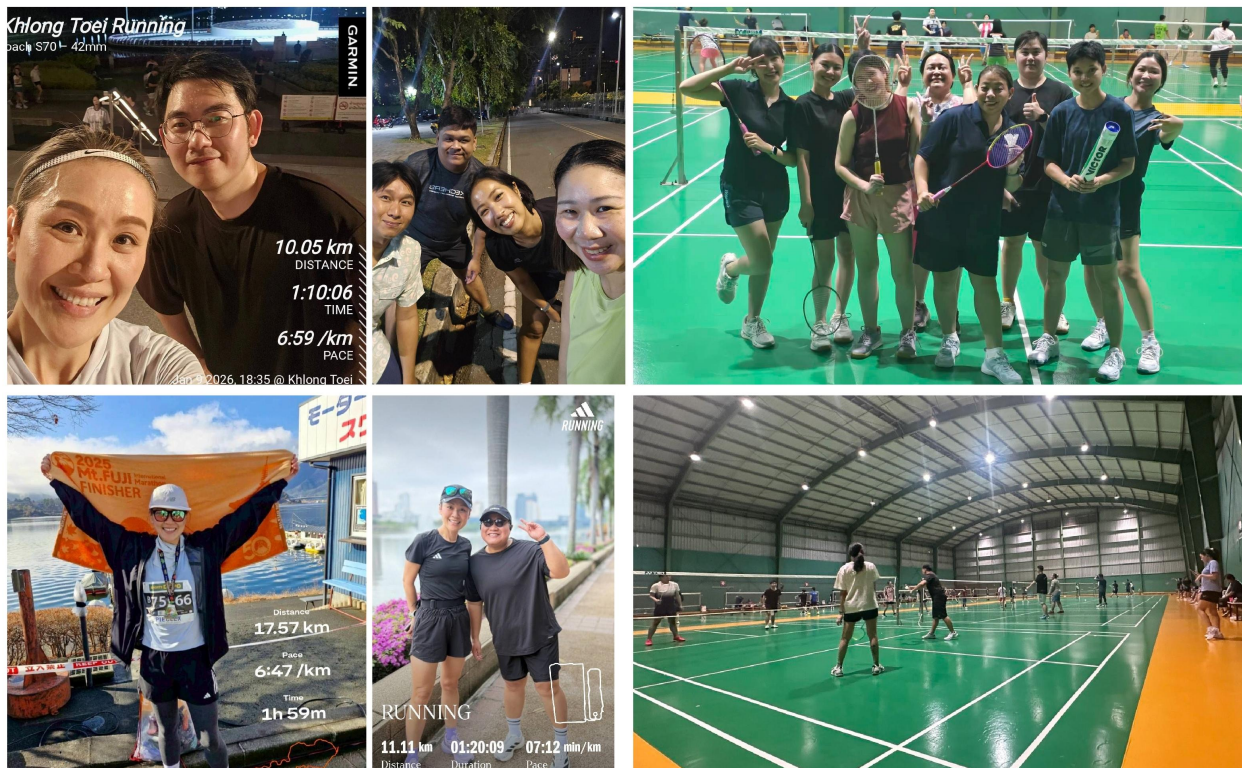
- **Basic Life Support (BLS Training / CPR) Project** The Company organized BLS Training (Basic Life Support) and CPR on May 2223, 2025, to equip employees with the knowledge, understanding, and basic skills to assist individuals in health emergencies, such as unconsciousness or sudden cardiac arrest. This enhances confidence and readiness to provide life-saving aid before medical professionals arrive.



- **Free Massage for PRTR Staff Project** The Company organizes a relaxation massage project for all employees to promote physical and mental health, reduce work-related stress, and alleviate fatigue from prolonged static postures. This is part of fostering overall well-being and creating a work-life balance.



- **Health promotion activities through sports clubs** The Company supports the establishment of sports clubs, namely the Running Club and Badminton Club, to promote regular exercise, enhance physical health, foster unity, and build good relationships among employees, as well as support long-term health-conscious behaviors.



Behavioral and Work Environment Outcomes

The implementation of these projects enhances employee safety and health awareness, equipping employees with the knowledge, readiness, and confidence to handle emergency situations. It also promotes continuous health-conscious behaviors and supports a safe working environment conducive to efficient and sustainable work.

Promotion of Employment for Persons with Disabilities

The Company prioritizes conducting business under the principles of Diversity, Equity, and Inclusion (DEI), aiming to create fair employment opportunities for persons with disabilities so they can fully utilize their potential and contribute equally to the organization's value creation. The Company has systematically developed a plan to promote the employment of persons with disabilities, setting a target to ensure their employment aligns with the proportions stipulated by law under the Persons with Disabilities Empowerment Act. It continuously strives to maintain compliance with these requirements and considers approaches to promote employment beyond the minimum requirements to create a sustainable positive impact on society in the long term.

Operational Results

In 2025, the Company employed 197 persons with disabilities in accordance with Section 33 of the Persons with Disabilities Empowerment Act and fully complied with legal requirements by contributing funds to the Persons with Disabilities Empowerment Fund for 2025 in the amount of 364,944.45 Baht

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	590	589	578
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	590	589	578
Male employees (persons)	176	167	166
Percentage of male employees (%)	29.83	28.35	28.72
Female employees (persons)	414	422	412
Percentage of female employees (%)	70.17	71.65	71.28

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	264	268	221
Percentage of employees under 30 years old (%)	44.75	45.50	38.24
Total number of employees 30-50 years old (Persons)	314	310	342
Percentage of employees 30-50 years old (%)	53.22	52.63	59.17
Total number of employees over 50 years old (Persons)	12	11	15
Percentage of employees over 50 years old (%)	2.03	1.87	2.60

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	65	68	58

	2023	2024	2025
Percentage of male employees under 30 years old (%)	36.93	40.72	34.94
Total number of male employees 30-50 years old (Persons)	103	91	99
Percentage of male employees 30-50 years old (%)	58.52	54.49	59.64
Total number of male employees over 50 years old (Persons)	8	8	9
Percentage of male employees over 50 years old (%)	4.55	4.79	5.42

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	199	200	163
Percentage of female employees under 30 years old (%)	48.07	47.39	39.56
Total number of female employees 30-50 years old (Persons)	211	219	243
Percentage of female employees 30-50 years old (%)	50.97	51.90	58.98
Total number of female employees over 50 years old (Persons)	4	3	6
Percentage of female employees over 50 years old (%)	0.97	0.71	1.46

Number of employees categorized by position

	2023	2024	2025
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	2023	2024	2025
Total number of employees in operational level (Persons)	553	551	530
Percentage of employees in operational level (%)	93.73	93.55	91.70
Total number of employees in management level (Persons)	25	25	33
Percentage of employees in management level (%)	4.24	4.24	5.71
Total number of employees in executive level (Persons)	12	13	15
Percentage of employees in executive level (%)	2.03	2.21	2.60

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	163	152	148
Percentage of male employees in operational level (%)	92.61	91.02	89.16
Total number of male employees in management level (Persons)	8	10	12
Percentage of male employees in management level (%)	4.55	5.99	7.23
Total number of male employees in executive level (Persons)	5	5	6
Percentage of male employees in executive level (%)	2.84	2.99	3.61

Number of female employees categorized by position

	2023	2024	2025
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	2023	2024	2025
Total number of female employees in operational level (Persons)	390	399	382
Percentage of female employees in operational level (%)	94.20	94.55	92.72
Total number of female employees in management level (Persons)	17	15	21
Percentage of female employees in management level (%)	4.11	3.55	5.10
Total number of female employees in executive level (Persons)	7	8	9
Percentage of female employees in executive level (%)	1.69	1.90	2.18

Significant changes in the number of employees

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

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	N/A	N/A	166
Bangkok Metropolitan (Person)	N/A	N/A	161
Northern (Person)	N/A	N/A	0
Central (Person)	N/A	N/A	0
Northeastern (Person)	N/A	N/A	0
Southern (Person)	N/A	N/A	0

	2023	2024	2025
Eastern (Person)	N/A	N/A	5

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	N/A	N/A	412
Bangkok Metropolitan (Person)	N/A	N/A	393
Northern (Person)	N/A	N/A	0
Central (Person)	N/A	N/A	0
Northeastern (Person)	N/A	N/A	0
Southern (Person)	N/A	N/A	0
Eastern (Person)	N/A	N/A	19

Number of employees working abroad

	2023	2024	2025
Total employees working abroad (Person)	N/A	N/A	0
Total male employees working abroad (Person)	N/A	N/A	0
Total female employees working abroad (Person)	N/A	N/A	0

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	164	178	197
Percentage of disabled workers to total employment (%)	27.80	30.22	34.08

	2023	2024	2025
Total number of employees with disabilities (Persons)	N/A	N/A	197
Total male employees with disabilities (persons)	N/A	N/A	104
Total female employees with disabilities (persons)	N/A	N/A	93
Percentage of disabled employees to total employees (%)	N/A	N/A	34.08
Total number of workers who are not employees with disabilities (persons)	N/A	N/A	0
Contributions to empowerment for persons with disabilities fund	-	-	Yes

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	280,396,191.75	290,908,082.21	309,408,236.37
Total male employee remuneration (baht)	N/A	N/A	198,918,967.47
Percentage of remuneration for male employees (%)	N/A	N/A	64.29
Total female employee remuneration (baht)	N/A	N/A	110,489,268.90
Percentage of remuneration for female employees (%)	N/A	N/A	35.71
Average of remuneration of employees (Baht/persons)	475,247.78	493,901.67	535,308.37
Average of remuneration for male employees (Baht/persons)	N/A	N/A	1,198,307.03

	2023	2024	2025
Average of remuneration for female employees (Baht/persons)	N/A	N/A	268,177.83
Rate of average of remuneration between female employees and male employees	N/A	N/A	0.22

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company has established a provident fund, managed by Bangkok Capital Asset Management Co., Ltd. under the name "Bualuang Wealth Provident Fund," effective December 1, 2018. The Company and its subsidiaries set the employer's contribution rate at 3% of wages. For employees, the Company has adjusted the contribution rate from the previously set 3% to a range between 3% and 15%, based on the employees' discretion. To encourage employees to continuously participate in savings, create an incentive for working with the company, and instill financial discipline for future security.

Implementation of Investment Governance Code for : Yes

Institutional Investors ("I Code") by Company's
Provident Fund Committee

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	387	550	520
Number of employees joining in PVD (persons)	222	246	246

	2023	2024	2025
Number of PVD members / Total employees (%)	37.63	41.77	42.56
Number of PVD members / Total eligible employees (%)	57.36	44.73	47.31

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	4,934,907.00	5,013,480.43	6,323,444.97
Total amount of provident fund contributed by employee (baht)	N/A	N/A	10,106,650.90

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
PRTR Group Public Company Limited	Yes	578	520	246	42.56	47.31

Policy and guidelines on promoting savings through the provident fund for non-participating employees

Policy and guidelines on promoting savings : Other promotional measures
through the provident fund for
non-participating employees (PVD)

Other promotional measures

Promoting savings through provident funds for employees who are not yet members of the PVD.
Monthly communication for employees eligible to participate in the fund.

Information on employee development

Employee training and development

	2023	2024	2025
Average employee training hours (Hours / Person / Year)	10.00	5.63	10.13
Total amount spent on employee training and development (Baht)	674,820.50	499,318.45	774,765.22
Percentage of training and development expenses to total expenses (%) ^(*)	0.000109	0.000070	0.000105
Percentage of training and development expenses to total revenue (%) ^(*)	0.000105	0.000068	0.000102

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	N/A	N/A	1,936.00
Total number of hours worked by employees (Hours)	N/A	N/A	1,936.00

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	0	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00

	2023	2024	2025
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (*) (Persons / 1 million-manhours)	N/A	N/A	0.00
Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours)	N/A	N/A	0.00

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

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	390	252	257
Total number of male employee turnover leaving the company voluntarily (persons)	N/A	N/A	70
Total number of female employee turnover leaving the company voluntarily (persons)	N/A	N/A	187
Proportion of voluntary resignations (%)	66.10	42.78	44.46
Percentage of male employee turnover leaving the Company voluntarily (%)	N/A	N/A	27.24
Percentage of female employee turnover leaving the Company voluntarily (%)	N/A	N/A	72.76

	2023	2024	2025
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

- Employee internal groups : Yes
- Types of employee internal groups : Welfare committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

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

Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : Yes
- Responsible sales and marketing guidelines : Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights.
- Reference link for responsible sales and marketing policy and guidelines :
- Page number of the reference link :

Policy and guidelines on communicating the impact of products and services to customers / consumers

- Policy and guidelines on communicating the impact of products and services to customers / consumers : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Prohibition of exaggerated, inaccurate, or misleading marketing claims, Appropriate marketing communications through digital channels

Information on customer management plan

Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Development of customer satisfaction and customer relationship

Customer Relationship Management

Customer relationship management is one of the company's key strategies for building sustainable satisfaction and trust in the long term. The company aims to develop close relationships with customers through various communication channels, emphasizing timely, efficient, and transparent responses to customer needs, suggestions, and complaints. Customer care is not limited to problem-solving but also focuses on creating positive experiences through open communication and continuous engagement.

The company regularly holds meetings with customers to directly gather feedback and suggestions, which helps in clearly understanding customer needs, issues, and expectations. This platform is also utilized as an opportunity to develop and improve services, by collecting information from all relevant parties and systematically monitoring the implementation of suggestions, to ensure practical application and alignment with customer requirements.

Regarding the protection of personal data and customer information confidentiality, the company prioritizes the safeguarding of personal data and cybersecurity. It strictly adheres to the company's Information Technology Security Policy and Personal Data Protection Policy (PDPA) to prevent risks such as unauthorized access, leakage, hacking, alteration, or loss of data. Disclosure of information will only occur when required by law.

Performance Results for 2025

The company has not found any confirmed complaints regarding the violation of customer privacy or cases of personal data loss and leakage. Furthermore, there have been no complaints from service users concerning non-compliance with relevant regulations or laws.

The company conducted its annual customer satisfaction survey in 2025 to utilize the evaluation results for continuous development and improvement of service quality. The average customer satisfaction score was 4.09 out of a maximum of 5.00, an increase from 4.05 in 2024, reflecting a continuous trend of improving service quality and customer experience.

Additionally, customers can contact, complain, report issues, or provide service suggestions through the channels designated by the company. All suggestions and complaints will be reviewed, recorded, and reported to management to facilitate continuous and systematic improvement and development of services.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Renewal Rate	2024: Client contract renewal rate of at least 95%	2025: Client contract renewal rate of at least 95%

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

The Company aims to be a leader in providing comprehensive human resources services (Total HR Solutions). Therefore, it prioritizes developing comprehensive and standardized services, as well as integrating technology to enhance operational efficiency, in order to deliver superior services to customers.

- **Comprehensive Service Development**

The Company has expanded its service offerings to provide more comprehensive, end-to-end human resource solutions. These include integrated learning services (both online and offline), a job platform, and a human capital management program. In 2024, the Company also launched PRTR Global, offering overseas recruitment services to meet market demand and broaden its service scope. In addition, in 2025, the Company acquired Biz Resource Co., Ltd., a provider of corporate drivers and cleaning staff, and commenced full operations to enhance its outsourcing capabilities with more specialized and comprehensive services. This strengthens the Company's competitiveness and creates long-term business opportunities.

● **Integration of Technology to Support Operations**

The Company is committed to leveraging technology to enhance operational efficiency, such as the PRTR Connect Application, which facilitates employees and supervisors in managing clock-in/out times, work schedules, and various leave requests. This enables quick processing and approval of items through the system, ensuring greater accuracy and precision of data for use.

Furthermore, the Company has adopted Artificial Intelligence (AI) technology to enhance data analysis capabilities, support decision-making, reduce operational time, and minimize process redundancies. The application of technology and AI also helps modernize human resource management, aligning with the Digital Transformation approach and serving as a crucial foundation for increasing the organization's long-term competitiveness.

● **Develop services to international standards.**

The Company also emphasizes developing services to international standards, such as implementing information technology system security control processes in accordance with ISO/IEC 27001, the international standard for Information Security Management Systems (ISMS). Awareness of computer and information technology system security is promoted, and employees are trained on personal data protection in accordance with the Personal Data Protection Act, to build confidence among the Company's customers.

Furthermore, PINNO Company has achieved ISO 29110 certification, an international standard that defines guidelines for software development for Very Small Entities (VSEs). This certification emphasizes improving software development processes for efficiency, enhancing product quality, and ensuring operations comply with international standards, reflecting the company's commitment to developing technology systems with the highest quality and reliability.



Pinno Solutions
ISO 27001 :2022

Information security management systems (ISMS)
Elevate your security with the highest standards, ensuring Pinno - HR App users can operate with complete confidence!

ISO/IEC29110



Pinno Solutions
ISO 29110

Software Engineering-Lifecycle Profiles for Very Small Enterprises (VSE)
improve organizational performance by enabling effective management of software quality and services.

● **Business Innovation Development**

The Company has developed the OS Invoice system, an innovation that enhances the invoice management process to be more accurate, faster, and more efficient. It is designed to automatically link data between various systems, reducing human error, increasing accuracy, and improving transparency in workflows. This system is part of the Company's Digital Transformation strategy, which aims to leverage innovation and digital technology to improve operational efficiency, align with international standards, and accommodate the increasing complexity of business operations.

Furthermore, in 2025, the Company organized **the "PRTR STAR CREW AWARD 2025" project.** to provide opportunities for personnel within the group of companies to showcase their potential, knowledge, and abilities through creative and innovative ideas that can be practically applied to improve work processes. The project operates under the core concept of "Think of Others," which focuses on considering others, whether colleagues, supervisors, or relevant stakeholders, to create shared value and enhance teamwork.

The selected works will be further developed and expanded to concretely improve the Company's operational processes. In 2025, a total of 9 employee teams participated in the project, reflecting the enthusiasm and involvement of personnel in driving innovation within the organization. Shortlisted works that will be further developed include:

- 1. The work from the Plug & Play team involves using RPA and automation technologies to improve the hiring requisition approval process, reducing the time taken in the hiring process from approval to issuing employment contracts for new employees. It also prevents errors in data preparation and safeguards against the leakage of employees' personal data.
- 2. The Ready To Pay team's achievement involves leveraging AI Chatbot and RPA technologies to improve the payment request approval process, providing employees with convenience in requesting disbursements from the accounting department. This reduces documentation steps and minimizes errors in the process. The AI Chatbot offers guidance and answers employee queries regarding the disbursement process, ensuring that requesters receive payments on time.

Customer Management Outcomes

In 2025, the Company received no complaints from service users regarding non-compliance with relevant regulations or laws, reflecting its commitment to conducting business responsibly, transparently, and with due regard for customer rights.

The Company conducted its annual customer satisfaction survey for 2025. to use the evaluation results as data for continuous development and improvement of service quality. The results of the customer satisfaction assessment has an average score of 4.09 out of a perfect score of 5.00, an increase from 2024, which had an average score of 4.05. reflecting a continuous trend in improving service quality and customer experience.

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Companys channels for receiving complaints from : Yes
customers/consumers

Telephone : 027160000
Fax : -
Email : whistle-blowing@prtr.com
Companys website : <https://www.prtr.com/>
Address : PRTR Group Public Company Limited
2034/82 Ital Thai Tower, 18th Floor,
New Petchburi Road, Bangkapi, Huaykwang,
Bangkok 10310

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan : Employment and professional skill development, implemented by the company over the past year Education, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Others : Cybersecurity and Personal Data Protection

The Company has established a community and social management plan focusing on creating Shared Value through human resource development, education, health and quality of life, as well as protecting the rights of stakeholders. This is achieved by linking social activities with the organization's core expertise to ensure that community operations generate systematic and sustainable positive impacts.

Future Knowledge and Skills Promotion Plan

Objectives

- To promote knowledge and prepare new graduates with essential work-ready skills.
- Support human resource and labor development in society.
- Connect the company's knowledge and expertise with the demands of the labor market.

Goals

- Conduct knowledge transfer activities for the community/society ≥2 projects per year.
- Promote and support information or activities related to human resource management and the labor market.

Approaches and Operational Measures

- Collaborate with various universities to organize knowledge-promotion activities to prepare for the world of work.
- Collaborate with foundations, associations, government agencies, and private organizations to develop and promote knowledge and employment opportunities for students, the general public, and underprivileged individuals.

Cybersecurity and Personal Data Protection Plan

Objectives

- To enhance the security measures for the organization's information technology systems.
- To prevent unauthorized leakage, access, or use of personal data.
- To promote awareness and a culture of compliance with data protection laws.

Goals

- Minimize or eliminate data leakage incidents within the organizational system.
- Approaches and Operational Measures
- Develop a response plan for data-related incidents such as system breaches, data leaks, and cyberattacks.
- Develop a data security policy covering data collection, use, transfer, and deletion.
- Organize training on the Personal Data Protection Act (PDPA).
- Organize knowledge-sharing activities, such as Cybersecurity Awareness.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social : Yes
management goals

Details of community and social management goal setting

Target(s)	Indicators(s)	Base year(s)	Target year(s)
• Others : Corporate Governance and Good Business Ethics	Corporate Governance Assessment Results (CGR)	2024: Excellent Corporate Governance (CGR) Assessment Results	2025: Achieve an excellent CGR corporate governance rating for the third consecutive year.
• Others : Incidents or complaints regarding corruption or breaches of business ethics.	Number of incidents or complaints regarding corruption or breaches of business ethics in business operations	2024: 0 incidents or complaints of corruption or violations of business ethics.	2025: 0 incidents or complaints of corruption or violations of business ethics.
• Others : Certification of Membership in the Thai Private Sector Collective Action Against Corruption (CAC)	Certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC).	2024: Certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC).	2025: Certified as a member of the Thai Private Sector Collective Action Against Corruption (CAC).
• Disadvantaged and vulnerable groups	Employment for persons with disabilities	2024: Employment of persons with disabilities totaled 178.	2025: Increased employment of persons with disabilities

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and : Yes
social management

The Company focuses on investing and engaging with communities through knowledge sharing, skill development, and human resource capability enhancement, aligning with the organization's core expertise in human resource management, personnel development, and the labor market. This aims to create a positive social impact while supporting sustainable business growth. The Company categorizes its community and social activities into 3 main groups as follows:

1. Future Knowledge and Skill Promotion Plan

The Company conducts knowledge transfer and workforce skill development activities, utilizing its expertise in human resource management and personnel development as the core, to support the enhancement of workforce potential and the broader labor society, such as:

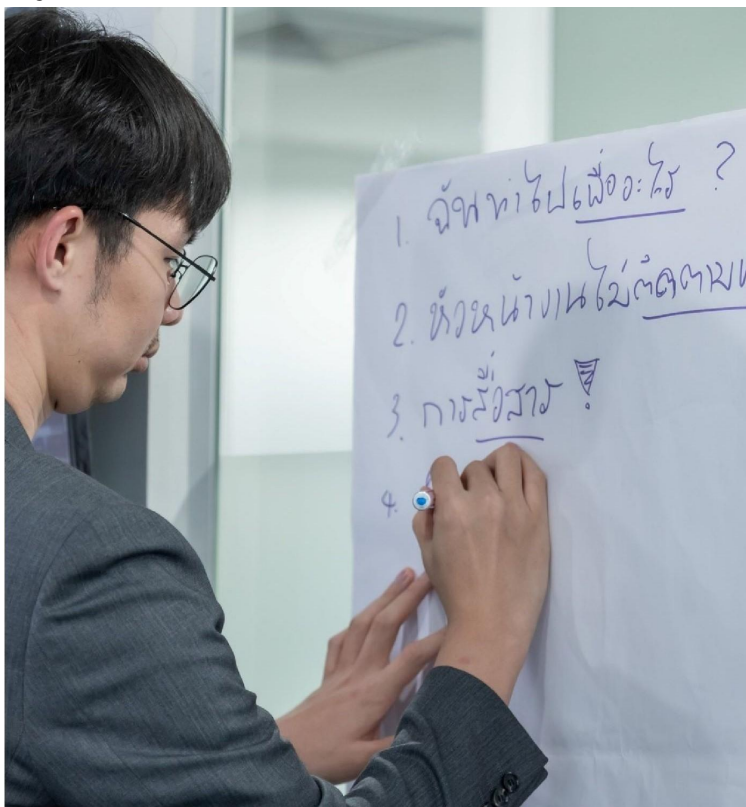
1. Launched a collaborative project with the Faculty of Business Administration, Bangkok University, through a Project-Based Learning initiative. This project offers Gen Z students the opportunity for hands-on learning through strategic analytical thinking, management, and problem-solving in real business scenarios. Students were tasked with developing and presenting business plans to compete for prize money totaling over 10,000 Baht, while also receiving experience sharing and preparation for future entry into the labor market from Mr. Niran Srichiangsa, Senior Vice President of External Recruitment Services, and Mr. Pongsathorn Jiwakarnon, Recruitment Manager. This reflects the Company's role in supporting youth potential development and education to sustainably enhance the readiness of a quality workforce for society.



2. Co-organized a workshop with the organizers of the People Performance Conference 2025 on the topic "Beyond Resumes: How to Identify, Hire, and Keep the Right Talent" under the theme "Techniques for Selecting the Right Person for the Job" on April 1, 2025, led by Ms. Rissara Charoenpanich, Chief Executive Officer (as a speaker). This reflects the Company's role in sharing knowledge and experience in human resource management with participants from various organizations, contributing to elevating recruitment and retention practices in the labor market and supporting the sustainable development of personnel capabilities and the workforce.



3. Organized the 25th online HR Talk seminar on the topic "IDP for the Future Leaders: Cultivating Future Leaders for Organizations with the Right IDP" via Zoom, free of charge, on June 26, 2025. This aimed to promote knowledge and understanding of personnel and future leader development. The event featured the sharing of concepts and strategies for effectively creating Individual Development Plans (IDPs) and concretely linking them to the development of organizational leadership potential, with Ms. Jariya Boonpitakstit, Senior Vice President of Training Services from The Blacksmith, as the speaker. This activity is part of supporting continuous learning and human resource development, and helps strengthen the organization's readiness to develop leaders to accommodate future growth.



4. The Blacksmith, in collaboration with the Department of Skill Development, organized the English for Work training program for employees and the general public in July 2025 at the Companys premises, which were provided as a learning and workforce development space. The program focused on enhancing practical English communication skills for workplace application, strengthening capabilities in alignment with the evolving demands of the Thai labor market, and supporting sustainable upskilling of the modern workforce.



5. The Company, in collaboration with AustCham Thailand, organized a seminar titled Transforming People in the Age of AI: The Real Driver of Change on 3 September 2025 to exchange knowledge and perspectives on human resource development in the era of artificial intelligence (AI), and to support the sustainable readiness of both personnel and organizations for the evolving world of work.



6. Participated as a speaker at the Digital HR Forum 2025, organized by the Ministry of Digital Economy and Society and the Digital Users Association of Thailand, with Ms. Jariya Boonpitakstit, Senior Vice President of Training Services from The Blacksmith, presenting on the topic "Shaping Tomorrow's Leadership." This aimed to share perspectives on developing modern leadership and creating leaders ready for change, thereby supporting the sustainable enhancement of knowledge and capabilities of personnel in the workforce.



7. The Company develops and disseminates knowledge media on human resource development and leadership in e-Book format free of charge, including HRD Playbook 2026: The Augmented Leader, which presents essential skills for modern leaders and approaches to building Augmented Leaders within organizations, as well as The Game Changer Leader: Redefining Leadership for Relentless Change, and Salary Guide 2025. This initiative aims to support access to knowledge in human resource management, leadership development, and labor market information, thereby promoting learning and sustainably enhancing the capabilities of personnel in the workforce.



8. The KH Camp for Next C-Suite project continued for its second year as a student development camp offering insights from senior executives. The Company joined the program on May 28³¹, 2025, sharing knowledge on career preparation, leadership, and mindset. This reflects the Company's commitment to nurturing future leaders and sustainably developing youth potential and workforce quality.



2. Employee and Skilled Volunteer Engagement

The Company encourages employees to participate in community and social development by utilizing their skills and expertise in human resource management, such as serving as speakers, sharing knowledge, developing learning content, and collaborating with network partners. This provides opportunities for employees to contribute to social value creation while continuously developing their own potential.



3. Promotion of Culture, Society, and Philanthropic Aid

1. The Songkran water-pouring ceremony was held from April 1030, 2025, to promote and preserve Thai cultural values and traditions. The Company invited Buddha statues from nearby community temples for employees to

participate in the activity, reflecting the organization's connection with the surrounding community and society. This activity helped raise awareness of cultural values, foster good relationships, and support harmonious coexistence in society.

- The Company, in collaboration with the Volunteer Bank and the Thai Health Promotion Foundation (ThaiHealth), organized a Deep Listening workshop for employees of The Mall Group, led by Ms. Pimporn Phonprat, Vice President of Central Administration, Human Resources Department, on December 3, 2025. This initiative aims to promote quality communication skills, understanding of others, and the creation of positive workplace relationships, as part of supporting sustainable human resource development and social well-being.



- The Company donated 9,467 Baht to support charitable activities through the Thai Red Cross Society, aiming to assist society and underprivileged individuals.



Summary of Operations

In 2025, the Company implemented 11 community assistance and social development projects. And has developed and disseminated knowledge in digital media format free of charge, to expand access to knowledge for the wider society. All these activities reflect the Company's role in investing in communities through knowledge and skills, coupled with fostering employee engagement and sustainable workforce development.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

	2023	2024	2025
Educational institutions supported under the companys CSR projects (Places)	5.00	3.00	2.00

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

ESG Performance

Company Name : PRTR Group Public Company Limited Symbol : PRTR
Market : SET Industry Group : Services Sector : Professional Services

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company places importance on good corporate governance and believes that effective corporate governance is a crucial foundation for supporting the stable, transparent, and long-term sustainable growth of the group's business operations. Therefore, the Company adheres to the "Principles of Good Corporate Governance for Listed Companies 2017 (Corporate Governance Code: CG Code)" developed by the Securities and Exchange Commission (SEC) as the primary guideline for establishing policies, practices, and operations of the Company

The Company has established a written Good Corporate Governance and Business Ethics Policy, which has been approved by the Board of Directors. This policy has been developed in accordance with national and international good corporate governance assessment criteria, recommendations from the Thai Institute of Directors Association (IOD), as well as the Company's business context and nature. This is to support the achievement of sustainability goals, maximize shareholder value, and consider the balanced interests of all stakeholders.

The Good Corporate Governance and Business Ethics Policy applies to the Company and all its subsidiaries. The Company expects all directors, executives, and employees at all levels to strictly adhere to and comply with it. Furthermore, the Company promotes and supports its business partners and associates in complying with relevant laws, regulations, and business ethics principles, as well as upholding good corporate governance principles, to collectively foster transparency, accountability, and sustainability throughout the business value chain.

The Company has stipulated that the Good Corporate Governance and Business Ethics Policy, as well as related good corporate governance policies such as the Conflict of Interest Prevention Policy, Anti-Corruption Policy, and Insider Trading Prevention Policy, shall be reviewed at least once a year to ensure their suitability, up-to-dateness, and compliance with current laws, regulations, and best practices.

The Company has comprehensively communicated this policy to all directors, executives, and employees (100%), requiring acknowledgment and signed confirmation of compliance. Regular training and communication are also provided through various channels such as induction/orientation processes, Intranet system, email, and the Company's website, where information is continuously updated to foster correct understanding and enable practical application in operations.

The Company continuously monitors compliance with its good corporate governance policies, covering key issues such as business ethics, prevention of conflicts of interest, insider trading, and anti-corruption. In 2025, the Company found no instances of policy violations by directors, executives, or employees.

The essence of the Company's good corporate governance is divided into 8 principles, as follows:

Principle 1: Recognizing the Role and Responsibilities of the Board of Directors as Organizational Leaders who Create Sustainable Value for the Enterprise

Principle 2: Defining the Enterprise's Main Objectives and Goals for Sustainability

Principle 3: Strengthening an Effective Board of Directors

Principle 4: Recruitment and Development of Senior Management and Human Resources Management

Principle 5: Promoting Innovation and Responsible Business Conduct

Principle 6: Appropriate Risk Management and Internal Control Systems

Principle 7: Maintaining Financial Credibility and Information Disclosure

Principle 8: Support Shareholder Engagement and Communication

Reference link for the full version of corporate governance policy and guidelines : <https://investor.prtr.com/storage/content/corporate-governance/cg-policy/prtr-cg-policy-th.pdf>

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies, Other guidelines related to the board of directors

Nomination of directors

The Board of Directors oversees that the recruitment and selection of directors adhere to a transparent, clear, and verifiable process to ensure that directors possess qualifications suitable for the size, type, and complexity of the business, as well as aligning with the business strategy and the established composition of the Board of Directors. Key practices are as follows:

1. The Board of Directors has appointed the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee to recruit qualified individuals, provide opinions to the Board of Directors, or propose to the shareholders' meeting for consideration of appointment as directors (as the case may be). The Board of Directors or shareholders will receive sufficient information about the nominated individuals for their consideration and decision-making.
2. The Corporate Governance Committee will consider the criteria and methods for director recruitment, taking into account the Board's structure to ensure an appropriate number of directors for the company's size and business strategy, as well as Board Diversity, which includes but is not limited to race, religion, culture, origin, age, and gender, along with the suitability of qualifications, skills, and expertise necessary for the Board of Directors. A Board Skill Matrix will be developed as a framework for defining the qualifications of desired directors.

In the case of recruiting directors whose terms have expired, the Corporate Governance Committee will review the recruitment criteria and methods to recommend to the Board of Directors. If the same director is nominated, their performance during their previous term will also be considered.

1. The Corporate Governance Committee will consider recruiting individuals for the company's directorship from various appropriate sources, such as nominations by the company's directors, nominations by shareholders, recruitment from the Director Pool of relevant agencies, or any other method deemed appropriate by the Corporate Governance Committee.
2. In the event that any person is appointed as an advisor to the Corporate Governance Committee to provide advice or recommendations in the recruitment process, the company will disclose information about the advisor, including their independence and absence of conflicts of interest, in Form 56-1 One Report and/or the Annual Report, as appropriate.

Qualifications of Directors.: <2xLNNQaxDswS>

a. Possesses legal qualifications and is not subject to disqualification: Possesses qualifications and is not subject to disqualification as stipulated in the Public Limited Company Act, and does not exhibit behavior or facts indicating

unsuitability to be an executive who must earn the trust of shareholders, in accordance with the criteria set by the Securities and Exchange Commission.

b. Possesses knowledge, expertise, and experience relevant to the company's business. : Possesses skills, professional expertise, and experience relevant to the company's business, particularly in human resource management, recruitment, and human resource consulting. Labor management in various business sectors, technology. Information and information systems, including knowledge of corporate governance, organizational management, and finance. The recruitment and appointment must adhere to the principles of Board Diversity. and consistent with the company's strategy.

c. Able to dedicate full time and perform duties completely. : Able to perform directorial duties responsibly, have sufficient time for corporate governance oversight, and regularly attend Board and shareholder meetings, except in cases of force majeure, and be prepared to monitor important issues affecting the company's business direction.

d. Possesses integrity, ethics, and adheres to director standards. : Is ethical, honest, possesses independent thought, and can express creative opinions for the utmost benefit of the company and its shareholders, while also complying with laws, good corporate governance standards, and additional practices set by the Board of Directors.

In 2025. Mr. Panya Chutisiriwong, who served as a non-executive director, expressed his intention to resign. The Corporate Governance Committee therefore proceeded with the recruitment and selection process for a suitable replacement. Mr. Ekalak Wangchucherdkul has been nominated. who possesses knowledge, abilities, and experience consistent with the company's business, and will play a significant role in supporting the determination of the company's business direction and strategies, to be proposed to the Board of Directors for consideration of appointment.

Term of Office for Directors.The company has stipulated the term of office for directors as follows:

1. Term of office for the Board of Directors. : The company stipulates the term of office for directors in accordance with its Articles of Association, whereby one-third (1/3) of the total number of directors must retire at the Annual General Meeting of Shareholders. If the number of directors cannot be divided by one-third, the closest number shall be used. Directors who retire by rotation are eligible for re-nomination for a new term.
2. Term of office and independence of independent directors: The company stipulates that independent directors may serve for a continuous period not exceeding 9 years from the date of their initial appointment as an independent director. If it is necessary to appoint an independent director for a term exceeding 9 years, the Board of Directors must carefully and appropriately consider and provide reasons for such appointment.

In 2025, no independent director of the company has served for more than 9 years, and in the past year, no independent director served for more than 9 years, which reflects that the company manages director terms appropriately and in accordance with good corporate governance principles.

Currently, the Board of Directors comprises qualified individuals with diverse knowledge, abilities, and experience, who can apply their expertise to formulate policies and operational directions for the company to achieve maximum benefit for its business. The Board maintains its independence in decision-making for the utmost benefit of the company and its shareholders, and also oversees, monitors, inspects, and evaluates the performance of the management in line with established goals.

The company has a total of 9 directors. The Board comprises executive directors, non-executive directors, and 3 independent directors, representing one-third of the total number of directors, which appropriately creates balance and checks and balances in the company's management.

Reference link for Nomination of directors : <https://investor.prtr.com/storage/content/corporate-governance/cg-policy/prtr-cg-policy-th.pdf>

Page number of the reference link : 13

Determination of director remuneration

The Shareholders' Meeting has the authority to consider and approve the structure and rates of remuneration for the company's directors. In proposing directors' remuneration to the Shareholders' Meeting, the Board of Directors has

assigned the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee to review and screen the proposals to ensure that the structure and rates of remuneration are appropriate for the duties, responsibilities, and roles of each director.

The determination of such remuneration aims to ensure fairness and appropriateness, effectively incentivize the Board of Directors to perform their duties efficiently, and support the organization in achieving its operational goals both in the short and long term sustainably. The key practices are as follows:

1. The Board of Directors assigns the Corporate Governance Committee to consider the policy, structure, number, form, and criteria for paying appropriate remuneration to all types of directors, both monetary and non-monetary, for submission to the Board of Directors for approval and further submission to the Shareholders' Meeting for consideration and approval.
Directors' remuneration shall be consistent with the company's performance, business size, strategies, and long-term goals, as well as the experience, duties, scope, roles, and responsibilities (accountability and responsibility) of each director, including the benefits the company expects to receive from each director. This remuneration shall be comparable to that of other companies in the same industry as the company and other listed companies on the Stock Exchange of Thailand with similar market capitalization, in order to attract and retain directors who are beneficial to the company.
2. Shareholders are responsible for approving the structure and rates of all forms of directors' remuneration (both monetary and non-monetary). The Board of Directors is responsible for considering appropriate remuneration, including fixed remuneration (e.g., monthly fees and meeting allowances) and performance-based remuneration (e.g., bonuses), linked to the value the company creates for shareholders, consistent with the nature of the business and industry.
3. The Board of Directors shall disclose the policy and criteria for determining directors' remuneration, reflecting their duties and responsibilities, as well as the form and amount of such remuneration.
4. In the event that any individual is appointed as an advisor to the Corporate Governance Committee to provide consultation and recommendations for the aforementioned operations, the information of such advisor, including their independence and absence of conflicts of interest, will be disclosed in Form 56-1 One Report and/or the Annual Report.

Reference link for Determination of director remuneration : <https://investor.prtr.com/storage/content/corporate-governance/cg-policy/prtr-cg-policy-th.pdf>

Page number of the reference link : 14

Independence of the board of directors from the management

The Company has a management structure that clearly defines the segregation of powers, duties, and responsibilities among the Board of Directors, sub-committees, and management. The scope of authority and duties is stipulated in writing in the Board Charter and the charters of each sub-committee, and disclosed to the public, serving as a mechanism for checks and balances, enhancing transparency, and improving the efficiency of corporate governance. The Board of Directors is responsible for setting the Company's vision, mission, values, strategies, and long-term goals, as well as overseeing, monitoring, and evaluating the performance of the management to ensure compliance with established policies and directions. Meanwhile, the management is responsible for efficiently managing day-to-day operations, achieving results in line with the Company's policies, vision, mission, values, strategies, and goals, and regularly reporting operational results to the Board of Directors.

Furthermore, to promote the performance of duties by the Board of Directors, enhance the efficiency of the management system, and strengthen the mechanism for checks and balances between the Board of Directors and management in accordance with good corporate governance principles, for the utmost benefit of the Company and its shareholders, the Board of Directors has appointed one independent director to perform the following roles and responsibilities:

1. Serves as a representative of the independent directors in discussions with the Chairman of the Board and management on important issues related to the Company's operations, and also acts as a coordinator between the independent directors and the Chairman of the Board and management.
2. Collaborates with the Chairman of the Board and the Chief Executive Officer in considering and setting the agenda for the annual Board of Directors' meetings in advance.
3. Serves as a liaison between shareholders and the Board of Directors to promote appropriate communication and engagement.
4. Presides over board meetings not attended by executives.

Reference link for Independence of the board of directors from the management : <https://investor.prtr.com/storage/content/corporate-governance/cg-policy/prtr-cg-policy-th.pdf>

Page number of the reference link : 12

Director development

The Board of Directors oversees that all directors possess knowledge and understanding of their roles, duties, and responsibilities, the nature of the Company's business operations, relevant laws and regulations, risk standards, and supports directors in continuously enhancing the skills and knowledge necessary for performing their duties. The Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee is assigned to develop a director development plan to enhance the potential of current and newly appointed directors, ensuring they understand the Company's business, the directors' roles and duties, and significant developments appropriately and continuously.

Additionally, the Company has prepared a Director's Handbook, which compiles useful information for the performance of duties by directors of listed companies and is regularly updated to serve as a guideline and reference for directors in performing their duties.

The Board of Directors will ensure that newly appointed directors receive appropriate orientation before commencing their duties by providing comprehensive key information about the Company, such as its vision, mission, strategies, and goals; the Memorandum and Articles of Association; the roles, duties, and responsibilities of the Board of Directors and sub-committees; good corporate governance policies; sustainability management policies; conflict of interest prevention policies; insider trading prevention policies; business ethics and code of conduct; as well as relevant business information, including important laws and regulations. The Company will regularly update such information. Furthermore, the Board of Directors will ensure that all new directors receive additional information beneficial for their duties through an orientation covering the Company's history, business group and shareholding structure, organizational structure, nature of business operations, business policies, financial position, and operating results, as well as the scope of authority and responsibilities of the Board of Directors and sub-committees, including important documents such as Form 56-1 One Report and/or the Annual Report, corporate governance policies, and business ethics and code of conduct.

In 2025, the Company appointed one new director, Mr. Ekalak Wangchucherdkul. The Company provided an orientation for the new director and delivered an electronic version of the Director's Handbook, which is easily accessible. This handbook comprehensively compiles key information about the Company, such as its vision, strategies, and operational direction; organizational structure; shareholding structure; nature of business operations; and main products and services, including all good corporate governance policies, such as the conflict of interest prevention policy, anti-corruption policy, insider trading prevention policy, business ethics, and sustainability policy, among others. It also includes regulations from the Securities and Exchange Commission, the Stock Exchange of Thailand, and laws related to the Company's business operations, to enable directors to perform their duties efficiently and in accordance with good corporate governance principles.

The Board of Directors promotes and supports the continuous development of necessary knowledge and skills for directors and senior executives by encouraging participation in beneficial training, seminars, or courses that align with each individual's scope of duties and responsibilities.

In the year 2025, all directors attended training courses or participated in seminars that continuously enhanced their operational knowledge. The Company discloses information regarding the training, seminars, and knowledge development of the Board of Directors in Form 56-1 One Report and/or the Annual Report to ensure transparency for shareholders and stakeholders. Details are provided in Attachment 1, Details of Directors, Executives, Controlling Persons, Persons Assigned Highest Responsibility in Accounting and Finance, Persons Assigned Direct Responsibility for Overseeing Accounting, and Company Secretary.

Reference link for Director development : <https://investor.prtr.com/storage/content/corporate-governance/cg-policy/prtr-cg-policy-th.pdf>

Page number of the reference link : 18

Board performance evaluation

The Company mandates the evaluation of the performance of the Board of Directors, both in the form of collective and individual evaluations, as well as the evaluation of the performance of sub-committees once a year. The evaluation results will be used as a guideline for reviewing performance, identifying problems and obstacles in operations during the past year, and as a guideline for developing, correcting, and improving work efficiency in performing duties. The suitability of the composition of the Board of Directors and sub-committees will be continuously evaluated and developed.

Reference link for Board performance evaluation : <https://investor.prtr.com/storage/content/corporate-governance/cg-policy/prtr-cg-policy-th.pdf>

Page number of the reference link : 17

Corporate governance of subsidiaries and associated companies

The Company systematically oversees its subsidiaries and associated companies. The Board of Directors is responsible for setting the direction, strategies, and operational goals for the group of companies, including approving relevant policies based on proposals from the Executive Committee. Additionally, it approves the appointment of qualified senior executives as the chief executives of subsidiaries, to act as representatives in supervising and managing operations in accordance with established policies.

The Company has a policy to invest in subsidiaries and associated companies whose businesses align with the Company's goals, vision, mission, and growth strategies, to enhance stability, support operations, and avoid negatively impacting the Company's reputation and image. Furthermore, the Company may consider additional investments in new businesses with growth potential that can be strategically expanded, increase profitability, and generate stable and sustainable returns.

Prior to making investment decisions, the Company meticulously analyzes feasibility by considering investment proportions, expected returns, potential risks, and the Company's financial standing. Approval for significant investments must adhere to the established hierarchy of authority, whether it be the Executive Committee, the Board of Directors, or the Shareholders' Meeting. Furthermore, it must comply with the laws and regulations of regulatory bodies, including the Capital Market Supervisory Board, the Securities and Exchange Commission (SEC), and the Stock Exchange of Thailand.

Regarding monitoring and oversight, the Board of Directors has established a clear structure and mechanism for supervising subsidiaries, covering risk management, legal compliance, internal controls, and inter-group management. Senior executives appointed by the Company and the Chief Financial Officer oversee that subsidiaries comply with relevant laws and regulations. Concurrently, the Audit Committee ensures appropriate and effective internal control systems are in place and continuously receives reports from the internal audit unit. Furthermore, subsidiaries also have a dedicated committee responsible for overseeing internal controls to ensure compliance with established standards.

In the reporting year, the Company reviewed its significant policies and guidelines for managing subsidiaries to ensure strictness, transparency, reduce conflicts of interest, and comply with the laws and regulations of regulatory bodies

such as the SEC and the Stock Exchange. This review covered risk management, information technology and data security policies, as well as monitoring and internal control processes, to ensure that the oversight of subsidiaries and associated companies is efficient, transparent, and adheres to good corporate governance principles.

Reference link for Corporate governance of subsidiaries and associated companies : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-regulatory-policy-subsidiaries-joint-ventures-th.pdf>

Internal Control and Risk Management

Directorships and Executive Positions in Other Companies

The Board of Directors has considered the appropriateness of allocating time for each director to perform their duties as directors in various companies, to ensure maximum efficiency in their performance, as well as to oversee that each company has policies and business operations consistent with the company's policies, and can conduct business to generate benefits and create added value for all stakeholders.

Directors

The Board of Directors has established a policy allowing company directors to hold directorships in no more than 5 listed companies on the Stock Exchange of Thailand, excluding subsidiaries, affiliated companies, and associate companies of the company, where it is necessary to oversee management.

Chief Executive Officer

The Board of Directors has established a policy regarding the Chief Executive Officer's directorships in other listed companies, allowing them to hold directorships in no more than 5 other listed companies. This excludes subsidiaries, affiliated companies, and associate companies of the company, where the company deems it necessary to oversee management to protect the company's interests and ensure maximum management efficiency.

In 2025, it was not found that any company director or Chief Executive Officer held directorships in more than 5 other listed companies.

Succession Plan

The company has developed a Succession Plan for the positions of Chief Executive Officer, senior management, and executives in key positions, as part of the company's human resource planning strategy. This is to ensure readiness in organizational management in cases where executives are unable to perform their duties or complete their terms of office, thereby ensuring continuous and efficient operations for the company and its subsidiaries. The implementation steps are as follows:

1. Assess Risks and Identify Critical Roles

The Board of Directors oversees the implementation of a succession plan for senior executives in key functions of the company, such as CEO, senior executives in sales, operations, human resources services, finance, and central administration, by selecting successors from internal personnel or recruiting externally as appropriate.

2. Criteria and Methods for Selecting Successors

The company employs clear selection criteria, considering knowledge, abilities, experience, business understanding, and necessary specific qualifications, as well as using Competency and KPI criteria as guidelines to identify the most suitable personnel for succession. These criteria will be reviewed annually.

The company has defined the essential skills and competencies for management, divided into 3 main areas as follows:

<u>Conceptual Skills</u> <u>(Conceptual Skill)</u>		<u>People Management Skills</u> <u>(Human Skill)</u>		<u>Technical Skills</u> <u>Functional / Technical</u> <u>Skills</u>
1	Business Administration and Strategic Management Business & Strategic Management	1	Effective Communication Effective Communication	Specialized Expertise in Each Job Function
2	Problem Solving and Decision Making Problem Solving & Decision Making	2	Team Administration and Management Team Management	
3	Systematic and Analytical Thinking Systematic and Analytical Thinking	3	Leadership Leadership	

3. Development for Successor Readiness

The company arranges for selected successors to receive necessary knowledge, skills, and experience development through training or additional courses, including Individual Development Plans (IDPs) for all prospective successors.

4. Follow-up and Improvement of Development Plans

The company monitors the progress of individual development plans and evaluates the overall effectiveness of the Succession Plan. All selected successors for key positions must participate in and continuously undergo training or develop essential skills to be qualified for assuming the roles. The performance results of the Succession Plan will be reported to the Board of Directors at least once a year.

In 2025, the company proposed to the Board of Directors to review the Succession Plan, which was already reviewed on February 26, 2026.

Internal Control and Risk Management

The Board of Directors recognizes the importance of having good internal control, internal audit, and risk management systems as essential for protecting shareholders' investments and the company's assets. Therefore, policies, measures, and regulatory bodies have been established. The Board of Directors has assigned the Audit and Risk Management Committee to oversee and audit both internal control and risk management aspects.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

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

Shareholder

The Company prioritizes the rights of shareholders as owners of the Company, supporting all shareholder groups, whether retail investors, major shareholders, institutional investors, or foreign shareholders, to fully and equally exercise their fundamental rights, such as the right to trade or transfer shares, the right to receive a share of profits from operations, and the right to access sufficient, accurate, and timely information about the Company through the website of the Stock Exchange of Thailand, the Company's website, or other relevant channels. as well as freely and fully participating, voting, and expressing opinions on various agenda items.

Furthermore, the Company encourages shareholders to attend shareholder meetings to be informed of the annual performance and to exercise their voting rights in considering and approving important matters as prescribed by law, such as the appointment or removal of directors, the determination of directors' remuneration, the appointment of auditors, the consideration of dividend payments or non-payments, capital increases, and the issuance of new securities, as well as to ask questions and express opinions on various issues proposed or reported by the Board of Directors to the shareholder meeting.

The Company has established an insider trading prevention policy, prohibiting directors, executives, and employees of the group companies, as well as related persons in positions or departments with access to the Company's information, from using inside information for personal gain in trading the Company's or its subsidiaries' securities, and from disclosing inside information to external parties or unrelated persons before such information is widely disclosed to the public through the Stock Exchange of Thailand.

In terms of preventing conflicts of interest, the Company has established clear guidelines, including policies on related party transactions and transactions that may give rise to conflicts of interest, as part of its corporate governance, code of conduct, and business ethics policies. Interested parties can find more details under the heading "Prevention of Conflicts of Interest" in this report.

The Company discloses its shareholding structure in the Company and its subsidiaries transparently, verifiably, and up-to-date. It also does not have a pyramid shareholding structure or cross-shareholdings within the group, which supports transparency in management and good corporate governance.

For the year 2025, the Company held its Annual General Meeting of Shareholders on Thursday, April 22, 2025, which did not coincide with a public holiday or a continuous holiday of 3 days or more. The Company conducted the meeting via electronic media (e-AGM) to facilitate shareholders' participation from all locations, reduce travel restrictions, and support widespread shareholder involvement. This meeting was conducted in accordance with the Emergency Decree on Electronic Meetings B.E. 2563 (2020), using an e-AGM system from an independent service provider that complies with the Ministry of Digital Economy and Society's announcement on security standards for electronic meetings B.E. 2563 (2020) and has received certification for its meeting control system from the Electronic Transactions Development Agency (ETDA).

All directors of the Company and its sub-committees, as well as executives, the company secretary, certified public accountants, and the Company's legal department, attended the meeting to clarify details for each agenda item and fully answer shareholders' questions. The Company conducted the meeting with strict adherence to the protection of shareholders' rights under the law and good corporate governance principles throughout the process, as follows:

Treatment of Shareholders Before the Shareholder Meeting

- The Company provides opportunities for shareholders to participate in proposing additional agenda items, nominating qualified individuals for consideration as company directors, and submitting questions in advance of the Annual General Meeting of Shareholders. The Company announced this invitation to shareholders through the news system of the Stock Exchange of Thailand and published clear details, methods, and procedures on the Company's website. www.prtr.com under the Investor Relations section, under "Shareholder Information," select "Shareholder Meetings."

It was found that no shareholders proposed additional agenda items, nominated qualified individuals for consideration as company directors, or submitted questions related to the agenda of the 2025 Annual General Meeting of Shareholders in advance. The Company informed the shareholder meeting of this and recorded these details in the minutes of the Annual General Meeting of Shareholders. 2025 has been completed.

- The Company disclosed information regarding the Board of Directors' resolution to set the date for the 2025 Annual General Meeting of Shareholders, the meeting agenda, and the record date for shareholders entitled to attend the meeting, through the information disclosure system of the Stock Exchange of Thailand immediately after the Board of Directors' resolution.

- The Company assigned Thailand Securities Depository Co., Ltd., which is the Company's securities registrar, to deliver the invitation letters for the Annual General Meeting of Shareholders. 2025, in both Thai and English, to shareholders in advance for 15 days in QR Code format, along with the agenda and a summary of the Board's opinions. Shareholders can download the complete invitation letter, which includes the agenda with the Board's opinions, proxy forms A, B, and C, the annual report, supporting documents for each agenda item, as well as a guide for registration, attending the meeting, voting, and submitting questions via the Company's website. The Company published the invitation letter and supporting documents on its website in both Thai and English 21 days in advance to allow shareholders to study the information before the meeting.
- The Company does not distribute additional material documents at the shareholder meeting abruptly, nor does it add agenda items or change any material information without prior notification to shareholders, to ensure that shareholders have sufficient and complete information for fair consideration and voting.
- The Company supports and promotes the widespread participation of all shareholder groups in shareholder meetings, providing opportunities for shareholders who cannot attend in person to appoint another person or an independent director to attend and vote on their behalf, using proxy forms of both 3 forms as prescribed by law. The Board of Directors proposed a list of 3 independent directors to represent shareholders in attending the meeting and exercising voting rights on their behalf.

Treatment of Shareholders on the Day of the Shareholder Meeting

- the Annual General Meeting of Shareholders 2025 was held on Tuesday, April 22, 2025, at 10:00 AM, in the form of an electronic meeting (e-AGM). There were 10 shareholders attending in person and 118 by proxy, totaling 128 shareholders.
- The Company allows shareholders to register for the meeting in advance for a period of 2 weeks before the meeting and can access the meeting system 1 hour before the start time. These details were announced in the advance invitation letter. Furthermore, the Company has fully integrated technology into organizing shareholder meetings, covering registration, voting, counting and displaying results, as well as addressing questions related to agenda items, to ensure the meeting is efficient, fast, accurate, and transparent. In addition, the Company has provided contact channels for shareholders in case of problems or obstacles during registration or during the meeting.
- <8PXvj1M44VD1>e-Proxy Voting) of Thailand Securities Depository Co., Ltd. (and is responsible for paying e-Stamp duty for shareholders who appoint proxies through this system.
- The Company allows shareholders to join the meeting after it has commenced, and shareholders still retain the right to vote on agenda items that are under consideration and have not yet been resolved.
- Before the meeting commenced, the Chairman of the Board, acting as the Chairman of the meeting, introduced the attending directors, executives, and auditors, and informed the meeting of the number and proportion of shareholders attending in person and by proxy, for transparency and adherence to good corporate governance principles. The Company Secretary was assigned to explain the rules and procedures for voting to ensure that the proceedings complied fully and correctly with the law and the Company's regulations. The Company also assigned its auditor, an independent person, to oversee the vote counting to ensure that registration, the meeting, and vote counting were transparent, accurate, and in accordance with the law and the Company's regulations at every step.
- The Chairman of the meeting allocated time and conducted the meeting appropriately, transparently, and in accordance with the agenda sequence specified in the invitation letter, without adding any other agenda items that were not notified to shareholders in advance.
- The Company grants shareholders equal voting rights without any restrictions or discrimination among individual shareholders. The Company stipulates that voting rights shall be in accordance with the number of shares held by shareholders, with 1 ordinary share having 1 vote, and the Company has only one type of share, which is ordinary shares.

- For the agenda item concerning the appointment of directors to replace those whose terms expired in 2025, the Company provided shareholders with the opportunity to cast individual votes for the election of directors, allowing shareholders to exercise their discretion independently and appropriately, by using the "One Share One Vote" principle (one Share One Vote)
- The meeting commenced at 10:00 AM and concluded at 11:15 AM. During the meeting, the Chairman provided an equal opportunity for all shareholders to ask questions or express opinions. The Chairman of the Board, the Chairman of the Audit Committee, the Chairman of the Corporate Governance, Sustainability Development, Nomination and Remuneration Committee, the Chief Executive Officer, senior executives, and the auditor attended the meeting to clarify and answer questions until all doubts were resolved. Questions, answers, and suggestions were recorded in the meeting minutes for the information of shareholders who did not attend.

Treatment of Shareholders After the Shareholder Meeting

- After the meeting, the Company disclosed the meeting resolutions through the information disclosure system of the Stock Exchange of Thailand on the same day as the meeting, to ensure that shareholders who did not attend could be promptly informed. The results of the resolutions and the number of votes for each agenda item were fully presented, including votes for, against, and abstentions.
- The Company places importance on the quality of shareholder meeting minutes, preparing reports in accordance with good corporate governance principles and legal requirements, and fully, clearly, and transparently recording the essential details of the meeting.

Compliance with Regulations, Laws, and Criteria

In the year 2025, the Company has not committed any acts that violate the regulations of regulatory bodies such as the SEC and the SET, with no instances of fines, accusations, or civil actions from the SEC or SET related to

1. Equal Treatment of Shareholders in Share Repurchases
2. Preventing shareholders from communicating with each other.
3. Non-disclosure of shareholders' agreements (Shareholders agreement) that significantly impacts the Company or other shareholders.

Reference link for Shareholder : <https://investor.prtr.com/storage/content/corporate-governance/cg-policy/prtr-cg-policy-th.pdf>

Page number of the reference link : 39-42

Employee

Employees are valuable resources in business operations. Creating a good working environment will promote fair employment and valuable ethical conduct. The Group is committed to creating a good working environment by recognizing and respecting the fundamental rights of labor according to the International Labour Organization's labor standards conventions, which include freedom of association, collective bargaining, and labor relations, the elimination of child labor, the prohibition of forced labor, equal opportunities and treatment, and occupational safety and health at work, among others.

Employees are entitled to equal opportunities and treatment, based on human and labor rights principles, various laws and regulations, as well as the Corporate Governance Policy and this Code of Business Conduct. This serves as the foundation for the relationship between the Group and its employees, and among employees themselves.

Employees are entitled to appropriate compensation and benefits, considering the nature and characteristics of their work, performance, and the Group's operating results. This includes internal and external training to develop their potential, as well as opportunities for career advancement, participation in activities to strengthen internal organizational relationships, and good health and safety of life and property.

A work-life balance will promote and support employees in performing their duties efficiently for the utmost benefit of the Company. The Company's personnel must perform their duties with responsibility, integrity, and adherence to ethics. The Company's personnel must treat colleagues and other individuals they interact with during work with

respect, be open to listening to opinions with reason, and refrain from acts of discrimination or segregation based on race, religion, origin, gender, skin color, age, physical ability, sexual orientation, political views, status, education, or any other status.

The Company does not tolerate unacceptable acts or acts that demean dignity in the workplace, including psychological abuse, discrimination, or sexual harassment, as well as the use of gestures, language, or physical contact that is sexual in nature, coercive, threatening, demeaning, or exploitative. The Company's personnel must collectively foster a positive work culture and environment and promote teamwork.

Reference link for Employee : <https://investor.prtr.com/storage/content/corporate-governance/code-of-conduct/prtr-code-of-conduct-and-ethics-of-directors-executives-and-employees-th.pdf>

Page number of the reference link : 8

Customer

The Group acknowledges that business partners play a crucial role in the Group's operations, competitiveness, and the production of goods and services. The Group adheres to the principles of non-discrimination and equal opportunity in selecting business partners and in conducting business with them, in order to develop and maintain good relationships with business partners, which will lead to long-term partnerships supporting mutual business operations.

Company personnel must treat business partners with transparency and fairness, select business partners according to the procurement process stipulated by the Company, negotiate and enter into agreements with business partners under fair terms and returns for both parties, and treat business partners in accordance with the contractual agreements and this Corporate Governance Policy and Code of Business Conduct.

Reference link for Customer : <https://investor.prtr.com/storage/content/corporate-governance/code-of-conduct/prtr-code-of-conduct-and-business-ethics-of-the-company-th.pdf>

Page number of the reference link : 7

Business competitor

The Group conducts its business with integrity and professionalism, supporting free and fair competition, and refraining from any actions that violate domestic and international competition laws.

Company personnel must treat the Company's competitors in accordance with the law and this Corporate Governance Policy and Code of Business Conduct, focusing on fair, honest, and transparent competition. They must not engage in actions that damage competitors' reputations through defamatory accusations, nor seek information or secrets from competitors through dishonest or inappropriate means.

Reference link for Business competitor : <https://investor.prtr.com/storage/content/corporate-governance/code-of-conduct/prtr-code-of-conduct-and-business-ethics-of-the-company-th.pdf>

Page number of the reference link : 8-9

Business partner

The Group recognizes the importance of business partners as key stakeholders who play a crucial role in the Group's business operations, competitiveness, and sustainable value creation. The Group adheres to principles of non-discrimination, transparency, and equal opportunity in selecting business partners and in conducting business with them, in order to develop and maintain good relationships, which will lead to long-term business partnerships.

The Company's personnel must treat business partners fairly and responsibly, by selecting business partners according to the Company's established procurement process, negotiating and entering into contracts under terms and conditions that are appropriate for both parties, and strictly adhering to contractual agreements.

The Company places importance on conducting business with partners responsibly towards society, the environment, and good corporate governance (.ESG) by encouraging business partners to comply with relevant laws, business ethics

principles, the Corporate Governance Policy, and the Code of Business Conduct, in order to jointly create sustainable growth throughout the value chain.

Reference link for Business partner : <https://investor.prtr.com/storage/content/corporate-governance/code-of-conduct/prtr-code-of-conduct-and-business-ethics-of-the-company-th.pdf>

Page number of the reference link : 8

Creditor

The Group of companies prioritizes building and maintaining the trust of creditors by treating them with integrity, transparency, and fairness equally. The Company and its personnel must strictly adhere to the terms and conditions of contracts made with creditors, including managing loans with financial discipline.

The Company will ensure that loan principal and interest are repaid accurately, completely, and on time, not use borrowed funds in a manner contrary to the purpose of the loan, and not conceal any information or facts that could cause damage to the Group's creditors.

Reference link for Creditor : <https://investor.prtr.com/storage/content/corporate-governance/code-of-conduct/prtr-code-of-conduct-and-business-ethics-of-the-company-th.pdf>

Page number of the reference link : 9

Government agencies

The Company conducts its business with integrity, transparency, and adheres to good corporate governance principles by strictly complying with relevant laws, regulations, and requirements of government agencies or public authorities. The Company has a policy against all forms of bribery and corruption and does not support any actions that may lead to a lack of transparency or violate business ethics.

Furthermore, the Company has no policy of employing government officials as executives or employees of the Company to avoid risks of conflicts of interest. and to maintain neutrality in business operations, preventing any interference or actions that might inappropriately benefit the private sector or affect government policy-making.

Reference link for Government agencies : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-anti-corruption-policy-th.pdf>

Page number of the reference link : 11-12

Community and society

Operating business with responsibility towards society, communities, and the environment is a crucial driving force for the Group's sustainable development, both at the community and national levels. The Group is committed to conducting business in line with the United Nations' Sustainable Development Goals (SDGs), aiming to enhance the quality of life, well-being, and strengthen society and communities as a whole.

The Group prioritizes and takes responsibility for surrounding communities and society, including appropriate environmental care, supporting public benefit activities, community development, and natural resource conservation to promote a better quality of life for communities and society. The Company aims to instill a sense of social and environmental responsibility, efficient and economical resource utilization, and continuous preservation of natural balance among personnel at all levels.

Furthermore, the Group continuously supports social and community activities in all regions of the country, providing opportunities for its personnel to concretely participate in social activities to foster awareness of their roles, duties, and responsibilities towards society and communities, as well as their involvement in driving business alongside sustainable development throughout the value chain.

The Company treats all stakeholder groups fairly and transparently, considering the creation of financial stability and business sustainability for the maximum benefit of all stakeholders. Details of social, community, and environmental operations are reported under the topic **Driving Business for Sustainability** of this report.

Reference link for Community and society : <https://investor.prtr.com/storage/content/corporate-governance/code-of-conduct/prtr-code-of-conduct-and-business-ethics-of-the-company-th.pdf>

Page number of the reference link : 9

Shareholders' Rights and Equitable Treatment of Shareholders

The Company prioritizes the protection of shareholders' rights as owners of the company and treats all shareholders equally, fairly, and without discrimination. It promotes the full exercise of fundamental shareholder rights by all shareholder groups, whether retail shareholders, major shareholders, institutional investors, or foreign shareholders, as stipulated by law.

Shareholders have the right to trade or transfer shares, receive a share of the company's profits, and obtain sufficient, accurate, complete, and timely company information through appropriate disclosure channels, such as the website of the Stock Exchange of Thailand, the Company's website, and other relevant channels. This also includes the right to attend shareholder meetings to be informed of operational results and to exercise voting rights at shareholder meetings to consider and approve important matters as prescribed by law, such as the appointment or removal of directors, the determination of directors' remuneration, the appointment of auditors, the payment or non-payment of dividends, capital increases, and the issuance of new securities, as well as the right to question and express opinions at shareholder meetings freely and fairly.

Furthermore, the Company has clearly defined a policy to prevent the use of inside information, prohibiting directors, executives, employees of the group of companies, and related persons who are in positions or departments with access to inside information from using such information for personal gain in trading securities of the Company and its subsidiaries or disclosing such information to external parties or unrelated persons before its public disclosure through the Stock Exchange of Thailand.

Furthermore, the Company has established written guidelines for preventing conflicts of interest, including policies on related party transactions and transactions that may involve conflicts of interest. These are part of the Company's good corporate governance policy and business ethics and code of conduct, aimed at building confidence and appropriately protecting the interests of shareholders and all stakeholders.

Reference link for the other policy and guidelines : <https://investor.prtr.com/storage/content/corporate-governance/cg-policy/prtr-cg-policy-th.pdf>

Information Disclosure and Transparency

The Company adheres to the principle of non-discrimination against any particular group of shareholders or stakeholders, aiming to disclose both financial and non-financial information to all shareholder and stakeholder groups equally. The disclosed information must be complete, accurate, sufficient, reliable, and timely, presented in easily understandable language, and in compliance with relevant laws, regulations, and international standards of good corporate governance, to reflect the transparency of the Group's business operations.

The Company promotes the use of information technology in disseminating information. In addition to disclosing information according to specified criteria through the systems of the Securities and Exchange Commission and the Stock Exchange of Thailand, the Company also provides information disclosure in both Thai and English through its website and other appropriate channels, while regularly updating the information.

The Company ensures that financial reports are accurate, complete, and in accordance with generally accepted accounting standards, having been audited by independent auditors approved by the Securities and Exchange Commission. The Company also discloses information related to corporate governance to demonstrate transparency in

its business operations, such as the roles, duties, and performance of the Board of Directors and the Audit Committee, the number of meetings and attendance of each director, the policy and compensation structure for directors and senior executives, as well as performance reports in accordance with good corporate governance policies. In 2025, the Company fully complied with good corporate governance principles, with no instances of delayed submission of financial reports and timely, accurate, and complete disclosure of important information through various channels, such as quarterly and annual operating results announcements, disclosure of significant project contract signings, and auditor's reports, which are published in the annual report and on the Company's website.

The Company also emphasizes continuous communication with investors and stakeholders through public relations media, interviews with the press, and presentations to analysts, investors, and employees, focusing on accurate, clear, and unbiased communication to foster a correct understanding of the Company's operations. The Investor Relations (IR) department is the primary unit responsible for information disclosure and communication with shareholders, investors, analysts, and the general public, as well as facilitating appointments to meet with the Company's executives for additional information when necessary.

In 2025, the Company regularly conducted activities to meet and exchange information with analysts, institutional investors, and general investors, to ensure that investors receive complete information regarding operating performance. The activities organized are as follows:

Details of Investor Communication Activities in 2025

Details	Target	Actual Performance
Annual General Meeting of Shareholders	1 time	1 time
Disclosure of quarterly operating results on the company website	4 times	4 times
Information presentation at the "Listed Company Meets Investors" event (Opportunity Day)	4 times	4 times
Information presentation at the "Digital Roadshow" event	2 times	3 times
Organization of "Company Visit" activities	2 times	4 times
Analyst meeting to clarify quarterly performance (Quarterly Analyst Meeting)	4 times	4 times

The Company continuously responds to inquiries from stakeholders via telephone and email, and also disseminates important information through the Company's website. <https://investor.prtr.com> in both Thai and English, to ensure that shareholders and all stakeholder groups have comprehensive access to information.

Reference link for the other policy and guidelines : <https://investor.prtr.com/storage/content/corporate-governance/cg-policy/prtr-cg-policy-th.pdf>

Page number of the reference link : 37-39

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Principles of Business Conduct according to the Code of Ethics

Principle 1: Integrity (Integrity)

The Company believes that conducting business with honesty, integrity, and fairness towards all stakeholder groups, such as customers, business partners, debtors, creditors, job applicants (Candidates), and other related parties, will help build faith, credibility, and trust in the Company in the long term. All directors, executives, and employees must adhere to integrity as a key principle in decision-making and performance of duties.

Principle 2: Compliance with Laws and Regulations (Compliance)

The Company conducts its business strictly within the framework of laws, regulations, and requirements of relevant government agencies and regulatory bodies. It establishes effective internal control and audit systems to ensure that operations comply with applicable standards and laws.

Compliance with laws is regularly subject to review by internal auditors and scrutiny by the Audit Committee.

Principle 3: Confidentiality and Data Protection (Confidentiality)

The Company respects the rights of data owners and prioritizes the protection of personal data and confidential information of the Company, customers, business partners, employees, and stakeholders. Such information will be appropriately stored, not disclosed, used, or transferred improperly, unless required by law or with proper consent.

Principle 4: Competency and Responsibility in Duties (Competency & Responsibility)

The Company recognizes the importance of appropriate knowledge, abilities, skills, and experience in the performance of duties by directors, executives, and employees at all levels, to enable them to perform their duties efficiently, professionally, and in accordance with their assigned responsibilities. The Company supports continuous development of knowledge and skills to enhance the quality of operations and meet the expectations of stakeholders.

Reference link for the full version of business code of conduct : <https://investor.prtr.com/storage/content/corporate-governance/code-of-conduct/prtr-code-of-conduct-and-business-ethics-of-the-company-th.pdf>

Policy and guidelines related to business code of conduct

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

Prevention of Conflicts of Interest

The Company places importance on preventing conflicts of interest to ensure that business operations are conducted transparently, fairly, and primarily with the best interests of the group of companies in mind. "Conflict of Interest" refers to a situation where personal interests or external interests, whether financial benefits, personal relationships, or any other benefits, may affect the exercise of discretion or decision-making in performing duties and lead to unfairness to the Company.

The Company requires directors, executives, and employees at all levels to perform their duties with honesty, integrity, and responsibility towards the Company, primarily considering the Company's best interests, and to avoid any actions that may lead to conflicts of interest. This includes prohibiting the use of authority, influence, or position of responsibility to seek personal gain or benefit for associates, whether directly or indirectly.

The Board of Directors requires directors of the Company, its subsidiaries, and executives to report their own interests and those of related persons, in accordance with Section 89/14 of the Securities and Exchange Act B.E. 2535 (1992). These reports are to be submitted upon first assuming office and/or when there are changes in information, to the Company Secretary, in compliance with the Securities and Exchange Act B.E. 2535 (1992). to effectively use such information for verification and prevention of conflicts of interest.

Furthermore, the Company's personnel must not engage in businesses that are competitive or may create conflicts of interest with the group of companies, and must not use inside information, duties, or authority received from the Company to seek personal gain. This also includes not holding external positions that may affect their independence or work efficiency, unless written approval is obtained from their supervisor as stipulated by the Company.

Should a situation arise that may lead to a conflict of interest, the Company requires full and transparent disclosure of information and independent consideration for resolution, under the principles of business ethics and good corporate governance, prioritizing the interests of the Company and its stakeholders.

Conducting Connected Transactions

In cases where connected transactions are necessary, the Company stipulates that such transactions must adhere to general commercial terms, under criteria approved by the Board of Directors with transparency and fairness, as if conducting business with external parties, primarily considering the Company's best interests. Furthermore, interested parties must strictly refrain from participating in the consideration and voting on transactions in which they are involved.

For significant connected transactions or transactions that do not comply with general commercial terms, the Company requires them to undergo review and receive opinions from the Audit and Risk Management Committee before being proposed for approval by the Board of Directors or the shareholders' meeting. The Company adheres to relevant laws, rules, and regulations, and discloses important information transparently, accurately, and up-to-date as required by law.

Monitoring and Performance Results

In 2025 The Company continuously monitors and supervises the prevention of conflicts of interest, with key actions as follows:

- All directors and executives have prepared reports of their own interests in accordance with the criteria set by the Company.
- In considering connected transactions or transactions that may lead to conflicts of interest, the Company conducts them as if dealing with general external parties, under fair commercial terms and free from the influence of official positions.
- Directors, executives, or individuals with an interest in such transactions shall not participate in the consideration or approval of those transactions, and reports are submitted to the Audit Committee for consideration and opinion every quarter.
- Connected Transactions in 2025 are business-essential transactions with clear, transparent approval processes that generate maximum benefit for the Company.

Throughout the past year until now, the Company has not found any complaints or violations of its conflict of interest management policy. of directors and executives.

Communication and Training

Over the past year, the Company has communicated, disseminated, and organized training to build knowledge and understanding of the conflict of interest prevention policy for directors, executives, and employees at all levels comprehensively (100%). and continuously, through various channels, including training for directors, executives, as well as new employees through orientation/induction.

The Company has also promoted and developed knowledge regarding relevant rules, policies, and practices through its Intranet system and internal website, which are regularly updated. Furthermore, the Company has disseminated and

informed employees of important information through various channels, including email (E-mail). Line application and internal communication media, to enable personnel at all levels to correctly, clearly, and concretely adhere to and comply with the policy.

Reference link for Prevention of Conflicts of Interest : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-conflict-of-interest-policy-th.pdf>

Anti-corruption

The Company is committed to conducting business in accordance with good corporate governance principles and business ethics for the maximum benefit of shareholders and all stakeholders. The Company has established: Anti-Corruption Policy for directors, executives, and employees to strictly adhere to and implement. The Company reviews this policy annually, and in the year In 2025, the Board of Directors reviewed the policy at its 5/2025 meeting. On the 10th November 2025

Corruption refers to the unlawful pursuit of benefits for oneself or others in all forms, both direct and indirect, including giving or receiving bribes, political assistance, donations, financial support, gifts, entertainment expenses, or any other expenses, especially the misuse of authority that causes injustice, damage to the company, the economy, and society.

The Group has a clear intention not to tolerate any form of corruption and has no policy to penalize or take adverse action against personnel who refuse corruption, even if such refusal results in the Company losing business opportunities.

Directors, executives, employees, and individuals involved in the Company's business operations must strictly adhere to the anti-corruption policy and must not participate in any form of corruption. Emphasis is placed on transparency, integrity, and compliance with laws when conducting transactions with business partners, government agencies, and all stakeholders. Further details can be found in the anti-corruption measures and whistleblowing channels on the Company's website, as well as the guidelines specified in the Intranet system.

Monitoring and Performance Results

The Company places importance on continuously monitoring compliance with the anti-corruption policy by regularly tracking and evaluating the management of corruption risks to ensure that internal control measures are adequate, appropriate, and consistent with the Company's business operations.

In 2025, the Company strictly implemented its anti-corruption policy. No cases of policy violations were found, and no incidents of fraud by directors, executives, or employees of the Company were identified. Furthermore, there were no instances of non-executive directors resigning due to issues related to corporate governance.

In 2025, the Company strictly implemented its anti-corruption policy. No cases of actions violating the said policy were found, and no incidents of fraud by directors, executives, or employees of the Company were identified. Furthermore, no non-executive directors resigned due to reasons related to the Company's corporate governance issues.

The Company also emphasizes fostering an organizational culture committed to integrity and transparency through various supporting measures, including:

- Participation in the Collective Action Coalition Against Corruption (CAC) project to elevate corporate governance standards and strengthen internal control systems.
- Promoting a "No Gift Policy" culture within the organization and towards all relevant parties.
- Campaigning and encouraging business partners and allies to adhere to anti-corruption principles, including supporting partners to join the CAC project to collectively raise standards in the value chain.

The Company will continue to develop and improve its governance and internal control measures to foster transparency and build confidence among all stakeholder groups.

Communication and Training

The Company has communicated and disseminated the anti-corruption policy to directors, executives, and employees at all levels through various channels, such as the Company's website, Intranet system, and internal documents, with information being regularly updated.

Furthermore, the Company has continuously provided training to enhance knowledge and understanding of the anti-corruption policy for employees at all levels. This training is integrated into the orientation/induction process and as refresher training for current employees through the annual PRTR Compliance Essentials: PDPA, Anti-Corruption & IT Security course.

In the past year, the Company has communicated, disseminated, and provided training to build knowledge and understanding of the anti-corruption policy for directors, executives, and employees at all levels comprehensively (100%). and continuously, implemented through various channels, including training for directors, executives, as well as new employees through orientation/induction.

Furthermore, the Company has promoted and developed knowledge regarding relevant rules, policies, and practices through its Intranet system and internal websites, which are regularly updated. In addition, the Company has disseminated and communicated important information to employees through various channels, including email. Line application and internal communication media to reflect the Company's commitment to raising awareness and encouraging personnel to understand, correctly and clearly comply with the policy, and apply it concretely in operations.

The Company's personnel, including individuals involved in the Company's business operations, must strictly adhere to the Company's anti-corruption policy and must not participate in any form of corruption, whether direct or indirect. Emphasis is placed on transparency and integrity when conducting transactions with business partners, officials, or various agencies to avoid actions that may lead to inappropriate conduct, conflict with the Company's anti-corruption policy, or constitute an act illegal under anti-corruption laws. Please refer to the Anti-Corruption Measures on the Company's website for further details at <https://investor.prtr.com/th/corporate-governance/whistleblowing-channel#menu> including the corruption risk management policy and various guidelines and procedures in the Company's Intranet system.

Reference link for Anti-corruption : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-anti-corruption-policy-th.pdf>

Whistleblowing and Protection of Whistleblowers

The company is committed to conducting business based on good corporate governance principles, has a clear anti-corruption policy, and strictly adheres to business ethics. Therefore, it has established a Whistleblowing and Complaint Policy to serve as a channel for employees and all stakeholders to report cases of corruption, rights violations, or actions that contravene laws, regulations, rules, or the company's business ethics.

The company has a mechanism for protecting whistleblowers (Whistleblower Protection) and prioritizes keeping complaint information confidential to build trust among whistleblowers. The company has assigned the Audit and Risk Management Committee to oversee and establish guidelines for managing complaints or tip-offs received through designated channels.

Procedures for Handling Whistleblowing and Complaints Regarding Corruption and Business Ethics Violations

1. Upon receiving a report, the Audit and Risk Management Committee will consider appointing an investigation committee to gather evidence, verify facts, and conduct an inquiry into the reported issues, as well as recommend approaches for managing and resolving complaints. All operations must be transparent, fair, and verifiable.
2. Upon completion of the investigation, the investigation committee will summarize its findings and submit a report to the Audit and Risk Management Committee. If the complaint causes or may cause significant damage, the company will promptly report it and propose appropriate corrective measures.

3. If no wrongdoing is found, the case will be concluded and closed. However, if wrongdoing is found, the company will consider imposing penalties according to relevant regulations, report to the Audit and Risk Management Committee, which consists of independent directors, and establish preventive measures to avoid recurrence.

Whistleblowing and Complaint Channels

(In cases of corruption, business ethics violations, or human rights violations)

Channel 1

Report whistleblowing and complaints directly to the Chairman of the Audit and Risk Management Committee via the company website.

Website: <https://www.prtr.com>

Channel 2

Electronic Mail (E-mail)

To the Chairman of the Audit and Risk Management Committee

E-mail: whistle-blowing@prtr.com

Channel 3

By Post

To the Chairman of the Audit and Risk Management Committee

PRTR Group Public Company Limited

2034/82 Italthai Tower, 18th Floor

New Petchaburi Road, Bang Kapi Subdistrict, Huai Khwang District

Bangkok 10320

Monitoring and Performance Results

In the year In 2025, the company rigorously monitored corruption and business ethics violations across all stages, including continuous consideration of whistleblowing and complaints related to corruption. Results are reported quarterly to the Audit Committee and the Risk Management Committee, which comprise independent directors.

From the aforementioned monitoring process, no complaints or cases of corruption or ethics violations involving directors, executives, or employees of the company were found, which aligns with the company's stated goal of operating transparently and with good governance.

Reference link for Whistleblowing and Protection of Whistleblowers : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-whistleblowing-and-complaint-policy-th.pdf>

Prevention of Misuse of Inside Information

The group of companies recognizes the importance of preventing the use of inside information for personal gain or the gain of others, considering the use of inside information in securities trading to be an illegal act under the Securities and Exchange Act B.E. 2535 (1992).

Inside information refers to information that has not yet been disclosed to the public and may affect the price of securities or investment decisions. Directors, executives, and employees of the group of companies, as well as related persons, must strictly comply with the policy on preventing the use of inside information. They must not use, disclose, or transmit inside information for their own benefit or the benefit of others, whether directly or indirectly, and must ensure that related persons, such as spouses and minor children, do not violate this policy.

The company has established an inside information usage policy with the following key principles:

- Must maintain the confidentiality and inside information of the company.
- Prohibit the use or disclosure of inside information for personal gain or the gain of others.
- Prohibit the trading, transfer, or acceptance of transfer of the company's securities using inside information, or any action that may cause damage to the company.
- Prohibit the buying or selling of the company's securities during the period of 1 month prior to the date the company submits its financial statements to the Office of the Securities and Exchange Commission and the Stock

Exchange of Thailand, until within 24 hours from the date such financial statements are disclosed to the public (Blackout Period).

- In the event of inside information that has not yet been disclosed to the public and may affect the company's securities price, individuals who become aware of such information are prohibited from buying or selling the company's securities until 24 hours have passed from the date of public disclosure of that information.
- Individuals designated by the company who wish to buy or sell the company's securities must notify the Board of Directors or its assigned representative, namely the Company Secretary, at least 1 business day in advance of the transaction. Such notification must be made using the form and through the channels specified by the company.

Furthermore, all directors and executives acknowledge their duty to report changes in securities holdings, including those of their spouses and minor children, to the company, as well as to the Office of the Securities and Exchange Commission and the Company Secretary, within 3 business days from the date of change, in accordance with Section 59 of the Securities and Exchange Act B.E. 2535 (1992).

Monitoring and Performance Results

In 2025, the company fully complied with good corporate governance principles. The Company Secretary regularly informed directors, executives, and relevant employees in writing about the regulations, the blackout period for securities trading, and the duty to report securities holdings, as well as regularly reported such information to the Board of Directors.

In 2025, the Company Secretary's office will notify relevant individuals via email about the Blackout Period in advance. No instances of directors or executives violating the inside information usage policy were found, and the company has not received any complaints regarding the misuse of inside information.

Communication and Training

Over the past year, the company has communicated, disseminated, and provided training to build knowledge and understanding of the policy on preventing the use of inside information for personal gain to all directors, executives, and employees (100%). and continuously, through various channels, including training for directors, executives, as well as new employees through orientation/induction.

Furthermore, the company has promoted and developed knowledge regarding relevant rules, policies, and practices through its Intranet system and internal website, which are regularly updated. Additionally, the company has disseminated and communicated important information to employees through various channels, including email. Line application and internal communication channels to ensure that personnel at all levels can adhere to and implement the policy correctly, clearly, and concretely.

Reference link for Prevention of Misuse of Inside Information : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-insider-information-policy-th.pdf>

Money laundering prevention

The group of companies prioritizes and strictly adheres to the laws on anti-money laundering to ensure that business operations are transparent and lawful, and to prevent the group of companies from being used as a channel or tool for money laundering in any form.

Money laundering refers to any act aimed at transferring, concealing, or disguising the origin of assets obtained unlawfully, to make such assets appear as if they were derived from legitimate business operations or activities.

Directors, executives, and employees of the group of companies must strictly adhere to anti-money laundering guidelines by exercising due diligence in business operations, selecting business partners, and verifying the background, credibility, and business nature of partners, to ensure that transactions are conducted with integrity, transparency, and do not constitute money laundering or support money laundering.

Furthermore, company personnel must not accept, convert, or support the acceptance or conversion of assets with unlawful origins. They must also avoid transactions or payment methods that are unusual, non-transparent, or may constitute money laundering, or actions that violate laws and company policies.

Monitoring and Performance

The company mandates continuous monitoring of compliance with anti-money laundering measures by integrating money laundering risk management into internal control processes and business operations, to ensure that operations are transparent and comply with relevant laws.

In 2025, the company strictly implemented anti-money laundering measures. No instances of transactions constituting money laundering or policy violations by the company's directors, executives, and employees were found.

Reference link for Money laundering prevention : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-anti-money-laundering-th.pdf>

Gift giving or receiving, entertainment, or business hospitality

The company has established guidelines for giving or receiving gifts, souvenirs, entertainment, or business hospitality to prevent corruption, conflicts of interest, and to ensure business operations are transparent, fair, and in line with business ethics principles. The guidelines are as follows:

Giving or receiving gifts, souvenirs, or any other benefits

1. Prohibited from receiving, giving, or soliciting gifts, souvenirs, or any other benefits in the form of cash, checks, bonds, shares, gold, gemstones, real estate, or similar assets from individuals or entities involved in contact and coordination, both public and private sectors, to obtain undue benefits.
However, receiving traditional gifts is permissible, provided that the value does not exceed 3,000 Baht per person per occasion.
2. Prohibited from receiving, giving, or soliciting assets, goods, gifts, presents, or any other benefits that may induce dereliction of duty or influence inappropriate decision-making.
However, giving traditional gifts is permissible, provided that the value does not exceed 5,000 Baht per person per occasion.
3. Prohibited from receiving, giving, or soliciting assets, goods, gifts, or any other benefits to influence decision-making or lead to inappropriate, unfair, or dishonest practices. Business hospitality must not exceed 3,000 Baht per person per occasion.
4. Prohibited from acting as an intermediary to offer money, assets, goods, or any other benefits to individuals or entities involved in business, government agencies, or any organizations in exchange for undue privileges or to induce non-compliance with relevant laws, regulations, or rules.

Exception: Prohibited from receiving or giving cash in all cases.

1. Giving or receiving gifts or presents during traditional festivals, such as New Year's, or expressing congratulations on various occasions is permissible within an appropriate value, in accordance with company regulations, provided that:
 - Giving gifts must not exceed 5,000 Baht per person per occasion.
 - Receiving gifts must not exceed 3,000 Baht per person per occasion.
2. Giving or receiving business hospitality
Giving or receiving business hospitality, including reception services and other expenses related to business operations (Hospitality, Entertainment and Expense), must adhere to the following guidelines:
 - Giving business hospitality must have a clear business objective, be verifiable with evidence, and be conducted strictly in accordance with company procedures and regulations.
 - Receiving business hospitality must have a clear business objective, be in line with appropriate customary practices, and must not be a channel or tool for corruption.

- Business hospitality must not exceed 3,000 Baht per person per occasion.

Furthermore, giving or receiving business hospitality must strictly adhere to the company's established guidelines and procedures regarding expenditures, hospitality, and other expenses.

Reference link for Gift giving or receiving, entertainment, or business hospitality : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-anti-corruption-policy-th.pdf>

Page number of the reference link : 9

Compliance with laws, regulations, and rules

1. Operate in compliance with laws, government regulations, and relevant regulatory bodies, such as the Securities and Exchange Act, the Public Limited Company Act, regulations of the Stock Exchange of Thailand, the Securities and Exchange Commission (SEC), as well as other laws, rules, and regulations related to the Company's business operations.
2. Avoid corruption, including giving or receiving gifts, entertainment, or any benefits from customers, business partners, or parties involved with the Company's business that could lead to corruption, unless such actions are for legitimate business purposes or are in accordance with customary practices and traditions of appropriate value, as per the Company's rules and regulations.
3. Do not engage in, cooperate with, assist, promote, or support any activities, transactions, or operations that appear to be unlawful or contrary to laws, regulations, and business ethics.
4. Act with political neutrality, refraining from showing allegiance to or supporting any political group or party, and aiming to create sustainable growth that benefits society, communities, and environmental conservation.
5. The Company regularly monitors compliance with laws, regulations, and rules, including tracking and evaluating operational performance, to ensure that business operations are conducted correctly, transparently, and in accordance with good corporate governance principles.
6. The Company emphasizes communication and training to build knowledge, understanding, and awareness among directors, executives, and employees regarding relevant laws, regulations, ethics, and practices, enabling them to perform their duties correctly and in accordance with the policies of the Company.

Reference link for Compliance with laws, regulations, and rules : <https://investor.prtr.com/storage/content/corporate-governance/code-of-conduct/prtr-code-of-conduct-and-business-ethics-of-the-company-th.pdf>

Information and assets usage and protection

The company recognizes the importance of using and preserving company information and assets to maximize benefits for the organization, prevent loss, damage, or inappropriate use. All directors, executives, and employees have a duty and responsibility to properly care for and use company information and assets, and must strictly adhere to relevant policies, regulations, and guidelines.

1. Use and Preservation of Company Information
 - Use company information with caution and protect confidential information from leakage, loss, or unauthorized use.
 - Store and use internal company information, such as financial data, strategic plans, business information, customer lists, or any other data that may affect the company, securely and according to appropriate access levels.
 - Do not disclose, transfer, or provide confidential company information to external parties or individuals not involved, unless authorized by a competent authority in accordance with company regulations.
 - Strictly comply with laws and policies related to personal data protection, and do not use customer, employee, or business partner data without obtaining consent as required by law.

2. Use and Preservation of Company Assets

- Use company assets such as office equipment, computers, network systems, software, information systems, and intellectual property solely for the benefit of the company's business operations, and not for personal gain or illegal purposes.
- Care for, maintain, and use company assets with caution, without negligence, and minimize potential damage or loss.
- Do not use, disseminate, or disclose company-owned assets or information without authorization.
- Use company email, internet, and information technology systems appropriately, and comply with cybersecurity policies to prevent technological risks and threats.

Reference link for Information and assets usage and protection : <https://investor.prtr.com/storage/content/corporate-governance/code-of-conduct/prtr-code-of-conduct-and-ethics-of-directors-executives-and-employees-th.pdf>

Page number of the reference link : 6

Anti-unfair competitiveness

The company conducts its business with integrity, professionalism, and adherence to the principles of free and fair competition, by complying with competition laws both domestically and internationally, including strict adherence to the Corporate Governance Policy and Code of Business Conduct, to build trust among all stakeholders.

Guidelines

1. Treat business competitors fairly, honestly, and transparently, within the framework of laws and business ethics.
2. Do not engage in any acts that violate or may be deemed to violate competition law, such as price collusion, market allocation, or abuse of market dominance.
3. Do not accuse, defame, or engage in any actions that damage the reputation of competitors.
4. Do not seek, receive, or use information, secrets, or trade information of competitors through dishonest, illegal, or inappropriate means.
5. Avoid contact or exchange of information with competitors in a manner that may lead to misunderstanding or violate competition law.

Reference link for Anti-unfair competitiveness : <https://investor.prtr.com/storage/content/corporate-governance/code-of-conduct/prtr-code-of-conduct-and-business-ethics-of-the-company-th.pdf>

Page number of the reference link : 8-9

Information and IT system security

The company recognizes the importance of data and information system security, as internet access, communication, and information exchange through electronic media play a crucial role in overall business operations and success. However, advancements in information technology may pose risks to privacy and personal data protection. Therefore, the company prioritizes the efficient, secure, and legally compliant management of information technology.

Guidelines

1. The collection, processing, or use of personal data of customers, employees, partners, or third parties must be carried out for legitimate business purposes and only to the extent necessary for operations, customer service, business or commercial activities, and human resource management.
2. Company personnel must manage personal data with care and prudence, and strictly comply with personal data protection laws, as well as the company's information security policies and practices.
3. Personal data or company information must not be used, disclosed, or disseminated without authorization, or used for personal gain, or in an inappropriate manner.

4. Company personnel must use the company's information systems, information technology equipment, and electronic media carefully, securely, and in accordance with data security policies to prevent risks from cyber threats.

Reference link for Information and IT system security : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-it-security-policy-th.pdf>

Environmental management

The Company is committed to conducting business with consideration for maintaining a balance between generating economic benefits and environmental stewardship. This involves developing and improving operational processes to be environmentally friendly or to cause the least possible environmental impact, in compliance with national and international environmental laws, regulations, and recognized standards. The Company places importance on fostering continuous environmental awareness and a culture of environmental care within the organization.

Guidelines

1. Utilize natural resources efficiently and cost-effectively, such as energy, water, and raw materials, to reduce the consumption of limited resources.
2. Promote the reduction of pollutant and greenhouse gas emissions, as well as proper waste management, to minimize impacts on air, water sources, and the environment as a whole.
3. Prevent, control, and mitigate environmental risks that may arise from business operations, with appropriate management measures consistent with the nature of operations.
4. Promote the procurement and selection of partners and service providers who possess environmental awareness and practices consistent with the Group's guidelines.
5. Promote the continuous participation of directors, executives, and employees at all levels in environmental activities.

Reference link for Environmental management : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-social-environmental-responsibility-policy-th.pdf>

Human rights

The company prioritizes respect for human rights, adhering to the principles of equality, fairness, and non-discrimination, regardless of race, religion, origin, gender, skin color, age, disability, physical ability, sexual orientation, political opinion, status, education, or any other condition. The company respects human dignity and individuality in accordance with international human rights standards, such as the Universal Declaration of Human Rights of the United Nations and related conventions.

Guidelines

1. Treat employees, partners, customers, and all stakeholders with respect, equality, and fairness, without discrimination in any form.
2. Do not engage in any actions that constitute human rights violations, including harassment, violence, forced labor, discrimination, or violations of human dignity.
3. Respect the right to privacy and the dignity of individuals who communicate with or are involved in the company's operations.
4. Promote a safe, respectful, and inclusive work environment that embraces diversity.
- 5.

Reference link for Human rights : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-human-right-policy-th.pdf>

Safety and occupational health at work

The company prioritizes safety, occupational health, and environmental protection in the workplace. The Board of Directors, management, and all employees strictly adhere to safety policies and practices, and are committed to continuously raising the standards of safety, occupational health, and environmental operations to create a safe, suitable, and sustainable working environment.

Safety, Occupational Health, and Environmental Policy and Practices

1. Establish workplace safety as a duty and responsibility for personnel at all levels. Supervisors at all levels must set a good example, lead, and oversee employees to perform tasks safely and strictly adhere to safety rules, regulations, and measures.
2. Comply with all applicable laws, regulations, and obligations related to safety, occupational health, environment, and energy, as well as the company's internal requirements, considering them as minimum operational standards.
3. Operate safely in all steps and work processes, aiming to prevent accidents, injuries, work-related illnesses, and potential impacts on oneself, stakeholders, property, communities, and the environment.
4. Continuously develop and improve the management system for safety, occupational health, and working environment to comply with laws and international standards.
5. Prioritize the identification, assessment, and control of safety, occupational health, and environmental risks to prevent potential harm to employees and stakeholders.
6. Committed to strictly conducting operations in safety, occupational health, and environmental protection, including pollution prevention, in accordance with relevant laws and standards.
7. Encourage partners and stakeholders involved in the company's business operations to adopt safety, occupational health, and environmental policies and practices as guidelines for their operations, in order to collectively create a sustainable society and environment.

Reference link for Safety and occupational health at work : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-safety-occupational-health-and-environment-policy-th.pdf>

Political activities

The company adheres to the principle of political neutrality, supports compliance with laws, and democratic governance. It has no policy to support, assist, or donate money, assets, or any resources to political parties, politicians, or individuals with political affiliations, whether directly or indirectly.

The Group respects the political rights and freedoms of all personnel as citizens. Company personnel may exercise their rights, express themselves, or participate in political activities appropriately within the framework of the law, in their personal capacity, and outside working hours, using their own personal resources.

However, company personnel must not engage in political activities in the name of the company, nor use the company's premises, resources, reputation, or any media for political purposes. They must also avoid any actions that could lead to the misunderstanding that the company supports or is specifically affiliated with any political party, politician, or political group.

Reference link for the other policy and guidelines : <https://investor.prtr.com/storage/content/corporate-governance/code-of-conduct/prtr-code-of-conduct-and-business-ethics-of-the-company-th.pdf>

Page number of the reference link : 11

Promotion of compliance with the business code of conduct

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

The Company places importance on promoting strict adherence to the business code of conduct and ethics by the Board of Directors, executives, and employees at all levels. To this end, a written Code of Conduct and Ethics for Directors, Executives, and Employees has been established to define appropriate behavioral guidelines and acts as a tool for communication, fostering understanding, and ensuring consistent adherence throughout the organization.

Such code of conduct and ethics applies to personnel of the Company, its subsidiaries, and associated companies, including directors, executives, employees, contractors, consultants, as well as those acting on behalf of or assigned to perform duties in the name of the Company or on behalf of such individuals. The content covers principles and guidelines for business ethics, good corporate governance, legal compliance, and conducting business transparently, fairly, and responsibly towards all stakeholders.

The Company has adopted this code of conduct and ethics as a guideline for supervising, monitoring, and evaluating the performance of its personnel, in order to foster an organizational culture committed to integrity and to support sustainable business operations.

Participation in anti-corruption networks

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

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Certified
Certification document of CAC membership status : Certified (1).jpg

Diagram of participation in anti-corruption networks



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

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

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

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

The Company recognizes and prioritizes the continuous development and enhancement of its operational guidelines to align with good corporate governance principles. The Board of Directors has consistently considered, reviewed, and revised corporate governance policies and practices to comply with the Principles of Good Corporate Governance for Listed Companies 2017 of the Securities and Exchange Commission (SEC), the Principles of Good Corporate Governance for Listed Companies 2012 of the Stock Exchange of Thailand, the ASEAN Corporate Governance Scorecard principles, the Corporate Governance Report (CGR) assessment criteria of the Thai Institute of Directors (IOD), as well as the

assessment criteria for the quality of shareholders' meetings by the Thai Investors Association, and the Company's business situation and context.

In the year In 2025, the Company has undertaken the following significant corporate governance initiatives:

- The Board of Directors has considered, reviewed, and amended the Corporate Governance Policy and the Business Code of Conduct and Ethics to further align with the Principles of Good Corporate Governance for Listed Companies 2017 of the SEC, as well as various corporate governance assessment criteria. The revised Corporate Governance Policy and Business Code of Conduct and Ethics, dated November 10, 2025, have been communicated and explained thoroughly to directors, executives, and employees at all levels.
- The Board of Directors has mandated the review and revision of the Board Charter and the charters of various sub-committees to align with good corporate governance principles, taking into account the Company's roles, duties, policies, strategies, and business objectives. Each sub-committee has reviewed and revised its own charter, and the Company requires an audit and review of the appropriateness of the Board Charter at least once a year.
- The Company promotes knowledge and understanding among directors, executives, and employees regarding good corporate governance principles and practices, as well as guidelines for organizational sustainability development, by continuously organizing knowledge-promoting activities and supporting participation in relevant training courses, as follows:
 - Promoting knowledge and understanding of the duties and responsibilities of directors according to relevant laws, such as the Civil and Commercial Code, the Public Limited Company Act, the Securities and Exchange Act, as well as related rules and announcements, and compliance with good corporate governance principles, policies, Board Charters, and the Company's regulations. The Company Secretary shall regularly report any changes in relevant laws, rules, or regulations to the Board of Directors.
 - Encouraging directors to participate in training or seminars under the courses offered by the Thai Institute of Directors (IOD), as well as courses from regulatory bodies such as the Stock Exchange of Thailand and the SEC, or other relevant agencies.
 - Continuously promoting knowledge and understanding among directors, executives, and relevant employees or those with access to the Company's internal information regarding the prevention of insider trading, to prevent conflicts of interest for the Company.

Implementation of the CG Code for listed companies

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

The Board of Directors regularly reviews its good corporate governance and business ethics policies, referencing the principles of good corporate governance for listed companies in the year 2017 of the Securities and Exchange Commission (CG Code), with particular emphasis on reviewing the application of these principles to suit the company's business context.

In the year 2025, the Company has fully complied with the principles of good corporate governance for listed companies. For any criteria or practices that have not yet been established as policy or adopted, the management and company secretary will report to the Board of Directors for review and to determine appropriate improvement guidelines.

Furthermore, in the past year, the Company still had some practices under the principles of good corporate governance from the Corporate Governance Report of Thai Listed Companies project (CGR 2024) that have not yet been adopted as detailed in the table below. The Board of Directors has assigned the management to continuously consider implementing the practices of the CGR 2025 project.

Items not yet in compliance with CGR	Company's Clarification
The Board of Directors should clearly define the term of office for independent directors in the company's corporate governance policy, specifying a period not exceeding 9 years, with no exceptions.	The Company stipulates that independent directors shall serve for a term not exceeding 9 years. In cases where it is necessary for an independent director to continue in office, the Board of Directors will consider each case carefully and reasonably, in line with practice 3.2.5 of the principles of good corporate governance for listed companies in 2017. All independent directors of the Company have a term of office as independent directors not exceeding 9 years and possess sufficient knowledge and understanding of the company's business, capabilities, experience, and independence, which are crucial mechanisms for corporate governance to appropriately protect the interests of the company, shareholders, and stakeholders.
The Board of Directors should comprise more than a percentage of independent directors 50 of the total number of directors	The company has a board of directors consisting of 9 members, comprising executive directors, non-executive directors, and 3 independent directors, representing one-third of the total directors. Although this does not meet the aforementioned criteria, it complies with legal requirements and is an appropriate proportion for creating balance and checks and balances in the company's management. Furthermore, the Company has clear policies and practices for managing conflicts of interest, stipulating that directors with a vested interest or involvement shall not participate in the consideration or decision-making process for such matters at Board meetings. If any agenda item concerns a particular director, that director shall abstain from expressing an opinion to ensure transparent consideration and absence of conflicts of interest.

For practices that have not yet been implemented or adopted, the Company has considered them at the Board of Directors' meeting and duly recorded them as part of the Board's resolutions.

Other corporate governance performance and outcomes

The Company received an assessment result from the Corporate Governance Report of Thai Listed Companies survey project (Corporate Governance Report of Thai Listed Companies: CGR) for the year 2024 at an "Excellent" level (5 stars) with a total score of 91 points, and received an "Outstanding" rating for the quality of its Annual General Meeting of Shareholders for the year 2025, reflecting efficient and transparent corporate governance operations that appropriately consider shareholders' rights.

In addition, the Company has received prestigious awards from the stage of SET Awards 2025, reinforcing its leadership in the comprehensive human resource management services business (Total HR Solutions), by receiving the Best Investor Relations Awards and an A-level rating in the SET ESG Ratings for sustainable stocks for the year 2025, which reflects its business operations under good governance, transparency, and long-term sustainable growth.

Corporate Governance Structure

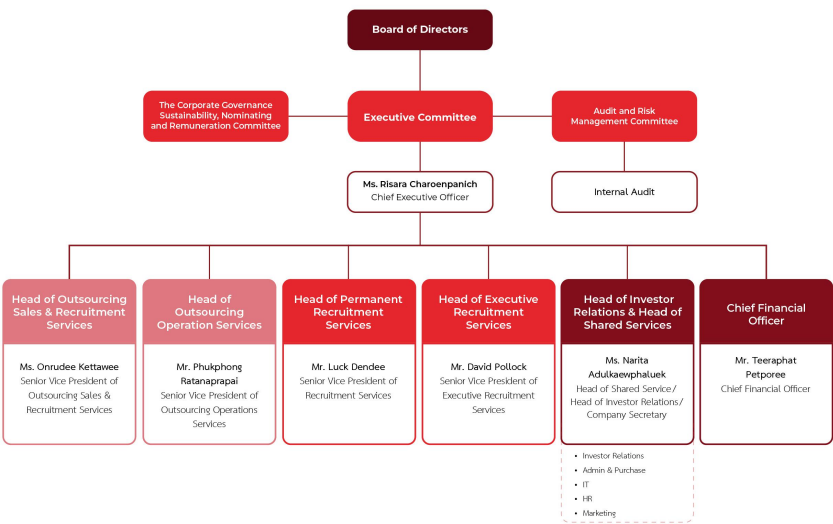
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Corporate Governance Structure

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	10		9		9	
	7	3	6	3	6	3
Executive directors	5		5		5	
	2	3	2	3	2	3
Non-executive directors	5		4		4	
	5	0	4	0	4	0
Independent directors	4		3		3	
	4	0	3	0	3	0
Non-executive directors who have no position in independent directors	1		1		1	
	1	0	1	0	1	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	70.00	30.00	66.67	33.33	66.67	33.33
Executive directors	50.00		55.56		55.56	
	20.00	30.00	22.22	33.33	22.22	33.33
Non-executive directors	50.00		44.44		44.44	
	50.00	0.00	44.44	0.00	44.44	0.00
Independent directors	40.00		33.33		33.33	
	40.00	0.00	33.33	0.00	33.33	0.00
Non-executive directors who have no position in independent directors	10.00		11.11		11.11	
	10.00	0.00	11.11	0.00	11.11	0.00

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	52		51		52	
	55	45	53	46	54	47

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
1. Mr. Nipon Bundechanan Gender: Male Age : 54 years Highest level of education : Doctoral degree Study field of the highest level of education : Industrial Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes Shareholding in the company • Direct shareholding : 600,000 Shares (0.100000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %)	Chairman of the board of directors (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	11 Nov 2019	Risk Management, Leadership, Strategic Management, Corporate Management, Internal Control

List of directors	Position	First appointment date of director	Skills and expertise
2. Mr. Luck Dendee Gender: Male Age : 56 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 48,078,000 Shares (8.013000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %)	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	6 Oct 1997	Human Resource Management, Business Administration, Data Management, Corporate Management, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
3. Ms. Risara Charoenpanich Gender: Female Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Marketing Communication Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 100,531,765 Shares (16.755294 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 26,082,500 Shares (4.347083 %)	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	12 Mar 2012	Business Administration, Marketing, Leadership, Strategic Management, Human Resource Management

List of directors	Position	First appointment date of director	Skills and expertise
4. Ms. Onrudee Kettawee Gender: Female Age : 45 years Highest level of education : Master's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 90,325,883 Shares (15.054314 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 2,368,900 Shares (0.394817 %)	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	3 Oct 2018	Business Administration, Economics, Marketing, Human Resource Management, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
5. Mr. Chan Itthithavorn Gender: Male Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Continuing director (Full term of directorship and being re-appointed as a director)	11 Nov 2019	Business Administration, Accounting, Finance, IT Management, Internal Control

List of directors	Position	First appointment date of director	Skills and expertise
6. Mr. Phukphong Ratanapapai Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 2,330,661 Shares (0.388444 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %)	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	11 Nov 2019	Marketing, Human Resource Management, Business Administration, Corporate Management, Leadership

List of directors	Position	First appointment date of director	Skills and expertise
7. Ms. Narita Adulkaewphaluek Gender: Female Age : 48 years Highest level of education : Master's degree Study field of the highest level of education : Management Information System Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 2,728,859 Shares (0.454810 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %)	Director (Executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	11 Nov 2019	Accounting, Sustainability, Governance/ Compliance, IT Management, Law

List of directors	Position	First appointment date of director	Skills and expertise
8. Mr. Metha Angwattanapanich Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %)	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	25 Apr 2024	Engineering, Business Administration, Risk Management, Strategic Management, Internal Control

List of directors	Position	First appointment date of director	Skills and expertise
9. Mr. Ekaluck Wangchucherdkul Gender: Male Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %)	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Newly appointed director to replace the ex-director	10 Nov 2025	Strategic Management, Finance, Budgeting, Business Administration, Finance & Securities

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

Diagram of list of the board of directors



Mr. Nipphon Bundechanan
Chairman (Acting) / Chairman of the Corporate Governance, Sustainability, Nominating and Remuneration Committee / Member of the Audit Committee / Independent Director



Mr. Chan Itthithavorn
Chairman of Audit Committee / Member of the Corporate Governance, Sustainability, Nominating and Remuneration Committee / Independent Director



Mr. Metha Angwatanapanich
Independent Director / Member of the Audit Committee / Member of the Corporate Governance, Sustainability, Nominating and Remuneration Committee



Mr. Luck Dendee
Director / Executive Director / Senior Vice-President of Recruitment Services



Ms. Risara Charoenpanich
Director / Member of the Corporate Governance Sustainability, Nominating and Remuneration Committee / Chairman of the Executive / Chief Executive Officer



Ms. Onrudee Kettawee
Director / Executive Director / Senior Vice-President of Outsourcing Sales and Recruitment Division, Outsourcing Services



Ms. Narita Adulkaewphaluek
Director / Executive Director / Head of Shared Service / Head of Investor Relations / Company Secretary



Mr. Phukphong Ratanaprapai
Director / Member of the Corporate Governance, Sustainability, Nominating and Remuneration Committee / Executive Director / Senior Vice-President of Executive Operations Division, Outsourcing Operations Services



Mr. Ekaluck Wangchucherdkul
Director

List of board of directors who resigned / vacated their position during the year

List of directors	Position	Date of resignation / termination	Replacement director
1. Mr. Panya Chutisiriwong Gender: Male Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No	8 Oct 2025	Mr. Ekaluck Wangchucherdkul Appointment date of replacement director : 10 Nov 2025

Additional explanation:

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

(1) Dishonest act or gross negligence

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

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

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mr. Nipon Bundechanan	Chairman of the board of directors		✓	✓		
2. Mr. Luck Dendee	Director	✓				✓
3. Ms. Risara Charoenpanich	Director	✓				✓
4. Ms. Onrudee Kettawee	Director	✓				✓
5. Mr. Chan Itthithavorn	Director		✓	✓		
6. Mr. Phukphong Ratanapapai	Director	✓				✓
7. Ms. Narita Adulkaewphaluek	Director	✓				
8. Mr. Metha Angwattanapanich	Director		✓	✓		
9. Mr. Ekaluck Wangchucherdkul	Director		✓		✓	
Total (persons)		5	4	3	1	4

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
Total (persons)		5	4	3	1	4

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	11.11
2. Finance & Securities	1	11.11
3. Law	1	11.11
4. Marketing	3	33.33
5. Accounting	2	22.22
6. Finance	2	22.22
7. Human Resource Management	4	44.44
8. Sustainability	1	11.11
9. IT Management	2	22.22
10. Data Management	1	11.11
11. Corporate Management	3	33.33
12. Engineering	1	11.11
13. Leadership	3	33.33
14. Strategic Management	6	66.67
15. Risk Management	2	22.22

Skills and expertise	Number (persons)	Percent (%)
16. Internal Control	3	33.33
17. Budgeting	1	11.11
18. Governance/ Compliance	1	11.11
19. Business Administration	7	77.78

Knowledge, Expertise, or Specialized Experience Relevant to the Companys Business

Board Diversity

The Board of Directors has established a Board Diversity Policy (Board Diversity Policy) emphasizing diversity in terms of gender, age, skills, experience, and expertise in areas essential for good corporate governance. The company utilizes the Board Performance Evaluation Framework (Skill Matrix) To ensure that the Board of Directors comprises individuals with comprehensive knowledge, capabilities, and experience in key areas such as data management, organizational management, human resource management, economics, accounting, finance, general management, and business administration, etc.

All non-executive directors of the company possess relevant work experience in the company's business and a thorough understanding of the industry in which the company operates. This contributes to effective, transparent governance and strategic decision-making, in line with good corporate governance principles.

Furthermore, the Board of Directors emphasizes promoting gender diversity within the board structure, recognizing that gender diversity enhances comprehensive perspectives, supports strategic decision-making, and strengthens sustainable good corporate governance.

Currently, the company has a proportion of female directors accounting for 33% of the total number of directors, and the Board of Directors is committed to maintaining this proportion of female directors in the future and considering increasing the proportion of female directors when appropriate opportunities arise. This will be reviewed annually through the consideration of director nominations and appointments, and will be carried out based on qualifications, knowledge, capabilities, and suitability for the company's business, without gender discrimination.

List of Directors			Knowledge, Expertise, or Specific Experience Related to the Company's Business								Knowledge, Expertise, or Experience in Macroeconomic Management								Other Knowledge, Expertise, or Experience			
			Strategic Management	Organizational Management	Economics	Marketing	Accounting	Finance	Human Resource Management	Information Technology Management	Leadership	Risk Management	Internal Audit	Budgeting	Laws / Regulations Related to Securities and the Stock Exchange	Business Administration	Data Management	Data Analytics	Sustainability	Corporate Governance	Capital Markets and Securities	Engineering
1	Mr. Nipphon Bundechanan	- Chairman (Acting) - Independent Director - Non-Executive Director	●	●						●	●	●			●						●	
2	Mr. Chan Itthithavorn	- Independent Director - Non-Executive Director				●	●		●			●			●				●			
3	Mr. Metha Angwattanapanich	- Independent Director - Non-Executive Director	●								●	●			●						●	
4	Mr. Ekaluck Wangchucherdkul	Non-Executive Director	●				●				●		●		●					●		
5	Mr. Luck Dendee	Executive Director	●	●				●		●					●	●						
6	Ms. Risara Charoenpanich	Executive Director	●			●		●		●		●			●			●	●			
7	Ms. Narita Adulkaewphaluek	Executive Director				●		●	●	●	●		●					●	●			
8	Mr. Phukphong Ratanapapai	Executive Director		●		●		●		●					●							
9	Ms. Onrudee Kettawee	Executive Director	●		●	●		●	●	●					●							

Board Skill Matrix

Information about the other directors ^(*)_(**)

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	Yes	Yes
The chairman of the board and the highest-ranking executive are from the same family	No	No	No
Chairman is a member of the executive board or taskforce	-	No	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	Yes	Yes

Additional explanation :

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

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

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

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

Methods of balancing power between the board of : Appointing an independent director to jointly consider the
directors and Management agenda of the board of directors meeting

Measures for Checks and Balances between the Board and Management

The Company places importance on the balance of power between the Board and management, with appropriate measures for checks and balances clearly defined in terms of structure and roles. The Company has increased the proportion of independent directors to more than half of the total directors to enhance independence, transparency, and checks and balances in corporate governance.

The Company has clearly delineated the scope of duties and responsibilities between the Board of Directors and the management, as follows:

1. Key Responsibilities of the Board of Directors

The Board of Directors has primary duties and responsibilities in overseeing corporate governance at the policy level and setting the organization's direction, covering:

- Considering, approving, and/or providing opinions on important matters related to the company's operations, such as defining policies, vision, mission, values, strategies, objectives, and operational goals, both financial and non-financial.
- Overseeing business operations to comply with corporate governance principles, codes of conduct, and business ethics, as well as promoting the creation of an organizational culture committed to integrity and ethics at all employee levels.
- Overseeing the operations and various projects of the Board of Directors appropriately to efficiently achieve the company's main objectives and goals.
- Recruiting, developing, determining compensation for, and evaluating the performance of the Chief Executive Officer.
- Defining the compensation and welfare structure for employees at all levels, and overseeing the establishment of appropriate, fair, and performance-aligned compensation systems and mechanisms for both short-term and long-term company performance, with the Corporate Governance, Sustainability Development, Nomination, and Remuneration Committee effectively supervising and scrutinizing these matters.

2. Joint Roles of the Board of Directors and Management

The Board of Directors collaborates with the management to define and oversee overall operations, appropriately delegating management authority to the management. The management is responsible for executing operations in accordance with the strategies, policies, and plans approved or endorsed by the Board of Directors, and for regularly reporting operational results to the Board of Directors, covering:

- Defining and reviewing strategies, objectives, business plans, and annual budgets.
- Establishing and overseeing internal control systems and risk management systems to ensure they are appropriate and adequate.
- Defining the scope of authority for the management to align with their responsibilities.

The Board of Directors will oversee at the policy level (Policy Level) While the management is responsible for administration and operations (Execution) to align with approved strategies, policies, and plans, including decisions related to business operations, marketing, sales, procurement, human resource management, and general administration, to ensure the company's operations are efficient and sustainable.

3. Separation of Roles and Duties between the Chairman of the Board and the Chief Executive Officer

The Company has clearly defined the separation of roles, duties, and responsibilities between the Chairman of the Board and the Chief Executive Officer to ensure a balance of power (Checks and Balances) and supporting the efficiency of corporate governance in accordance with good governance principles (Good Corporate Governance)

The Chairman of the Board is an independent director and does not hold a position in the management or as a senior executive of the company, which aligns with good corporate governance principles and helps enhance transparency, independent oversight, and reduce conflicts of interest.

The Chairman of the Board plays a crucial role as the leader of the Board and is responsible for overseeing the efficient performance of the Board's duties. This includes ensuring that the Board performs its duties in accordance with its defined roles, authorities, and responsibilities, and that the Board's operations adhere to good governance principles, policies, and guidelines set by the company. The Chairman of the Board presides over meetings of the Board of Directors and shareholder meetings, setting agendas that are important and necessary for business operations, allocating appropriate meeting times, and providing opportunities for all directors to express their opinions freely and comprehensively.

Furthermore, the Chairman of the Board also plays a role in fostering good relationships and creative collaboration among the Board of Directors, management, and relevant stakeholders to support business operations and the achievement of the company's objectives.

Meanwhile, the Chief Executive Officer serves as the highest executive of the organization, responsible for managing the company's operations in accordance with the policies, strategies, and plans approved by the Board of Directors, as well as efficiently managing resources to achieve the organization's business objectives. The Chief Executive Officer also plays a role in presenting information, analyzing situations, and proposing strategic approaches for the Board's decision-making, and has the authority to approve various matters within the scope of authority delegated by the Board.

This separation of roles between the Chairman and the Chief Executive Officer enhances transparency, prevents conflicts of interest, and creates a balance between high-level policy setting and practical management, which aligns with the principles of good corporate governance (CGR) and strictly adhere to relevant legal requirements.

Reference link for the measures for balancing the power between the board of directors and the management : <https://investor.prtr.com/storage/content/corporate-governance/cg-policy/prtr-cg-policy-th.pdf>

Page number of the reference link : 6-8

Information on the roles and duties of the board of directors

Board charter : Have

The company stipulates Authority duties, and responsibilities of the Board of Directors as follows:

1. The Board of Directors has the power, duties, and responsibilities to oversee the company's management and operations to comply with laws, objectives, company regulations, and resolutions of shareholders' meetings, with honesty and prudence, for the utmost benefit of the company and its shareholders.
2. Establish the company's vision, mission, operational policies and direction, and oversee management to effectively implement established policies to create value and maximize value for the company and shareholders sustainably, by regularly considering, reviewing, and approving the company's vision, mission, strategies, and goals annually, for both the short term (1 year) and medium to long term (3-5 years), taking into account environmental conditions and changing factors, including innovations and technologies used in business operations.
3. Establish annual work plans, budgets, and performance indicators for the company. Control and supervise (Monitoring and Supervision) the management and administration of the executive team, as well as the company's

quarterly performance and results compared to the work plan and budget, and consider future trends for the remainder of the year.

4. Establish the compensation and welfare structure for employees by implementing an appropriate remuneration system that aligns with the company's performance in both the short and long term.
5. Ensure that management establishes reliable accounting systems, financial reporting, and auditing, as well as monitors and oversees the adequacy of financial liquidity, and implements adequate and appropriate internal control systems.
6. Consider and approve the acquisition or disposal of assets, investment in new businesses, and any operations in accordance with relevant laws, announcements, requirements, and regulations.
7. Consider and/or provide opinions on connected transactions and/or the execution of transactions (in cases where the size of the transaction does not require approval by a shareholders' meeting) of the company and its subsidiaries, in accordance with relevant laws, announcements, requirements, and regulations.
8. Ensure no conflicts of interest arise among the company's stakeholders.
9. Consider and approve interim dividend payments to shareholders.
10. Consider various matters fairly, taking into account the interests of all groups of shareholders and stakeholders of the company. Directors must promptly inform the company if they have an interest in any contract made with the company or if their shareholding in the company or its subsidiaries increases or decreases. For transactions with directors or individuals who may have a conflict of interest or an interest, or any other potential conflict of interest with the company and its subsidiaries, the director with such an interest shall not have the right to vote on the approval of that transaction.
11. Oversee corporate governance with ethics and morality, including promoting an organizational culture where employees at all levels adhere to and perform their duties with integrity and ethics, and annually review the company's corporate governance and business ethics handbook, and regularly evaluate compliance with the handbook at least once a year.
12. Report on its responsibility in preparing financial reports, presented alongside the auditor's report in the annual report, and covering important matters in accordance with the policy on good practices for directors of listed companies of the Stock Exchange, as well as disclosing important information accurately, sufficiently, and timely, in compliance with relevant rules, standards, and guidelines.
13. Delegate to one or more directors or any other person to perform any act on behalf of the Board of Directors. Such delegation of authority to a director must not be a delegation or sub-delegation that causes the director or any other type of interest to conflict with the interests of the company or its subsidiaries.
14. Appoint sub-committees to assist in overseeing the management system and internal control system in accordance with established policies, and mandate annual performance evaluations, as well as review the duties and responsibilities according to the charter of each sub-committee.
15. Consider delegating powers, duties, and responsibilities in management to the executive team to clearly separate the roles and responsibilities between the Board of Directors and management, as well as to oversee and monitor management's execution and performance of assigned duties, and regularly review such separation of roles and evaluate management's performance to maintain management balance, enhance independence in performing duties, and increase operational efficiency.
16. Prepare and review the succession plan to define the process for succession of senior executives.
17. Appoint a Company Secretary to ensure that the Board of Directors and the company comply with relevant laws and regulations.
18. Consider and establish enterprise-wide risk management policies and oversee the establishment of a risk management system or process with appropriate mitigating measures and control methods to reduce impacts on the business of the company and its subsidiaries.
19. Annually evaluate the performance of the Board of Directors, both as a whole and individually, to serve as a framework for reviewing the Board's duties and responsibilities according to the Board of Directors' charter.

Scope of duties and responsibilities of the Chairman of the Board

1. Is responsible for calling Board of Directors meetings. For such meetings, the Chairman of the Board, the Company Secretary, or an authorized person shall send meeting notices to the directors in accordance with the company's articles of association.
2. Serves as the chairman of Board of Directors meetings and shareholders' meetings, and plays a role in setting the meeting agenda in conjunction with the Chief Executive Officer.
3. Plays a role in effectively controlling meetings, ensuring compliance with company regulations, supporting and providing opportunities for directors to express opinions freely, and is responsible for allocating sufficient time for each agenda item for directors to discuss and express opinions independently on important issues, taking into account the fair interests of shareholders and stakeholders.
4. Support and encourage the Board of Directors to perform their duties to the fullest extent of their authority, responsibilities, and in accordance with good corporate governance principles, including fostering good relationships between executive and non-executive directors, and between the Board of Directors and management.
5. Oversee and monitor the management of the Board of Directors and other sub-committees to achieve the defined objectives.

Scope of authority, duties, and responsibilities of the Chief Executive Officer

1. Control and oversee the company's operations and/or daily management.
2. Prepare policies and Establish annual business plans, operational plans, and budget plans. including business strategies. of the company and its subsidiaries, as proposed by the management, including defining the structure and management authority, to be submitted to the Board of Directors for further consideration and approval.
3. Oversee operations or performance for the benefit of the company, in accordance with its vision, business direction, policies, business strategies, goals, and operational plans. and the budget approved by the company's Board of Directors, including monitoring, tracking, and evaluating the company's performance in accordance with established policies, and is responsible for reporting management performance and operational progress to the Audit Committee and the Board of Directors.
4. Consider and approve the company's normal business transactions in accordance with the investment budget or budget approved by the Board of Directors, where the limit for each item is as specified in the table of approval authority already approved by the Board of Directors, including the execution of various contracts related to such matters.
5. Has the authority to consider and approve expenditures for the company's normal business operations in accordance with the budget approved by the Board of Directors and in line with the approval authority already approved by the Board of Directors.
6. Has the authority to approve manpower allocation, employee hiring and placement, determination of wages, remuneration, and bonuses, and employee appointments and transfers, including considering and defining the duties and responsibilities of each department and position for employees below the Chief Executive Officer level. down
7. Has the authority to issue orders, regulations, announcements, and various memos to ensure the company's operations align with policies and serve the company's interests, as well as to maintain internal organizational discipline.
8. Has the authority to appoint advisors or various working groups for the benefit and efficiency of good and transparent management, and has the authority to delegate powers to one or more other persons to perform any act, under the control of Chief Executive Officer or may delegate authority to such person to have powers as Chief Executive Officer deems appropriate, and within a reasonable timeframe, the Chief Executive Officer may revoke, withdraw, change, or amend the authorized person or the delegation of authority as deemed appropriate.
9. Perform other duties as assigned by the Board of Directors.

Setting the date for Board of Directors meetings

The Board of Directors annually sets the schedule for Board of Directors meetings and sub-committee meetings in advance. The Company Secretary prepares and informs directors of the meeting schedule, agenda, and meeting dates for the entire year in advance from late in the year prior to the meetings in the following year, to allow directors to plan and allocate time to attend meetings appropriately. The company holds Board of Directors meetings no less than once per quarter. once, and may arrange additional special meetings as necessary.

For each meeting, the company clearly defines the agenda, covering items for consideration, items for acknowledgment, and items for discussion and expression of opinions. Complete and sufficient meeting documents are prepared and sent to directors at least 7 days in advance to allow directors sufficient time to review the information before attending the meeting.

During the meeting, the Chairman of the Board sets the agenda and allocates time appropriately to allow all directors to discuss and express opinions freely and comprehensively. Resolutions at Board of Directors meetings can be passed when no less than 2 out of 3 of the total number of directors

The company prepares written meeting minutes by the Company Secretary. After approval by the meeting, the minutes are kept at the Company Secretary's office (details of meeting attendance are specified under the heading "Board of Directors Meeting Attendance").

In the year 2025, the entire Board of Directors had an attendance rate of 100% per year, and each director attended 100% of all meetings, both in physical meetings and e-meetings.

To support good corporate governance principles, in February 2025, the company held one meeting of independent non-executive directors to discuss the oversight of management operations, including considering issues that might lead to conflicts of interest. The Chairman of the Board presented the opinions and issues from this meeting to the Board of Directors for acknowledgment and assigned the Chairman of the Executive Board to monitor, coordinate, and proceed with the relevant issues appropriately.

Reference link for the board charter : <https://investor.prtr.com/storage/content/corporate-governance/charter-board-and-subcommittee/prtr-director-handbook-th.pdf>

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls
- Risk management

Scope of authorities, role, and duties

Duties and Responsibilities regarding Audit:

1. To review that the Company and its subsidiaries' financial reports are accurate as they should be, in accordance

with generally accepted accounting principles, and are adequately disclosed.

2. To review that the Company and its subsidiaries have appropriate and effective internal control systems, internal audit systems, and risk management policies, and to consider the independence of the internal audit unit, as well as to approve, in conjunction with the Chief Executive Officer, the appointment, transfer, or dismissal of the Head of the Internal Audit Unit or other external agencies responsible for internal audit.

3. To review that the Company complies with the Securities and Exchange Act, the Stock Exchange regulations, and other laws related to the business of the Company and its subsidiaries.

4. To consider, select, propose, and appoint independent individuals to serve as the Company's auditors, as well as to dismiss the Company's auditors and propose their remuneration. This includes holding at least one meeting per year with the auditors without the presence of management. The auditor shall cease to perform duties for the Company in the following cases:

1) The auditor violates and/or fails to comply with Section 89/25 of the Securities and Exchange Act B.E. 2535 (as amended).

2) The certified public accountant license becomes ineffective under the law on the accounting profession.

3) The auditor commits professional misconduct, violates, or fails to comply with the code of ethics for auditors in a material way, and receives a suspension or revocation of their license under the law on the accounting profession.

4) The auditor is determined by the Council of the Federation of Accounting Professions to have behavior that brings discredit to the accounting profession.

5. To consider and provide opinions on connected transactions or transactions that may have conflicts of interest, in compliance with laws and Stock Exchange regulations, to ensure that such transactions are reasonable and provide the utmost benefit to the Company.

6. To prepare the report of the Audit and Risk Management Committee, to be disclosed in the Company's annual report. Such report must be signed by the Chairman of the Audit and Risk Management Committee and must include at least the following information:

1) Opinion on the accuracy, completeness, and reliability of the Company's financial reports.

2) Opinion on the adequacy of the Company's internal control system.

3) Opinion on compliance with the Securities and Exchange Act, the Stock Exchange of Thailand regulations, or laws related to the Company's business.

4) Opinion on the suitability of the auditor.

5) Opinion on transactions that may have conflicts of interest.

6) Number of Audit and Risk Management Committee meetings and attendance of each audit committee member.

7) Overall opinions or observations obtained by the Audit and Risk Management Committee from performing its duties according to the Audit and Risk Management Committee Charter.

8) Other items that shareholders and general investors should be aware of, within the scope, duties, and responsibilities assigned by the Board of Directors.

7. To review and provide opinions on the internal audit plan and the performance of the internal audit unit in carrying out its duties. The Audit and Risk Management Committee has the authority to invite relevant management, executives, or employees of the Company to provide opinions, attend meetings, or submit documents as deemed necessary.

8. In performing its duties, if the Audit and Risk Management Committee finds or suspects any of the following items or actions that may significantly affect the Company's financial position and operating results, the Audit and Risk Management Committee shall report to the Board of Directors for corrective action within a timeframe deemed appropriate by the Audit and Risk Management Committee:

1) Transactions that may have conflicts of interest.

2) Fraud or significant irregularities or deficiencies in the internal control system.

3) Violation of the Securities and Exchange Act, the Stock Exchange of Thailand regulations, or laws related to the

Company's business. If the Board of Directors or management fails to take corrective action within the timeframe deemed appropriate by the Audit and Risk Management Committee, any member of the Audit and Risk Management Committee may report such items or actions to the Office of the Securities and Exchange Commission or the Stock Exchange of Thailand.

9. To assess the adequacy and suitability of the anti-fraud risk management policy and the systems used for risk management, with the primary responsibility for organizational risk management as follows:

1) To review the internal audit plan of the internal audit unit to cover the review of internal controls for anti-corruption measures and related policies, as well as fraud risks in other operational processes.

2) To acknowledge fraud-related reports, including periodic updates on fraud risk management, serious fraud incidents, investigation outcomes, and penalties.

3) To consult with the auditor in the event that the Company experiences significant fraud incidents.

10. To review the Audit and Risk Management Committee Charter and propose it for Board approval.

11. To have the authority to seek independent opinions from other professional advisors when deemed necessary, at the Company's expense.

12. To evaluate performance by self-assessment and report the evaluation results, along with any obstacles in performance that may prevent the achievement of the objectives for which the Audit and Risk Management Committee was established, to the Board of Directors annually.

13. To perform any other duties assigned by the Board of Directors with the approval of the Audit and Risk Management Committee.

Duties and Responsibilities regarding Risk Management:

1. To consider, establish, revise, and review the adequacy of the organizational risk management policy and framework, including the positive and negative impacts of risks, at least once a year, to align with the Company's objectives, strategies, and operational goals. This includes various types of risks, including but not limited to strategic risks, operational risks, financial risks, compliance risks with laws, regulations, and rules, and environmental, social, community, and governance risks. This also includes supervising and supporting each business unit of the group to effectively and efficiently implement risk management in accordance with the established organizational risk management policy and framework.

2. To consider, establish, review, and approve risk assessments, risk response methods, risk management plans proposed by management, and risk reports, and to oversee the risk management process by identifying risks that may affect the group, from both internal and external factors, to assess the impact and likelihood of potential risks, prioritize risks, and establish action plans and measures for risk management, to ensure that such risks are at an appropriate and acceptable level. This also includes defining the acceptable risk level (Risk Appetite) and the deviation from the acceptable risk level (Risk Tolerance) for the group.

3. To consider emerging risks that may have a long-term impact on the Company, including establishing action plans and measures for managing such risks.

4. To promote and support the continuous development and improvement of risk management processes, including the ongoing development of various tools and information systems, as well as to foster an effective risk management culture within the organization.

5. To regularly control and monitor risk management results, including assessing the potential likelihood of risks from the group's operations. Additionally, the Audit and Risk Management Committee should establish an early warning system for risk monitoring by defining appropriate Key Risk Indicators to ensure that each business unit can respond to emerging risks promptly and appropriately, and in accordance with established guidelines.

6. The Audit and Risk Management Committee may request necessary documents from relevant departments to perform its duties and responsibilities, and may invite executives and/or relevant officers to attend meetings to clarify and provide information as deemed appropriate by the Audit and Risk Management Committee.

7. To establish a Risk Management Working Group to assist with various tasks, and to appoint independent advisors

with knowledge and expertise to provide consultation, advice, and assistance to the Audit and Risk Management Committee.

8. To acknowledge the report on the audit results of the risk management process prepared by the Company's internal audit unit from the Risk Management Working Group at least once a year.
9. To evaluate annual risk performance and report the evaluation results to the Board of Directors.
10. To perform any other duties related to risk management as assigned by the Board of Directors or as prescribed by law or relevant authorities.

Reference link for the charter

<https://investor.prtr.com/storage/content/corporate-governance/charter-board-and-subcommittee/prtr-audit-committee-handbook-th.pdf>

Executive Committee

Role

- Director and executive nomination
- Remuneration
- Corporate governance
- Sustainability development

Scope of authorities, role, and duties

1. Operate and manage the company's business in accordance with its objectives, articles of association, policies, regulations, requirements, and resolutions of the Board of Directors' meetings and/or shareholders' meetings.
2. Control, supervise, and monitor the company's performance to ensure it aligns with established policies, goals, business plans, business strategies, and budgets, as well as various management authorities approved by the Board of Directors, to operate efficiently and effectively in support of the business environment, and to provide consultation and management advice to senior executives.
3. Review and screen management proposals and present the company's goals, policies, strategies, business plans, and annual budget before submitting them to the Board of Directors for consideration and approval.
4. Approve significant capital expenditures as stipulated in the annual expenditure budget, as delegated by the Board of Directors, or as previously approved in principle by the Board of Directors.
5. Have the authority to consider and approve expenses for the company's normal business operations, in accordance with the budget approved by the Board of Directors, with the limit for each item adhering to the approval authority matrix previously approved by the Board of Directors.
6. Monitor the performance and progress of investment projects for each business, and report the results, including any problems or obstacles encountered and proposed solutions, to the Board of Directors.
7. Propose an organizational structure suitable for the company's operations to the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee for endorsement before submitting it to the Board of Directors for consideration and approval.
8. Consider the profit and loss of the company and its subsidiaries, and propose interim or annual dividend payments for the Board of Directors' approval.
9. Have the authority to consider and propose the annual budget for employee salary increases or adjustments, and the payment of annual bonuses to employees of the company and its subsidiaries, by presenting it to the Board of Directors for approval as part of the annual budget.
10. Arrange for executives, management, or employees to attend Executive Committee meetings, or to prepare and provide information relevant to matters to be discussed at Executive Committee meetings.
11. Procure consultants or independent individuals to provide opinions or advice as necessary.

12. Have the authority to delegate powers to one or more other persons to perform any act, under the control of the Executive Committee, or may delegate powers to such persons as the Executive Committee deems appropriate and for such period as the Executive Committee deems appropriate. The Executive Committee may revoke, withdraw, change, or amend the delegated persons or the delegation as it deems appropriate.

Reference link for the charter

<https://investor.prtr.com/storage/content/corporate-governance/charter-board-and-subcommittee/prtr-executive-committee-handbook-th.pdf>

Corporate Governance, Sustainability, Nominating and Remuneration Committee

Role

- Others
- Corporate Governance
- Sustainable Development
- Recruitment and Compensation

Scope of authorities, role, and duties

Corporate Governance:

1. Develop and recommend corporate governance practices suitable for the Company and consistent with the principles of good corporate governance of the Stock Exchange of Thailand, for submission to the Board of Directors.
2. Monitor the Company's operations to ensure compliance with the Company's good corporate governance practices as approved by the Board of Directors.
3. Review the Company's good corporate governance practices by comparing them with international good corporate governance principles and those of the Stock Exchange of Thailand, and submit them to the Board of Directors for continuous improvement.
4. Review the business philosophy, business ethics, operational ethics, employee ethics, and related practices as appropriate, for submission to the Board of Directors.
5. Perform any other duties related to good corporate governance as assigned by the Board of Directors.

Sustainable Development:

1. Review the Company's ESG policies, goals, and strategies.
2. Oversee and assess sustainability performance in line with best practices.
3. Review ESG disclosures in the annual report (Form 56-1 One Report).
4. Perform other duties as assigned by the Board.

Nomination and Remuneration:

1. Recommend the structure, size, and composition of the Board of Directors and various sub-committees, including defining qualifications, criteria, and policies for considering nominees for selection as directors and sub-committee members, in accordance with the prescribed board structure, size, and composition.
2. Consider and propose names of individuals for appointment as company directors, sub-committee members, and Chief Executive Officer, for submission to the Board of Directors meeting and/or the Shareholders' meeting, in the event of a vacancy.
3. Consider policies and guidelines for determining monetary and non-monetary remuneration for the Board of Directors, sub-committees, and the Chief Executive Officer, in line with the Company's performance and that of other companies in the same industry, for submission to the Board of Directors and/or the Shareholders' meeting.

for further approval.

4. Set evaluation criteria for the CEO.

5. Review CEO and senior executive succession plans. other duties as assigned by the Board of Directors.

Reference link for the charter

<https://investor.prtr.com/storage/content/corporate-governance/charter-board-and-subcommittee/prtr-nomination-and-remuneration-committee-handbook-th.pdf>

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. Chan Itthithavorn^(*) Gender: Male Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	11 Nov 2019	Business Administration, Accounting, Finance, IT Management, Internal Control
2. Mr. Nipphon Bundechanan Gender: Male Age : 54 years Highest level of education : Doctoral degree Study field of the highest level of education : Industrial Management Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	11 Nov 2019	Risk Management, Leadership, Strategic Management, Corporate Management, Internal Control

List of directors	Position	Appointment date of audit committee member	Skills and expertise
3. Mr. Metha Angwattanapanich Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	14 May 2024	Engineering, Business Administration, Risk Management, Strategic Management, Internal Control

Additional explanation :

(*) Directors with expertise in accounting information review

List of audit committee members who resigned / vacated their position during the year

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Ms. Risara Charoenpanich Gender: Female Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Marketing Communication Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	1 Mar 2022

List of committee members	Position	Appointment date of executive committee member
2. Mr. Luck Dendee Gender: Male Age : 56 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	1 Mar 2022
3. Ms. Onrudee Kettawee Gender: Female Age : 45 years Highest level of education : Master's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	1 Mar 2022
4. Mr. Phukphong Ratanapapai Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	1 Mar 2022
5. Ms. Narita Adulkaewphaluek Gender: Female Age : 48 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	1 Mar 2022

List of executive committee members who resigned / vacated their position during the year

Other Subcommittees

Subcommittee name	Name list	Position
Corporate Governance, Sustainability, Nominating and Remuneration Committee	Mr. Nippon Bundechanan	The chairman of the subcommittee (Independent director)
	Mr. Chan Itthithavorn	Member of the subcommittee (Independent director)
	Mr. Metha Angwattanapanich	Member of the subcommittee (Independent director)
	Ms. Risara Charoenpanich	Member of the subcommittee
	Mr. Phukphong Ratanapapai	Member of the subcommittee

List of subcommittees who resigned / vacated their position during the year

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives⁽¹⁾

List of executives	Position	First appointment date	Skills and expertise
1. Ms. Risara Charoenpanich Gender: Female Age : 47 years Highest level of education : Master's degree Study field of the highest level of education : Marketing Communication Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Executive Officer (The highest-ranking executive)	12 Mar 2012	Business Administration, Marketing, Leadership, Strategic Management, Human Resource Management

List of executives	Position	First appointment date	Skills and expertise
2. Mr. Luck Dendee Gender: Male Age : 56 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Vice President, Talent Acquisition	1 Jul 2018	Human Resource Management, Business Administration, Data Management, Corporate Management, Strategic Management
3. Ms. Onrudee Kettawee Gender: Female Age : 45 years Highest level of education : Master's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Vice President, Sales and Recruitment, Staffing Management	3 Oct 2018	Marketing, Human Resource Management, Business Administration, Economics, Data Management
4. Mr. Phukphong Ratanapapai Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Vice President, Staffing Services	11 Nov 2019	Marketing, Human Resource Management, Business Administration, Corporate Management, Leadership

List of executives	Position	First appointment date	Skills and expertise
5. Ms. Narita Adulkaewphaluek Gender: Female Age : 48 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Vice President, Corporate Administration	11 Nov 2019	Accounting, Sustainability, Governance/ Compliance, Budgeting
6. Mr. David Pollock Gender: Male Age : 53 years Highest level of education : Master's degree Study field of the highest level of education : Master of Arts in History Thai nationality : No Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Senior Vice President, Executive Talent Acquisition	11 Jan 2010	Human Resource Management, Strategic Management, Business Administration

List of executives	Position	First appointment date	Skills and expertise
7. Mr. Teeraphat Petporee (*) Gender: Male Age : 50 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	Chief Financial Officer	1 Sep 2023	Business Administration, Finance, Accounting
8. Ms. Kanlaya Pattarakulsri (**) Gender: Female Age : 45 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : Yes	Assistant Director, Accounting and Finance Department	1 Aug 2021	Accounting, Finance

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

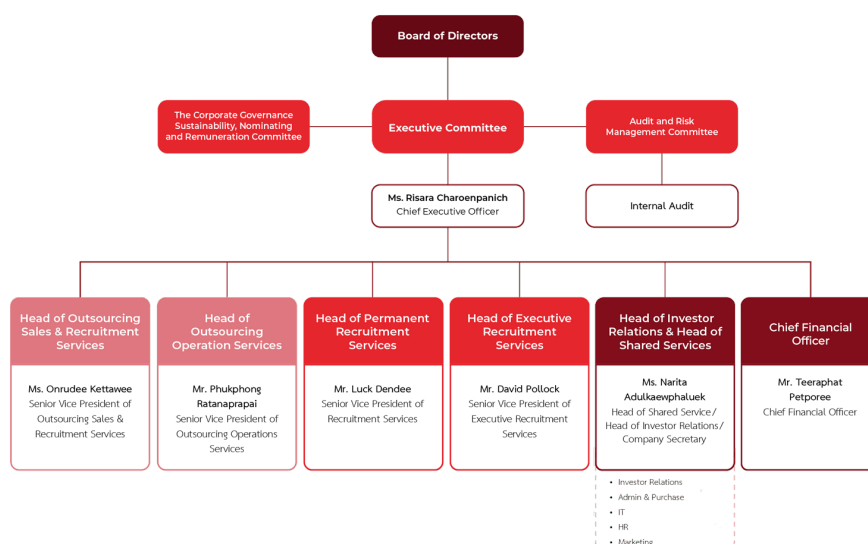
(***) Appointed after the fiscal year end of the reporting year

Remark: ⁽¹⁾ Executive (as defined by the SEC) refers to the Managing Director or the first four highest-ranking executives immediately following the Managing Director, including all persons holding positions equivalent to the fourth highest-ranking executive, and also includes persons holding positions at the level of department manager or equivalent in the accounting and finance functions.

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

Organization structure of the highest-ranking : 31 Dec 2025
 executive and the next four executives as of date

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



Remuneration policy for executive directors and executives

Appropriate Remuneration Structure and Performance Evaluation

Criteria and Methods for Director Remuneration Consideration

The Company has established written criteria and methods for determining director remuneration to incentivize and retain qualified directors with appropriate qualifications, knowledge, abilities, and experience for business operations. The Nomination and Remuneration Committee considers and proposes director remuneration to the Board of Directors for submission to the Shareholders' Meeting for approval. These criteria consider appropriateness and comparability with industry standards at the same level.

Criteria and Process for Remuneration Consideration of the Board of Directors and Sub-committees

The Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee uses the following criteria to determine remuneration:

Guidelines for Director Remuneration Consideration

1. Consider remuneration based on the roles, duties, responsibilities, and workload of the Board of Directors and sub-committees.
2. Consider the type, method of payment, and amount of remuneration for directors and sub-committee members.
3. Consider remuneration in line with the duties, responsibilities, dedication of directors, type and size of business, as well as market conditions and competitors. The remuneration must be at an appropriate and sufficient level to attract and retain qualified directors.
4. The Corporate Governance Committee also considers and determines the remuneration of the Chief Executive Officer as an executive.

Types of Director Remuneration

Directors receive only one type of remuneration: meeting attendance fees, paid solely based on the number of meetings attended. No other forms of remuneration, such as annual remuneration, bonuses, or other benefits, are provided. This is in accordance with the resolution of the Annual General Meeting of Shareholders. 2568, which stipulates that the remuneration structure can be summarized as follows:

Meetings	Meeting attendance fees	
	Chairman	Director
Board of Directors	60,000	40,000
Audit and Risk Management Committee	40,000	25,000
Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee	20,000	15,000

Executive Remuneration

The Company has established an appropriate remuneration structure that serves as an incentive for senior executives to perform in alignment with the organization's main objectives and goals, as well as with the company's long-term interests. This structure emphasizes fairness, appropriateness, and the creation of motivation to drive the organization towards sustainable growth.

The Company has clearly stipulated the criteria and methods for determining the Chief Executive Officer's remuneration in writing. The appropriateness of the existing criteria is regularly reviewed and compared with remuneration data from other companies in the same industry to ensure that the remuneration is market-aligned, appropriate, fair, and reflects the performance and responsibilities of the position, as well as to reward personnel who play a crucial role in the company's success.

In determining the Chief Executive Officer's remuneration, the Company assigns the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee to review and refine appropriate criteria and guidelines before submitting them to the Board of Directors for approval.

Criteria and Methods for Executive Remuneration Consideration

Guidelines for Executive Remuneration Consideration

- The Board of Directors, with the approval of the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee, establishes a remuneration structure that incentivizes the Chief Executive Officer, executives, and employees at all levels to perform in line with the organization's main objectives and goals, as well as to align with the company's best interests.
- The Board of Directors assigned the Corporate Governance Committee to consider and propose the criteria, amount, and forms of remuneration for the Chief Executive Officer, both short-term and long-term, based on relevant key performance indicators, including performance evaluation results and business achievements. Ability to develop the organization towards sustainability according to principles ESG and comparison with other listed companies on the stock exchange before submission to the Board of Directors for consideration and approval. The evaluation criteria must be capable of incentivizing the Chief Executive Officer to manage the business in alignment with long-term goals, strategies, and the best interests of the enterprise. Furthermore, the criteria, evaluation results, and development issues must be communicated to the Chief Executive Officer annually.
- For senior executives, the Chief Executive Officer is responsible for determining individual remuneration based on each executive's performance, referencing relevant key performance indicators and in accordance with the remuneration and welfare system approved by the Corporate Governance Committee, which includes short-term benefits such as annual salary adjustments and annual bonuses.
- The Board of Directors assigned the Corporate Governance Committee to establish and oversee a performance evaluation system and a mechanism for determining remuneration and welfare benefits for employees at all levels, in accordance with the remuneration structure and policies set by the Board of Directors.

Types of Executive Remuneration

1 Fixed Remuneration and Benefits

- **Salary and Fixed Remuneration (Fixed Allowance)** : The level of salary and fixed remuneration is determined by the duties, responsibilities of the position, experience, and unique capabilities of the executive. The rates are set according to criteria in comparable industries, considering the roles and responsibilities of the company's management levels and payment rates based on standard labor market salaries, as well as considering the progress of operational performance against the company's annual success metrics, which are clear standard criteria reviewed annually.
- **Other Benefits and Special Benefits** : The main objective of providing benefits and special benefits is to ensure employee security and assist in improving the quality of life for executives and their families, such as medical expenses, life insurance, health insurance plans, provident funds, and various welfare benefits according to company regulations and legal requirements.

2 Performance-based Remuneration

- **Bonus and Performance-based incentive**: This is a variable reward based on short-term performance achievements compared to the annual plan. It considers the progress of operational performance against the company's annual success metrics, which are clear standard criteria reviewed annually, including both financial results and other factors, by evaluating the performance of the company and individual employees.
- **Long-term Remuneration** : Long-term remuneration is a form of compensation that promotes long-term growth for the company and its shareholders, serves as a key incentive for important company executives, and reflects the efficiency of the company's growth.

The company has established the project EJIP (Employee Joint Investment Program) is a form of long-term remuneration for executives, designed to incentivize efficient performance and promote sustainable growth for the company and its shareholders. The objective of the EJIP program is to enable executives to participate in the company's shareholding, fostering long-term commitment and motivating executives to focus on positive long-term outcomes for the organization.

Reference link for remuneration policy for executive : <https://investor.prtr.com/storage/content/corporate-governance/cg-policy/prtr-cg-policy-th.pdf>
directors and executives

Page number of the reference link : 14

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

The Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee has considered and established the remuneration for directors and executives. This determination is based on the alignment with each individual's responsibilities and performance. Upon comparison with companies within the same industry and those of similar size, the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee considers the remuneration to be at an appropriate level, sufficient to attract and retain high-quality directors and executives within the company.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	28,662,735.00	31,492,671.00	34,638,477.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	28,662,735.00	31,492,671.00	34,638,477.00

Other remunerations of executive directors and executives

	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	649,035.00	832,971.00	929,178.75
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	Yes

The Company has established an Employer-Employee Joint Investment Program (Employee Joint Investment Program: EJIP), which encourages executives and employees to participate in company ownership, creating an incentive for performance and retaining personnel with the Company in the long term. The project has a duration of 3 years, commencing on May 1, 2025, to April 30, 2028. The Company will deduct employee salaries, and the Company will contribute to employees participating in the program at a rate of 100 percent of the employee's monthly investment value.

In the year 2025, 6 senior executives participated in the program, and the Company contributed a total of 0.58 million Baht.

Outstanding remuneration or benefits of executive directors and executives

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

Estimated remuneration of executive directors and : 0.00
executives in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Kanlaya Pattarakulsri	kanlaya@prtr.com	081-755-0745

List of the company secretary

General information	Email	Telephone number
1. Ms. Narita Adulkaewphaluek	narita@prtr.com	083-988-4852

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Chalida Kongprajya	chalida.kongprajya@th.pwc.com	+66 2844 1000

List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Prapaporn Injeen	prapaporn.in@prtr.com	083-988-5397

Head of investor relations

Does the Company have an appointed head of : Have
investor relations

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Narita Adulkaewphaluek	ir@prtr.com	+66 (0) 63 237 3997

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
DELOITTE TOUCHE TOHMATSU JAIYOS AUDIT COMPANY LIMITED No. 111 AIA Sathorn Tower, 23rd-27th Floor, Sathorn South Road. YAN NAWA SATHON Bangkok 10120 Telephone number +66 2034 0000	2,430,000.00	Types of non-audit service : Information Technology (IT) Audit Fee Details of non-audit service : Information Technology (IT) Audit Fee Total non-audit fee 104,673.00 baht	1. Ms. PORAKOCH JONGKOLSIRI Email: pjongkolsiri@deloitte.com Telephone number: +66 2034 0000 License number: 7150 2. Ms. JUNTIRA JUNTRACHAICHOAT Email: jjuntrachaichoat@deloitte. com Telephone number: +66 2034 0000 License number: 6326 3. Mr. WEE SUJARIT Email: wsujarit@deloitte. com Telephone number: +66 2034 0000 License number: 7103 4. Ms. LASITA MAGUT Email: lmagut@deloitte. com Telephone number: +66 2034 0000 License number: 9039

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

In the year 2025 The Board of Directors has performed its duties in accordance with the Board Charter with due care and diligence (Duty of Care), honesty and integrity (Duty of Loyalty), compliance with laws, objectives, regulations, and resolutions of shareholder meetings (Duty of Obedience), as well as adhering to the principle of accurate, complete, and transparent disclosure of information (Duty of Disclosure) for the utmost benefit of shareholders, under the framework of Good Corporate Governance principles.

Throughout the year 2025 The Board of Directors has performed its duties covering key issues as follows:

- Compliance with relevant laws and regulations: The Board of Directors has considered and approved important matters in accordance with its roles and responsibilities, such as financial statements, dividend payments, calling shareholder meetings, connected transactions, appointment of directors and sub-committees, and entering into significant company contracts, all in compliance with laws and regulations of regulatory bodies.
- Overseeing management in accordance with good governance principles: The Board of Directors plays a crucial role in monitoring and considering various matters to ensure operations comply with good corporate governance principles and international standards, such as ethics reports, reports on securities trading by executives, reports from sub-committees, amendments to sub-committee charters, and quarterly monitoring of corporate governance performance in other areas, etc.
- Approve the review and revision of the organizational vision to be concise, clear, and reflect the company's business direction.
- Approve the review and revision of the company's good corporate governance policy to align with laws and best practices.
- Approve the annual business plan and budget, aiming for sustainable growth.
- Oversee the company's joint ventures and investments to comply with approval authority regulations and provide recommendations to management to strengthen sustainable operations in accordance with corporate governance principles, considering environmental and social aspects.
- Regularly monitor the performance of the company and its subsidiaries and provide useful recommendations to enable management to operate under established policies, strategies, and plans.
- Oversee the company's compliance with the framework of strict ESG and relevant legal compliance, and review and update internal policies, monitor risks related to legal and internal process compliance to support transparent, efficient, and long-term sustainable business operations.

From the commitment to conducting business under the framework of the revised Corporate Governance Policy of the year 2025, including the development of governance processes to align with the principles of good corporate governance for listed companies in 2017 (Corporate Governance Code 2017). The company received the assessment result from the Corporate Governance Survey Project for Listed Companies for the year 2025 (Corporate Governance Report of Thai Listed Companies 2024 : CGR 2025), conducted by the Thai Institute of Directors Association (IOD), from a total of 844 listed companies participating in the assessment.

The company received an assessment result at the level of an "Excellent" 5-star rating for the 3rd consecutive year, reflecting the company's commitment to developing and elevating good corporate governance standards to be strong, transparent, and recognized by investors and all stakeholders.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. Niphon Bundechanan	Chairman of the board of directors	11 Nov 2019	Risk Management, Leadership, Strategic Management, Corporate Management, Internal Control
Mr. Chan Itthithavorn	Director	11 Nov 2019	Business Administration, Accounting, Finance, IT Management, Internal Control

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. Ekaluck Wangchucherdkul	Director	10 Nov 2025	Strategic Management, Finance, Budgeting, Business Administration, Finance & Securities

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

Selection of independent directors

Criteria for selecting independent directors

In the recruitment and selection of independent directors, the Corporate Governance Committee will recruit and select independent directors to align with the Company's circumstances and needs, and to comply with relevant laws, company regulations, rules, and requirements of the Stock Exchange of Thailand. These nominations will be proposed to the Board of Directors for consideration. The qualifications of independent directors, by definition, shall be in

accordance with the requirements for independent director qualifications as stipulated in the Capital Market Supervisory Board Notification No. TorJ. 39/2559 Re: Application for and Approval of Offering Newly Issued Shares (including amendments).

For the positions of Audit Committee member and Risk Management Committee member, in addition to meeting all qualifications as defined for independent directors, they must also possess additional qualifications as specified for Audit Committee and Risk Management Committee positions, particularly in terms of relevant knowledge, expertise, and experience.

The appointment and removal of company directors must comply with the criteria and procedures stipulated in relevant laws and the company's articles of association. This may require approval from the Board of Directors, or approval from the Board of Directors and submission to the shareholders' meeting for consideration and approval, as the case may be.

Qualifications of Independent Directors

The Board of Directors has considered and established the qualifications for "Independent Directors" in accordance with the announcements of the Securities and Exchange Commission and the Stock Exchange of Thailand. Individuals appointed to serve as independent directors of the Company must possess the following qualifications:

1. holds shares not exceeding percentage 1 of the total voting shares of the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons, including the shareholding of related persons.
2. Not currently or previously an executive director, employee, staff member, salaried advisor, or controlling person of the Company, its parent company, subsidiaries, associated companies, same-tier subsidiaries, major shareholders, or controlling persons of the applicant, unless such characteristics have ceased to exist for at least 2 years prior to the date of submitting the application to the Office. However, such prohibited characteristics do not include cases where the independent director was previously a government official or an advisor to a government agency that is a major shareholder or controlling person of the Company.
3. Not a person who has a blood relationship or is legally registered as a father, mother, spouse, sibling, or child, including the spouse of a child, of other directors, executives, major shareholders, controlling persons, or persons to be nominated as a director, executive, or controlling person of the Company or its subsidiaries.
4. Has no or has never had a business relationship with the applicant, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company in a manner that may impede their independent judgment, and is not currently or previously a significant shareholder or controlling person of those having a business relationship with the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company, unless such characteristics have ceased to exist for at least 2 years prior to the date of submitting the application to the Office.

Such business relationships include ordinary course of business transactions, leasing or subleasing of real estate, transactions related to assets or services, or providing or receiving financial assistance through lending or borrowing, guarantees, providing assets as collateral for debts, as well as other similar circumstances, which result in the Company or the counterparty having a debt burden to be paid to the other party of at least percentage 3 of the Company's net tangible assets or 20 million Baht or more, whichever is lower. The calculation of debt burden shall be in accordance with the Capital Market Supervisory Board Notification on Connected Transactions, by including debt burdens incurred within 1 year prior to the date of the business relationship with the same person.

5. Not currently or previously an auditor of the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company, and not a significant shareholder, controlling person, or partner of an audit firm to which the auditor of the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company belongs, unless such characteristics have ceased to exist for at least 2 years prior to the date of submitting the application to the Office.

6. Not currently or previously a professional service provider, including legal or financial advisor services, who has received service fees exceeding 2 million Baht per year from the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the applicant, and not a significant shareholder, controlling person, or partner of such professional service provider, unless such characteristics have ceased to exist for at least 2 years prior to the date of submitting the application to the Office.
7. Not a director appointed as a representative of the Company's directors, major shareholders, or shareholders related to major shareholders.
8. Does not operate a business of the same nature that is in significant competition with the business of the Company or its subsidiaries, and is not a significant partner in a partnership, or an executive director, employee, staff member, salaried advisor, or holds shares exceeding percentage 1 of the total voting shares of another company that operates a similar business and is in significant competition with the Company or its subsidiaries.
9. Possesses no other characteristics that would prevent them from providing independent opinions on the Company's operations.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

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

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

Number of directors from major shareholders

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

Rights of minority shareholders on director appointment

In the selection of new directors, the Company considers the director database (Director Pool) along with qualifications, knowledge, skills, and experience consistent with the structure and needs of the Board of Directors. Furthermore, the Company has provided an opportunity for shareholders to nominate individuals for consideration as

company directors for the Annual General Meeting of Shareholders. 2568 In that year, no shareholder nominated any individual for consideration as a company director.

The Company has the following criteria and methods for voting for directors:

1. Each shareholder has votes equal to the number of shares held, meaning one share equals one vote.
2. Shareholders may use all available votes to elect one or more persons as directors.
In the case of electing multiple persons, shareholders cannot divide their votes among the nominees in different proportions. They must cast their votes for each individual director nominee as listed on the ballot.
3. The persons receiving the highest votes in descending order shall be elected as directors, according to the number of director positions available at that time.
4. If the next persons in line receive an equal number of votes exceeding the required number of positions, the Chairman of the meeting shall cast the deciding vote.

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
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List of directors	Participation in training in the past financial year	History of training participation
1. Mr. Niphon Bundechanan (Chairman of the board of directors, Independent director)	Participating	Thai Institute of Directors (IOD) • 2025: Role of the Chairman Program (RCP) • 2023: Advanced Audit Committee Program (AACP) • 2021: Director Leadership Certification Program (DLCP) • 2011: Successful Formulation & Execution of Strategy (SFE) • 2010: Financial Statements for Directors (FSD) • 2009: Director Certification Program (DCP) Other • 2025: Advanced Management Program for Senior Executives (NIDA Advanced Management Program AMP), Class 13/2025, National Institute of Development Administration (NIDA) • 2025: Seminar: Insight in SET: ID & AC Focus Enhancing Knowledge for Sustainable Growth in the Capital Market, The Stock Exchange of Thailand (SET) • 2024: Sustainability-related Financial Disclosures by Thai and ASWAN Companies • 2010: Role of the Compensation Committee (RCC)
2. Mr. Luck Dendee (Director)	Participating	Thai Institute of Directors (IOD) • 2018: Director Accreditation Program (DAP) Other • 2025: In-house Training: strategic thinking and planning for disruptive world

List of directors	Participation in training in the past financial year	History of training participation
3. Ms. Risara Charoenpanich (Director)	Participating	Thai Institute of Directors (IOD) • 2023: Successful Formulation & Execution of Strategy (SFE) • 2017: Director Accreditation Program (DAP) Other • 2025: In-house Training: Presentation Skills Training • 2025: In-house Training: Recruitment Report Training • 2025: International Womens Day Seminar 2025, Topic: Empowering the Leaders of Tomorrow • 2025: Seminar on Transforming People in the Age of AI: The Real Driver of Change • 2024: The 2nd Certified Management Accountant Program (CMA) 34/2024 • 2023: Corporate Governance for Executives 22/2023
4. Ms. Onrudee Kettawee (Director)	Participating	Thai Institute of Directors (IOD) • 2018: Director Accreditation Program (DAP) Other • 2025: AI and Its Impact on Workforce Transformation • 2025: AWS GenAI & Innovation Summit Thailand • 2025: Digital HR Forum 2025

List of directors	Participation in training in the past financial year	History of training participation
5. Mr. Chan Itthithavorn (Director, Independent director)	Participating	Thai Institute of Directors (IOD) • 2020: Advanced Audit Committee Program (AACP) • 2019: Director Accreditation Program (DAP) Other • 2025: The Evolving Role of the Audit Committee in Fostering Trust and Transparency, Thai Institute of Directors Association (IOD)
6. Mr. Phukphong Ratanaprapai (Director)	Participating	Thai Institute of Directors (IOD) • 2019: Director Accreditation Program (DAP) Other • 2025: In-house Training: AI for Business Transformation • 2025: In-house Training: Customer Mind Building Customer Relationships

List of directors	Participation in training in the past financial year	History of training participation
7. Ms. Narita Adulkaewphaluek (Director)	Participating	Thai Institute of Directors (IOD) • 2019: Director Accreditation Program (DAP) Other • 2025: AWS GenAI & Innovation Summit Thailand • 2025: CFO Annual Conference on Capital Markets • 2025: DTX Digital Transformation Xponential Program, Class 6, organized by RISE Accel Co., Ltd. • 2025: JUMP+ Activation Day: Blueprint to Breakthrough • 2025: The Evolving Role of Audit Committee in Fostering Trust and Transparency • 2024: ESG Risk Management Workshop, completed in July 2024 • 2024: ESG Risk Management, completed in June 2024 • 2024: Sustainability Knowledge for Corporate Employees, completed in February 2024 • 2021: CFOs Refresher Program, Class 2/2021 • 2020: Company Secretary Program (CSP), Class 105/2020 • 2017: Strategic CFO in Capital Markets Program, Minimum 12 hours, Class 5/2017, The Stock Exchange of Thailand

List of directors	Participation in training in the past financial year	History of training participation
8. Mr. Metha Angwattanapanich (Director, Independent director)	Participating	Thai Institute of Directors (IOD) • 2024: Advanced Audit Committee Program (AACP) • 2020: Director Accreditation Program (DAP) Other • 2025: Seminar: Insight in SET: ID & AC Focus Enhancing Knowledge for Growth and Sustainability in the Capital Market • 2022: D-Startup Program, Batch 2, Sripatum University • 2021: The Next Real Course, Batch 10 • 2012: National Defence Course (NDC) Class 55, National Defence College • 2012: Senior Executive Program, Class 14 (WTT.14), Capital Market Academy
9. Mr. Ekaluck Wangchucherdkul (Director)	Participating	Thai Institute of Directors (IOD) • 2016: Director Certification Program (DCP) Other • 2025: The Role of Chairman (RCM), Class 60/2025

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Company conducts an annual performance evaluation of the Board of Directors, covering both the overall board and individual directors, using a Board Self-Assessment aligned with the guidelines of the Thai Institute of Directors Association (IOD) and good corporate governance principles to ensure a systematic and comprehensive assessment of board effectiveness.

The Company Secretary prepares and distributes the evaluation forms to each director for completion based on key defined criteria, then compiles and summarizes the results for submission to the Board of Directors and the Nomination and Remuneration Committee for consideration.

The evaluation results are used to assess the appropriateness of the Boards composition and to review performance, issues, and challenges encountered during the year, as well as to improve the Boards working processes and effectiveness.

In addition, the results support stronger collaboration between the Board and management and encourage directors continuous development in knowledge, skills, and roles, ensuring effective corporate governance in line with good governance principles.

Criteria for evaluating the Board of Directors' performance

The evaluation of the Board of Directors' performance using the self-assessment form is divided into 5 levels as follows:

- Level 0 : Strongly disagree or no action taken on that matter.
- Level 1 : Disagree or minimal action taken on that matter.
- Level 2 : Agree or reasonable action taken on that matter.
- Level 3 : Moderately agree or good action taken on that matter.
- Level 4 : Strongly agree or excellent action taken on that matter.

Criteria for evaluating the Board of Directors' performance scores

The interpretation of the Board of Directors' performance evaluation scores is divided into 4 levels based on the scores received, as follows:

- Score levels > 3.5 : Excellent
- Score levels > 3.0 : Very Good
- Score levels > 2.5 : Good
- Score levels > 2.0 : Fair
- Score levels < 2.0 : Requires improvement

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

Details of the Board of Directors' performance assessment

1. **Self-assessment results of the entire Board of Directors for the year 2025** : The overall assessment results have an average score of 3.95 points, at an "Excellent" level. The highest-scoring categories were the roles, duties, and responsibilities of the Board of Directors and the performance of directors. This reflects that the Board has appropriately and thoroughly prioritized important issues regarding the company's direction, strategy, and business operational plans.
Furthermore, the Board has overseen compliance with policies on corporate governance, business ethics, and the prevention of conflicts of interest, as well as continuously reviewed internal control systems and risk management to ensure that operational processes are efficient and in line with established policies.
2. **Individual self-assessment results of the Board of Directors** : The assessment found that the average score is 3.93 points at an "Excellent" level, with the highest-scoring category being the roles, duties, and responsibilities of directors. This reflects that Each director has performed duties in accordance with laws, regulations, and the Charter (Charter) effectively, demonstrating dedication and allocating appropriate time to their duties, not interfering with management operations, and appropriately and continuously monitoring management performance.
3. **Self-assessment results of the sub-committees for the year 2025**
 - 3.1 Audit and Risk Management Committee: The assessment results have an average score of 3.97 points is at an "Excellent" level, reflecting the independence of the Audit Committee in performing its duties, as well as overseeing transparent, verifiable, and efficient operational processes, including closely monitoring the organization's risk management policies and plans.

3.2 Nomination and Remuneration Committee: The assessment results have an average score of 3.98 points, at an "Excellent" level. The Committee has prioritized establishing policies for the nomination and selection of directors and senior executives, as well as developing the potential of directors, executives, and employees in line with organizational strategies. Furthermore, succession plans for senior executives are systematically and continuously monitored.

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	3.95	4
	Self-assessment	3.93	4
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	3.97	4
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Corporate Governance, Sustainability, Nominating and Remuneration Committee	Group assessment	3.98	4
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Company has clearly established guidelines for the annual performance evaluation of the Chief Executive Officer (CEO) or equivalent senior executives. The evaluation criteria cover both financial aspects and Environmental, Social, and Governance (ESG) dimensions, reflecting the achievement of the Company's strategic objectives and promoting responsible management.

The performance evaluation criteria have been reported to the Board of Directors at the Board meeting.

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the : 5
past year (times)
Date of AGM meeting : 22 Apr 2025
EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. Nipon Bundechanan (Chairman of the board of directors, Independent director)	5	/	5	1	/	1		/	
2. Mr. Luck Dendee (Director)	5	/	5	1	/	1		/	
3. Ms. Risara Charoenpanich (Director)	5	/	5	1	/	1		/	
4. Ms. Onrudee Kettawee (Director)	5	/	5	1	/	1		/	
5. Mr. Chan Itthithavorn (Director, Independent director)	5	/	5	1	/	1		/	
6. Mr. Phukphong Ratanapapai (Director)	5	/	5	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
7. Ms. Narita Adulkaewphaluek (Director)	5	/	5	1	/	1		/	
8. Mr. Metha Angwattanapanich (Director, Independent director)	5	/	5	1	/	1		/	
9. Mr. Ekaluck Wangchucherdkul (Director)	1	/	1	0	/	0		/	
10. Mr. Panya Chutisiriwong (Director)	4	/	4	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. Nippon Bundechanan (Chairman of the board of directors)	5/5 (100.00%)	1/1 (100.00%)	N/A
2. Mr. Luck Dendee (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
3. Ms. Risara Charoenpanich (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
4. Ms. Onrudee Kettawee (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
5. Mr. Chan Itthithavorn (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
6. Mr. Phukphong Ratanapapai (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
7. Ms. Narita Adulkaewphaluek (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
8. Mr. Metha Angwattanapanich (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
9. Mr. Ekaluck Wangchucherdkul (Director)	1/1 (100.00%)	N/A	N/A
10. Mr. Panya Chutisiriwong (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	100.00%	100.00%	N/A

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

1. The Board of Directors Meeting No. 5/2025 resolved to appoint Mr. Ekalak Wangchucherdkul as a company director, replacing Mr. Panya Chutisiriwong, effective from November 10, 2025.
2. Mr. Panya Chutisiriwong resigned from his position as a company director, effective from October 8, 2025 onwards.

Remuneration of the board of directors

Types of remuneration of the board of directors

In considering the remuneration of directors, the Board of Directors, having been screened by the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee, has taken into account the size of the business, as well as the duties and responsibilities of the Board of Directors. This consideration was made by comparing with listed companies on the stock exchange with market capitalization (Market Capitalization) of similar size to the Company and other listed companies in the same industry as the Company. Therefore, it is deemed appropriate to propose to the Annual General Meeting of Shareholders for consideration and approval of the directors' remuneration for the year 2025, with a total budget not exceeding 3.0 million Baht. as follows:

1. Remuneration is paid as meeting allowances.

Meeting	Meeting allowance	
	Chairman	Director
Board of Directors	60,000	40,000
Audit and Risk Management Committee	40,000	25,000
Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee	20,000	15,000

Note:

1. Meeting allowance per meeting, paid according to the actual number of meetings attended.
2. Meeting allowances are paid only to independent directors.
3. If a director acts as a substitute for the Chairman, the meeting allowance will be equal to that of the Chairman.

In the case of an online meeting with an agenda for acknowledgment, if the meeting does not exceed 15 minutes, directors will not receive a meeting allowance.

2. Other benefits None

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. Niphon Bundechanan (Chairman of the board of directors, Independent director)			500,000.00		0.00
Board of Directors (Chairman of the board of directors)	360,000.00	0.00	360,000.00	No	
Audit Committee (Member of the audit committee)	100,000.00	0.00	100,000.00	No	
Corporate Governance, Sustainability, Nominating and Remuneration Committee (The chairman of the subcommittee)	40,000.00	0.00	40,000.00	No	
2. Mr. Luck Dendee (Director)			0.00		0.00
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
3. Ms. Risara Charoenpanich (Director)			0.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	0.00	0.00	0.00	No	
Corporate Governance, Sustainability, Nominating and Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
4. Ms. Onrudee Kettawee (Director)			0.00		0.00
Board of Directors (Director)	0.00	0.00	0.00	No	
5. Mr. Chan Itthithavorn (Director, Independent director)			430,000.00		0.00
Board of Directors (Director)	240,000.00	0.00	240,000.00	No	
Audit Committee (Chairman of the audit committee)	160,000.00	0.00	160,000.00	No	
Corporate Governance, Sustainability, Nominating and Remuneration Committee (Member of the subcommittee)	30,000.00	0.00	30,000.00	No	
6. Mr. Phukphong Ratanaprapai (Director)			0.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
Corporate Governance, Sustainability, Nominating and Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
7. Ms. Narita Adulkaewphaluek (Director)			0.00		0.00
Board of Directors (Director)	0.00	0.00	0.00	No	
8. Mr. Metha Angwattanapanich (Director, Independent director)			370,000.00		0.00
Board of Directors (Director)	240,000.00	0.00	240,000.00	No	
Audit Committee (Member of the audit committee)	100,000.00	0.00	100,000.00	No	
Corporate Governance, Sustainability, Nominating and Remuneration Committee (Member of the subcommittee)	30,000.00	0.00	30,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
9. Mr. Ekaluck Wangchucherdkul (Director)			0.00		0.00
Board of Directors (Director)	0.00	0.00	0.00	No	
10. Ms. Risara Charoenpanich (The chairman of the executive committee)			0.00		N/A
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
11. Ms. Onrudee Kettawee (Member of the executive committee)			0.00		0.00
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
12. Ms. Narita Adulkaewphaluek (Member of the executive committee)			0.00		0.00
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
13. Mr. Panya Chutisiriwong (Director)			0.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	840,000.00	0.00	840,000.00
2. Audit Committee	360,000.00	0.00	360,000.00
3. Executive Committee	0.00	0.00	0.00
4. Corporate Governance, Sustainability, Nominating and Remuneration Committee	100,000.00	0.00	100,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	860,000.00	1,250,000.00	1,300,000.00
Other monetary remuneration (Baht)	0.00	0.00	0.00
Total (Baht)	860,000.00	1,250,000.00	1,300,000.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	: Yes
Mechanism for overseeing subsidiaries and associated companies	: Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	: The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

In the year In 2025, the Company has 7 subsidiaries. The Board of Directors has established a policy for supervising the operations of businesses in which the Company invests, to comply with the principles of subsidiary governance, including the good corporate governance practices of the Stock Exchange of Thailand. This policy plays a crucial role in creating a transparent and auditable management system and helps ensure the efficient direction of management for businesses in which the Company has invested or will invest in the future. It also enables the Company to monitor the operations of invested entities to appropriately safeguard the benefits from its investments.

The Company has systematic measures to control, supervise, and monitor the management of its subsidiaries, with key practices as follows:

1. Appointment of representative directors and executives : The Board of Directors will select individuals to serve as directors or executives in subsidiaries and associates according to the shareholding proportion, in order to control and supervise operations to align with the Company's policies.
2. Supervision through representative directors and parent company policies : Subsidiaries must operate under the policy framework set by the parent company and be under the supervision of the Company's representative directors and management.
3. Consideration of significant matters affecting the business : The Company will consider strategies, business plans, capital increases or decreases, business cessation, and various important policies of its subsidiaries to align with the group's objectives.
4. Performance monitoring : The operations of subsidiaries are continuously monitored by the management, the Executive Committee, and the Board of Directors of the parent company.
5. Compliance with relevant laws and regulations : The Company ensures that its subsidiaries comply with relevant regulations and laws, such as:
 - Inter-company transactions
 - Acquisition and disposal of assets
 - Adequate and timely disclosure of information
 - Preparation of accounts and financial reports in accordance with laws and accounting standards
6. Approval of significant transactions : Any significant transaction of a subsidiary that affects the operating results or financial position of the parent company must be approved by the parent company's Board of Directors each time.
7. Internal audit : The internal audit unit will audit the internal control processes of subsidiaries to ensure their adequacy and effectiveness.

8. Disclosure of financial information of subsidiaries : The Company has appointed the same auditor for all subsidiaries to ensure that financial and non-financial information can be thoroughly, accurately, and consistently audited and compiled for disclosure in the Company's consolidated financial statements.

Disclosure of agreements between the company and shareholders in managing subsidiaries and associated companies (Shareholders agreement)

None

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

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

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

The Company places importance on preventing conflicts of interest to ensure that business operations are conducted with transparency, fairness, and primarily for the utmost benefit of the group of companies. "Conflict of Interest" refers to a situation where personal interests or external interests, whether financial interests, personal relationships, or any other interests, may affect the exercise of discretion or decision-making in performing duties and lead to unfairness to the Company.

The Company requires directors, executives, and employees at all levels to perform their duties with honesty, integrity, and responsibility towards the Company, prioritizing the Company's interests and avoiding any actions that may lead to conflicts of interest. This includes prohibiting the use of authority, influence, or position of responsibility to seek personal gain or benefit for associates, whether directly or indirectly.

In cases where actions constituting a conflict of interest for the Company, directors, executives, and employees are found, reports or whistleblowing and complaints can be submitted through the following channels:

E-mail : whistle-blowing@prtr.com As stipulated by the Company in its Whistleblowing and Complaint Policy.

Prevention of conflicts of interest.

The Company has established clear guidelines and measures to prevent conflicts of interest among directors, executives, and employees, ensuring that all parties perform their duties with transparency, accountability, and with the utmost consideration for the best interests of the Company and its shareholders. The following operational guidelines are therefore established:

1. **Avoiding engaging in business that competes with the Company.** : Directors, executives, and employees must refrain from engaging in businesses of a similar nature or competing with the Company's or its subsidiaries' businesses, whether for their own benefit or that of others, including holding shares or being a partner in a competitor's business, unless it can be demonstrated that sufficient control mechanisms are in place and do not adversely affect the Company. Such instances must be immediately reported to the Chairman of the Audit Committee.

2. **Holding shares in a competitor's business.** : Must avoid holding shares in a competitor's business. If shares were held prior to assuming the position or acquired through inheritance, the Company must be immediately informed according to the procedures set by the Board of Directors, and such holdings must not affect the performance of duties.
3. **Use of Company information and assets.** : Directors, executives, and employees must not use the Company's information, secrets, or assets for personal gain or to create direct or indirect competition with the Company.
4. **Abstaining from voting in cases of vested interest.** : Any director, major shareholder, or executive with an interest in a particular matter must abstain from voting or not participate in meetings concerning that matter to prevent bias or conflicts of interest.
5. **Disclosure of transactions that may lead to conflicts of interest.** : Directors, major shareholders, executives, and employees must disclose personal businesses or family members' businesses that may lead to conflicts of interest. The Company Secretary is responsible for compiling and reporting these to the Board of Directors at least once a year. Examples of disclosures include:
 - Joint ventures with the Company's partners or customers.
 - Holding positions or acting as consultants in businesses of partners/customers.
 - Selling goods/services to the Company or its subsidiaries directly or through other individuals.
6. **Compliance with relevant laws and regulations.** : The Company must comply with the Securities and Exchange Act, various regulations and announcements of the Stock Exchange of Thailand and the Securities and Exchange Commission (SEC), and disclose related party transactions accurately and completely according to the prescribed criteria.
7. **Prioritizing the Company's best interests.** : All business operational decisions must primarily aim for the utmost benefit of the Company and its shareholders.
8. **Dedication of time to work performance.** : Directors, executives, and employees must work full-time and not engage in any business that affects their work or duty hours at the Company.
9. **Not seeking undue personal gain.** : Must not engage in any actions that benefit third parties or undermine the Company's interests, including any administration or management that causes damage to the Company.
10. **Avoiding relationships that may lead to conflicts of interest.** : Must avoid financial or personal relationships with third parties that could result in a loss of benefit for the Company or compromise the independence and transparency of operations.

Number of cases or issues related to conflict of interest

	2023	2024	2025
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

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

Has the company operated in preventing the use of : Yes

inside information to seek benefits over the past year

The Group recognizes the importance of preventing the use of inside information for personal gain or for the benefit of others, considering the use of inside information in securities trading as an illegal act under the Securities and Exchange Act B.E. 2535 (1992).

Inside information refers to information that has not yet been disclosed to the public and may affect the price of securities or investment decisions. Directors, executives, and employees of the Group, as well as related persons, must strictly adhere to the insider trading prevention policy. They must not use, disclose, or transmit inside information for their own benefit or the benefit of others, whether directly or indirectly, and must ensure that related persons, such as spouses and minor children, do not violate this policy.

The company has established an insider trading policy with the following key principles:

- Must maintain the confidentiality and inside information of the company.
- Do not use or disclose inside information for personal gain or for the benefit of others.
- Do not buy, sell, transfer, or accept the transfer of the Company's securities based on inside information, or engage in any action that may cause damage to the Company.
- Do not buy or sell the company's securities during the period 1 month before the date the company submits its financial statements to the Securities and Exchange Commission and the Stock Exchange of Thailand, until within 24 hours from the date such financial statements are disclosed to the public (Blackout Period).
- In cases where there is internal information that has not yet been disclosed to the public and may affect the company's securities price, individuals who become aware of such information are prohibited from buying or selling the company's securities until the period has passed. 24 hours from the date such information has been disclosed to the public.
- Individuals designated by the company who wish to buy or sell the company's securities must notify the Board of Directors or persons authorized by the Board of Directors, such as the Company Secretary, at least 1 business day before conducting the trade, by notifying their intention using the form and through the channels specified by the company.

Furthermore, to ensure efficient operational oversight, the Board of Directors has approved the "Connected Transaction Policy" and assigned the compliance oversight unit the responsibility of communicating, disseminating, and supervising all departments to strictly adhere to this policy, as well as disclosing connected transaction information to the Stock Exchange of Thailand and in the annual report accurately and completely.

The policy on connected transactions aims to ensure that transactions between the company or its subsidiaries and connected persons comply with the Securities and Exchange Act, announcements and regulations of the Securities and Exchange Commission (SEC), as well as the rules of the Stock Exchange of Thailand. It adheres to the principles of transparency, verifiability, and prioritizes the company's best interests. This policy applies to connected transactions of the company and its subsidiaries with the company's connected persons.

For connected transactions between subsidiaries and their connected persons, the policies and code of conduct for business partners in procurement and hiring, as well as the company's code of ethics and morality, shall be adhered to, to ensure that transactions are conducted with integrity, transparency, and fairness.

This policy defines the roles and responsibilities of the Board of Directors, the Audit and Risk Management Committee, and the compliance oversight unit in verifying the reasonableness of transactions, as well as overseeing operations to comply with relevant laws and regulations. It stipulates that all departments involved in or potentially aware of a transaction must inform the compliance oversight unit before entering into any transaction.

The essence of the policy focuses on ensuring that connected transactions are conducted under normal commercial terms (Arm's Length Basis), as if transacting with external parties, prioritizing the best interests of the company and its shareholders. Directors and executives with a vested interest or conflict of interest in any transaction must abstain from participating in the consideration and approval of such transactions to ensure a transparent and independent review process.

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

	2023	2024	2025
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

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

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

The Company is committed to conducting business with integrity, transparency, fairness, and strict adherence to good corporate governance principles. It affirms its zero tolerance for all forms of corruption, both direct and indirect. To ensure effective governance, the Company has continuously implemented and developed the following:

- Policy Review and Development:** The Company has reviewed, revised, and supplemented its Anti-Corruption Policy (Anti-Corruption Policy), including the Whistleblowing Procedure, to ensure they are up-to-date, cover potential risks, and comply with relevant laws and regulatory guidelines.
- Monitoring of Compliance In accordance with anti-corruption laws and policies:** To ensure effective governance, the Company encourages employees and stakeholders to report actions that violate the Company's policies, rules, regulations, laws, or good governance principles. It provides various accessible whistleblowing channels, such as postal mail, complaint boxes, and electronic mail (e-mail) and the Company's website. The Company strictly protects and conceals the information of whistleblowers, without disclosing any names or identifiable information.
- Communication, Awareness Building, and Policy Dissemination:** The Company continuously communicates to build knowledge, understanding, and awareness of business ethics, anti-corruption policy, and whistleblowing measures through various channels to ensure accessibility for internal personnel and stakeholders, such as the company website, internal training, internal announcements and communications, online media, and various awareness-building activities.

4. **Corruption Risk Assessment:** The Company ensures that the Corporate Governance Unit (Compliance Unit) systematically conducts assessments of compliance with relevant laws alongside corruption risk assessments for all departments. This covers high-risk operational processes to identify, prevent, and mitigate potential business risks. The results of these assessments will be presented to the Audit and Risk Management Committee for review and approval, and subsequently submitted to the Board of Directors for final approval, in order to ensure rigorous, transparent, and effective governance.
5. **Stance on Not Accepting Gifts (No Gift Policy):** The Company clearly states its stance on not accepting gifts, presents, or any other benefits from business partners and related parties during the New Year and all festive seasons. This stance has been communicated through electronic channels and online media, both internally and externally, to promote transparent business operations and avoid conflicts of interest.

Furthermore, the Company has a policy of not supporting political activities. In 2025, the Company had no political donations or support in any form.

Number of cases or issues related to corruption

	2023	2024	2025
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing : Yes
procedures over the past year

The Company is committed to conducting business based on good corporate governance principles, with a clear anti-corruption policy, and adheres strictly to its business ethics. The Company has established a Whistleblowing and Complaint Policy to serve as a channel for employees and all stakeholders to report information regarding corruption, rights violations, or actions that contravene laws, regulations, rules, or the Company's business ethics.

Furthermore, the Company has established a Whistleblower Protection mechanism and prioritizes maintaining the confidentiality of information and the identity of complainants to build trust among whistleblowers. The Company has assigned the Audit and Risk Management Committee the responsibility of overseeing and establishing guidelines for managing complaints or whistleblower information received through the channels designated by the Company.

The Company continuously monitors and reports on received whistleblowing reports, complaints, and suggestions. In 2025, the Company did not receive any complaints or whistleblowing reports regarding corruption, either from internal or external sources.

Number of cases or issues related to whistleblowing

	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

The monitoring of compliance with other corporate governance policy and guidelines

The company conducts its business strictly based on good corporate governance principles, with a clear commitment and intention to elevate operational standards to be transparent, verifiable, and compliant with regulatory requirements. In addition to adhering to corporate governance principles for listed companies, the company also emphasizes evaluations according to various standard criteria, such as the assessment of the quality of shareholder meetings by the Thai Investors Association and the Collective Action Coalition Against Corruption (CAC) of the Thai Institute of Directors Association (IOD). The company is committed to continuously adhering to these criteria to build confidence among shareholders, investors, and all stakeholders.

The company places great importance on disclosing accurate, complete, transparent, and comprehensive information, covering financial data, general information, and important information that may affect stock prices. This information is disseminated through the electronic disclosure system of the Stock Exchange of Thailand and the company's website, which is regularly updated, as well as through press releases and various announcements, to ensure investors have widespread and equal access to information.

Furthermore, the management team regularly communicates directly with shareholders, institutional investors, and securities analysts every quarter by providing updates on operational progress, answering inquiries, and presenting important information related to the company's business to ensure investors receive complete and timely information. Furthermore, to promote understanding and build good relationships with investors, the company has conducted investor relations activities (IR) regularly, such as organizing Analyst Meetings (Analyst Meeting) to present operating results and business direction. Participation in activities Opportunity Day which is organized by the Stock Exchange of Thailand every quarter, including providing opportunities for analysts and investors to meet with management and visit the company's operations. These activities help investors receive accurate and up-to-date information and appropriately assess the company's potential and trends.

Information on report on the results of duty performance of the audit committee in the past year**Meeting attendance of audit committee**

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. Chan Itthithavorn (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. Niphon Bundechanan (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mr. Metha Angwattanapanich (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

The Audit and Risk Management Committee of PRTR Group Public Company Limited was appointed by the Board of Directors to oversee the company's operations to ensure transparency and fairness, as well as to build confidence among shareholders, investors, and all stakeholders of the company. Its duties also include considering and establishing corporate risk management policies and frameworks, encompassing the monitoring of policy compliance, to ensure that the group's business operations can respond to changes in the business environment and align with the company's objectives, strategies, and operational goals.

In 2025, the Audit and Risk Management Committee held a total of 4 meetings and regularly reported the meeting outcomes to the Board of Directors to ensure compliance with good corporate governance principles. This report of the Audit and Risk Management Committee has also been prepared and disclosed in the 2025 Annual Report (Form 56-1 One Report). The key aspects of the Audit and Risk Management Committee's performance in 2025 are summarized as follows:

1. Reviewed the company's financial reports, including both quarterly and annual financial statements of the company and its subsidiaries, which were prepared in accordance with Thai Financial Reporting Standards, consistent with International Financial Reporting Standards. Significant issues and special items were reviewed, and explanations were received from the auditors and management, leading to satisfaction that the preparation of financial statements, including the disclosure of notes thereto, complied with legal requirements and financial reporting standards. Consequently, approval was granted for these financial statements, which had been reviewed and audited by the auditors, resulting in an unqualified opinion. This ensures adequate disclosure of accounting principles, estimates, and judgments. Meetings were held with the company's auditors, and the review found no reason to believe that the financial reports were materially misstated according to generally accepted accounting principles.

Furthermore, the Audit Committee met with the auditors without management present to independently discuss the receipt of information, the verification of material information for financial statement preparation, and the disclosure of information in accordance with financial reporting standards and for the benefit of financial statement users.

2. Considered and reviewed significant related party transactions or transactions that may involve conflicts of interest between the company and related or connected persons or entities. It was found that such business transactions were in accordance with commercial terms and criteria agreed upon between the company and the relevant persons or entities, consistent with normal business practices. Therefore, these transactions were deemed appropriate and beneficial to the company. Furthermore, the company's auditors had provided their opinion and disclosed these transactions in the financial statements and notes thereto, with which the Audit and Risk Management Committee concurred.
3. Reviewed the company's internal control system, internal control management regarding anti-corruption, and appropriate and effective internal audit system. The company has an internal audit unit from PricewaterhouseCoopers ABAS Limited ("PwC"), which reports directly to the Audit and Risk Management Committee, to assess the adequacy and effectiveness of internal controls. This ensures that the company's internal control system is sufficient and appropriate, with tools used to manage each operational activity to achieve the company's objectives and goals, as well as to establish mechanisms for receiving complaints and whistleblowing regarding corruption or operations that violate business ethics (as appropriate).
4. Reviewed the company's overall operational procedures to ensure compliance with securities and exchange laws, stock exchange regulations, and laws relevant to the company's business. This was done by meeting with relevant executives and department heads to ensure that the company maintains good and effective practices, as well as operational processes in accordance with good corporate governance principles.
5. Considered, selected, and proposed the appointment of independent individuals to serve as the company's auditors. Auditors from Deloitte Touche Tohmatsu Jaiyos Audit Co., Ltd. ("Deloitte") were appointed as the company's auditors for the fiscal year ending December 31, 2025. It was stipulated that any one of the following auditors would conduct the audit and express an opinion on the company's financial statements: Ms. Chantira Chantarachaiyachot, Certified Public Accountant Registration No. 6326; and/or Mr. Veer Sujarit, Certified Public Accountant Registration No. 7103; and/or Ms. Prokchong Jongkolsiri, Certified Public Accountant Registration No. 7150; and/or Ms. Lasita Makat, Certified Public Accountant Registration No. 9036. The audit fee is 2,580,000 Baht, which was approved by the Board of Directors and ratified by the company's Annual General Meeting of Shareholders.
6. Considered and reviewed the adequacy of the organization's risk management policies and framework, as well as supervised and supported each business unit of the group to effectively and efficiently carry out its designated risk management responsibilities.

Considered, reviewed, and evaluated the effectiveness of the company's risk assessment process on a quarterly basis, as well as provided advice and recommendations, and supported the operations of the Board of Directors and the company's management in risk governance and management policies.

Continuously monitored the organization's risk management, including risk assessment, risk response methods, and risk management plans. This covers various types of risks, namely strategic risk, operational risk, financial risk, compliance, legal, and governance risk, information technology risk, emerging risks, sustainability risk (ESG Risk), human rights risk, fraud and corruption risk, and M&A risk.

Mandated the company's management to prepare a Change Management Plan to ensure that the acquisition of Biz Resource Company Limited and the transfer of employees and various work processes proceed smoothly, effectively, and in line with the objectives of the acquisition. The majority of this has been completed in 2025, with the remainder to be finalized in Q2 2026.

Regularly reviewed the charter of the Audit and Risk Management Committee to ensure its suitability and alignment with good corporate governance principles. This was presented to the Board of Directors for consideration and approval.
7. Assessed the performance of the Audit and Risk Management Committee for 2025 and found that it was able to perform its duties completely and in accordance with its assigned responsibilities. The results of this assessment were reported to the Board of Directors.

Developed knowledge by participating in relevant training and seminars on various topics, such as the roles and responsibilities of the Audit and Risk Management Committee, and guidelines for reviewing and monitoring management's work on various matters. This is to ensure that the organization operates transparently, is auditable, and serves the best interests of its stakeholders.

8. The Audit and Risk Management Committee generally believes that its performance of duties, as stipulated in its charter, has been independent, supporting and promoting the company's operations in accordance with good corporate governance principles. This has been achieved with excellent cooperation and support from all departments of the company, enabling the committee to perform its responsibilities efficiently and satisfactorily.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Ms. Risara Charoenpanich (The chairman of the executive committee)	12	/	12	12/12 (100.00%)
2 Mr. Luck Dendee (Member of the executive committee)	12	/	12	12/12 (100.00%)
3 Ms. Onrudee Kettawee (Member of the executive committee)	12	/	12	12/12 (100.00%)
4 Mr. Phukphong Ratanapapai (Member of the executive committee)	12	/	12	12/12 (100.00%)
5 Ms. Narita Adulkaewphaluek (Member of the executive committee)	12	/	12	12/12 (100.00%)

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
Average meeting attendance rate				(100.00%)

The results of duty performance of Executive Committee

The Executive Committee of PRTR Group Public Company Limited is appointed by the Board of Directors to oversee, manage, and control the company's operations in accordance with the business policies and strategies set by the Board of Directors. This also includes ensuring that operations strictly adhere to the Executive Committee Charter, business ethics, and laws relevant to the company's business operations.

In 2025, the Executive Committee held a total of 12 meetings and continuously reported performance summaries to the Board of Directors.

Key activities of the Executive Committee in 2025 are summarized as follows:

1. Corporate Strategy and Business Operations:

The Executive Committee supervised and provided recommendations on the development of corporate strategies and the annual business plan to ensure alignment with the evolving business environment, industry trends, and changing consumer behavior. This includes the adoption of technology to enhance human resource management solutions and to respond to the rapidly changing needs of corporate clients. The Committee also considered opportunities for inorganic growth to support the long-term growth of the organization.

2. Operating Performance and Investment

The Committee regularly monitored and evaluated the performance of the Company and its subsidiaries to ensure the achievement of established targets and to strengthen long-term competitiveness. It also reviewed and approved investment budgets and significant projects aimed at improving operational efficiency and supporting the execution of the Company's strategic direction.

3. Customer Relations and Fair Treatment

The Committee emphasized the supervision of fair customer service practices (Market Conduct) to ensure that customers receive accurate, complete, and transparent information. It also monitored improvements in quality control processes, complaint management, and service channels to enhance the overall customer experience in line with customer expectations.

4. Employees and Organizational Structure

The Committee oversaw the establishment of an appropriate organizational structure aligned with the Company's strategy and business direction, with a focus on operational agility and enhanced internal management efficiency. In addition, the Committee emphasized the continuous development of employee capabilities to support business growth and future labor market changes.

The Committee also reviewed the framework for salary structures, compensation, and employee benefits to ensure appropriateness and competitiveness in the market. It supported employee development plans at all levels to strengthen skills, readiness, and career advancement. Furthermore, employee satisfaction survey results were analyzed and used as input to improve work processes, the internal work environment, and human resource policies in order to enhance employee experience and engagement with the organization.

5. Corporate Culture and Business Ethics

The Committee promoted the cultivation of a corporate culture that upholds professionalism, integrity, and responsibility toward all stakeholders, including strict compliance with labor laws, relevant regulations, and the Companys code of business ethics.

6. Organizational Development for Sustainability

The Committee placed importance on sustainable organizational development under applicable laws, regulations, and governance frameworks by systematically integrating environmental, social, and governance (ESG) aspects into business operations. Emphasis was placed on compliance with labor laws, personal data protection laws, occupational safety, health and working environment regulations, as well as regulatory requirements related to recruitment services and human resource management services. This ensures that operations remain transparent, accurate, and auditable. In addition, the Committee oversaw the review and continuous improvement of policies, operating manuals, and internal regulations to ensure alignment with newly amended laws. It also monitored operational performance and the rectification of deficiencies across various departments to ensure that internal processes are accurate, efficient, and capable of minimizing operational risks. The Committee also emphasized the assessment and oversight of compliance risk and other risks related to business operations in order to support stable and sustainable business growth in the long term.

Overall Opinions and Observations on the Performance of Duties under the Executive Committee Charter

The Executive Committee conducted its annual performance evaluation for 2025. Overall, it concluded that the Executive Committee has performed its duties comprehensively in accordance with the roles, authorities, and responsibilities stipulated in the Charter, as well as the assignments delegated by the Board of Directors. The Executive Committee is committed to driving the Companys management to achieve its vision, mission, and strategic objectives. In doing so, the Committee adheres to the principles of Good Corporate Governance, ensuring transparency, accountability, and fairness in all operations, while taking into consideration the impacts on society and the environment. In addition, the Executive Committee places continuous emphasis on the prevention of fraud and corruption, while promoting responsible management at all levels of the organization in order to support the Companys stable and sustainable growth in the long term.

Meeting attendance of Corporate Governance, Sustainability, Nominating and Remuneration Committee

Meeting Corporate Governance, : 2
Sustainability, Nominating and Remuneration
Committee (times)

List of Directors	Meeting attendance of Corporate Governance, Sustainability, Nominating and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	

1 Mr. Niphon Bundechanan (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. Chan Itthithavorn (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mr. Metha Angwattanapanich (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
4 Ms. Risara Charoenpanich (Member of the subcommittee)	2	/	2	2/2 (100.00%)
5 Mr. Phukphong Ratanapapai (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Corporate Governance, Sustainability, Nominating and Remuneration Committee

The Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee of PRTR Group Public Company Limited was appointed by the Board of Directors to oversee, advise, and consider matters related to corporate governance, sustainable development, the nomination and qualification assessment of directors and senior executives, as well as the determination and review of remuneration to ensure it is appropriate, fair, and aligned with the company's strategy and business operations, in accordance with good corporate governance principles. This committee comprises at least 3 company directors, with more than half being independent directors, and the committee chairman must be an independent director, to ensure independent and transparent performance of duties and to consider the best interests of the company and all stakeholders.

Currently, the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee consists of 5 directors, comprising 3 independent directors: Mr. Nipon Boondechanant, Chairman of the Corporate Governance Committee; Mr. Chan Itthithavorn; and Mr. Metha Angwatanapanich, Corporate Governance Committee members; and 2 executive directors: Ms. Rissara Charoenpanich and Mr. Pakphong Rattanapapai, Corporate Governance Committee members. Ms. Narita Adulyakaewpaluek serves as the Secretary to the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee.

In 2025, the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee held 2 meetings, in accordance with the established meeting regulations. The results of these meetings were regularly reported to the Board of Directors for their acknowledgment.

The key activities of the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee in 2025 are summarized as follows:

1. Good Corporate Governance

- Oversee the annual review of the key contents of the Corporate Governance and Business Ethics Handbook, anti-corruption measures, and various policies, as well as continuously update good corporate governance developments to align with the principles of good corporate governance of the Stock Exchange of Thailand, the Securities and Exchange Commission, and both domestic and international good corporate governance rules and practices.
- Monitor and ensure communication and training processes are in place for executives and employees of the company and its subsidiaries, to ensure they are aware of and understand the key principles of the company's Corporate Governance and Business Ethics Handbook, and to oversee strict and correct adherence to these principles.

2. Sustainable Development

- Drive the company to set sustainability goals by regularly disclosing sustainability targets across various dimensions in the company's annual report (Form 56-1 One Report).
- Acknowledge key sustainability issues of the company and consider development and improvement approaches, including practices related to sustainable development in various aspects.
- Drive the company to participate in various sustainability activities, including collaborative projects with government agencies and groups of listed companies, to enhance the effectiveness of the company's sustainability operations at an international level.
- Monitor and provide recommendations on social, community, and environmental responsibility operations, emphasizing sustainable business growth alongside participation in community, social, and environmental development.
- Drive the company to set climate goals and strategies, and implement various projects to improve energy efficiency and energy conservation to address climate change. Furthermore, it encourages the company to undertake energy conservation projects and promote greenhouse gas reduction, such as reducing electricity consumption, using environmentally friendly products, and reducing paper usage.

3. Nomination and Remuneration

- Consider and recommend on the structure of the Board of Directors, including the appropriate size and composition of the Board, to be considered in accordance with the company's current size and business strategy. This also includes assessing the independence of each independent director to adjust the Board's composition to align with the company's strategy, and presenting these recommendations to the Board of Directors for approval.
- Select and nominate qualified individuals for election as directors to replace those who resigned before their term expired, directors who do not wish to renew their term, and directors whose terms have ended, before presenting them to the Board of Directors or shareholders for approval of appointment at the Annual General Meeting of Shareholders. The methods for nominating individuals for director positions are as follows:

- Qualifications of directors suitable for the company's structure and in accordance with the structure, size, and composition of the Board of Directors as determined by the Board.
- Suitability in terms of knowledge, experience, expertise, time commitment of directors, as well as qualifications required by law or regulatory bodies.
- Board Diversity and the necessary or currently lacking qualifications of directors on the company's Board.

Additionally, in 2025, the Board considered and selected individuals to fill director positions vacated by directors who resigned before the end of their terms, taking into account their knowledge, expertise, and experience suitable for the company's business operations. These nominations were then presented to the Board of Directors for approval of appointment.

- Consider and recommend the appropriate structure, amount, form, and criteria for all types of remuneration, both monetary and non-monetary, for the Chairman, company directors, and members of sub-committees. This involves reviewing the suitability of current criteria by comparing them with remuneration data from other companies in the same industry as the company and other listed companies on the stock exchange with similar market capitalization, in order to attract and retain valuable directors for the company.
- Consider and establish criteria for evaluating the performance of the Chief Executive Officer, and present the evaluation results based on these criteria to the Board of Directors for their endorsement. Furthermore, propose the structure, amount, and form of short-term and long-term remuneration for the Chief Executive Officer, consistent with performance evaluation results, for the Board of Directors' further approval.
- It is deemed appropriate to provide shareholders with the opportunity to propose agenda items for the 2025 Annual General Meeting of Shareholders and to nominate individuals for consideration as company directors in advance, between November 15 and December 31, 2024. This was thoroughly considered to ensure no conditions could lead to issues of discrimination.

4. Director and Executive Potential Development

The company has a policy to support directors and executives in attending seminars and training courses beneficial to their duties. These courses are organized by the Thai Institute of Directors Association, the Stock Exchange of Thailand, or other independent institutions, to promote continuous development of knowledge, skills, and operational efficiency.

In 2025, all 9 company directors, including the Chief Financial Officer, attended the aforementioned seminars and training courses.

5. Annually review the charter and structure of the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee.
6. Prepare the report of the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee and disclose it in the 2025 Annual Report.

Overall opinions and observations from the performance of duties in accordance with the charter of the Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee.

The Corporate Governance, Sustainable Development, Nomination, and Remuneration Committee evaluated its performance for the year 2025. Overall, it was found that the committee fully performed its roles and responsibilities as stipulated in its charter and as assigned by the Board of Directors, adhering to fair and transparent principles to build confidence among shareholders and stakeholders, and regularly reported its operational results to the Board of Directors, which aligns with good corporate governance principles for the company's sustainability.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

In 2025, the Company remains committed to continuously pursuing sustainable development initiatives to drive the organization's growth in parallel with the rapidly changing and increasingly complex global context. Underpinning its sustainable development efforts, the Company prioritizes conducting business in accordance with good corporate governance principles, adherence to business ethics, and anti-corruption policies, as well as systematically integrating development principles and sustainability goals into its business strategies.

The Company has adopted the United Nations' Sustainable Development Goals (SDGs) as a reference framework for identifying material sustainability topics and operational targets. This is to drive concrete implementation throughout the value chain, taking into account impacts on stakeholders, society, and the environment. This continuous effort aims to elevate sustainability performance across all dimensions.

Furthermore, in 2025, the Company reviewed its sustainability policy at the Board of Directors Meeting No. 5/2025 on November 10, 2025. The review covered key issues, including risk management, management of conflicts of interest, complaint mechanisms, as well as the roles, duties, and responsibilities of the Board of Directors. This is to ensure that the Board can perform its duties efficiently, transparently, and in accordance with good corporate governance principles, while also supporting the Company's business operations to achieve long-term sustainable growth.

Reference link for sustainability policy : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-sustainability-development-policy-th.pdf>

Sustainability management goals

Does the company set sustainability management goals : Yes

The company has set short-term and long-term corporate sustainability management goals, specifying sustainability management goals across economic, social, and environmental dimensions, and integrating them with the United Nations' Sustainable Development Goals (SDGs). Details are as follows:

Environmental Dimension (Environment)

The company conducts its business in conjunction with environmental conservation, a globally important issue, to drive efforts in reducing global warming and preventing climate change, such as

1. Energy and Resource Management

- Factors affecting the company: Rising energy costs due to fluctuating electricity and fuel prices
- Goal: Reduce electricity and water consumption, promote recycling
- Response Plan: Promote policies to reduce electricity and water consumption, encourage recycling by establishing waste separation points in the office
- Integrated with Sustainable Development Goal (SDG) 12

2. Climate Change Management

- Factors affecting the company: Stricter environmental regulations
- Goal: Expand the use of electric vehicles (EVs) and reduce the use of fossil fuel vehicles
- Response Plan: Gradually convert the company's vehicles to EVs
- Integrated with Sustainable Development Goals (SDGs) 7 and 13

Social Dimension (Social)

The company conducts its business based on the principle of respecting human rights, treating employees fairly, and ensuring their health and safety. It focuses on operating in conjunction with caring for and developing the broader community, fostering mutual growth with the company, meeting the true needs of customers, and adapting to changing social and economic contexts. It also aims to create equal access to opportunities for underprivileged individuals in society, alongside providing excellent service quality through convenience, speed, and safety for users, and emphasizes occupational health and safety for all personnel, such as

1. Workplace Safety and Environment

- Factors affecting the company: Accident risks, employee health impacting work efficiency
- Goal: Zero work-related accidents, 100% access for all employees to mental and physical health programs
- Response Plan: Install first aid equipment and emergency assistance points in the workplace, provide occupational safety training, and promote health activities
- Integrated with Sustainable Development Goals (SDGs) 3 and 8

2. Creating Opportunities and Increasing Employment Rates

- Factors affecting the company: Underprivileged labor, societal expectations for equality
- Goal: Promote employment for vulnerable groups such as persons with disabilities, organize CSR projects/activities to foster professional work annually
- Response Plan: Collaborate with public and private organizations to create equal employment opportunities
- Integrated with Sustainable Development Goals (SDGs) 1 and 4

3. Equality and Diversity in the Organization

- Factors affecting the company: Acceptance of diversity in the workplace and expectations regarding human rights and non-discrimination
- Goal: Increase the proportion of diverse employees, 0 complaints regarding discrimination or human rights violations
- Response Plan: Develop a comprehensive Human Rights Policy covering all employee groups, promote fair compensation and benefits (Equal Pay & Benefits) appropriately regardless of gender, age, or social status

4. Integrated with Sustainable Development Goals (SDGs) 5 and 8

Governance and Economic Dimensions

The company prioritizes sustainable business operations, aiming to achieve stable returns, transparency, robust oversight and balance mechanisms, risk management, and supply chain management. It strictly adheres to various rules and regulations under the principles of good corporate governance (CG) and comprehensive stakeholder care to achieve its business objectives and sustainable development goals, such as

1. Corporate Governance and Anti-Corruption

- Factors affecting the company: Governance and regulatory standards
- Goal: Maintain an "Excellent" CGR corporate governance evaluation score, 0 incidents or complaints arising from business ethics violations
- Response Plan: Continuously review and update policies, conduct regular employee training, and consistently perform risk assessments
- Integrated with Sustainable Development Goals (SDGs) 16 and 17

2. Data Security, Personal Data Protection, and Cybersecurity

- Factors affecting the company: Increasing cyber threats and data security expectations
- Goal: 0 incidents of internal data leakage, 0 complaints of personal data breaches, and 0 cyber threats affecting operations

- Response Plan: Regularly review and improve the Backup & Disaster Recovery Plan, conduct PDPA Awareness Training and Cybersecurity Penetration Tests annually, and continuously install and update firewalls and cybersecurity systems
- Integrated with Sustainable Development Goal (SDG) 16

3. **Creating Innovation to Enhance Service Efficiency**

- Factors affecting the company: Technological changes
- Goal: Create 1 innovation to improve work processes
- Response Plan: Support all departments in developing and improving work processes to enhance efficiency and elevate operational quality
- Integrated with Sustainable Development Goal (SDG) 9

4. **Maintaining Service Quality and Standards**

- Factors affecting the company: Competition in service quality
- Goal: Increase the average customer satisfaction evaluation score
- Response Plan: Continuously develop and improve service processes to enhance efficiency and reduce errors
- Integrated with Sustainable Development Goal (SDG) 8

United Nations SDGs that align with the organization's sustainability management goals	: Goal 1 No Poverty, Goal 1 No Poverty, Goal 3 Good Health and Well-being, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 5 Gender Equality, Goal 7 Affordable and Clean Energy, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 9 Industry, Innovation and Infrastructure, Goal 12 Responsible Consumption and Production, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals, Goal 17 Partnerships for the Goals
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Information on review of policy and/or goals of sustainable management over the past year

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

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

Has the company changed and developed the policy and/or goals of sustainable management over the past year : No

In 2025, the Company conducted a review of its sustainability policy at the Board of Directors Meeting No. 5/2025 on November 10, 2025. The review covered key issues, including risk management, conflict of interest

management, complaint handling mechanisms, as well as a review of the roles, duties, and responsibilities of the Board of Directors to ensure that the Board can perform its duties effectively, transparently, and in accordance with good corporate governance principles, and to support the Company in conducting its business sustainably in the long term.

Information on impacts on stakeholder management in business value chain

Business value chain

The company prioritizes the management of its business value chain, which is a tool to enhance competitiveness and reduce operational risks related to sustainability issues. This involves analyzing core activities from upstream to downstream in the organization's business operations, coupled with identifying key stakeholders or those with business relationships. Subsequently, the relationships of stakeholders are reviewed for both positive and negative impacts from the organization's activities. The company's value chain comprises the following primary and support activities:

Primary Activities

1. Sales and Customer Coordination
 - Contact customers to offer services that meet their specific needs.
 - Manage customer requests or requirements and build good relationships with both new and existing customers to provide continuous and efficient service.
 - Stakeholders: Customers, job applicants, business competitors, and society/community.
2. Marketing
 - Develop marketing strategies focusing on creating and disseminating service content through social media platforms such as Facebook and LinkedIn, as well as the company's website, to increase brand awareness, attract job applicants, and entice customers to choose our services, emphasizing content that aligns with target audiences and clearly communicates service strengths.
 - Stakeholders: Job applicants, employees, customers, and government agencies / regulatory bodies.
3. Service Preparation
 - Screen, recruit, and hire qualified applicants according to customer numbers and requirements, while providing professional human resource consulting.
 - Develop online training courses with appropriate content designed by experts in each field.
 - Develop and improve human resource management software systems to be modern and responsive to current needs.
 - Stakeholders: Job applicants, employees, and partners.
4. Service Delivery
 - Source job applicants matching customer requirements, manage the hiring of outsourced employees according to customer needs, including payroll administration and employee training management, and other related services to meet customer demands.
 - Deliver training plans and conduct training for employees.
 - Deliver software and provide user training.
 - Stakeholders: Job applicants, customers, and employees.
5. Customer Support
 - Monitor results and receive feedback from both customers and job applicants.
 - Provide after-sales services, such as evaluating outsourced employees and improving personnel development processes according to customer needs or requests.
 - Monitor training effectiveness and adjust curricula accordingly.

- Support customer software usage in case of issues.
- Stakeholders: Job applicants and employees.

Support Activities

1. Internal Human Resource Management
 - Develop internal personnel through training and retention of talented employees, manage compensation, welfare, and provide adequate and appropriate equipment or tools to support employees in delivering quality service to customers.
 - Stakeholders: Employees and partners.
2. Information Technology and Infrastructure
 - Maintain, develop, and improve critical systems with up-to-date technology to support the work of employees within the organization.
 - Maintain, develop, and improve information technology infrastructure and systems to enhance data security and ensure continuous, uninterrupted operations.
 - Manage applicant and employee databases to meet customer needs.
 - Stakeholders: Employees, customers, and job applicants.
3. Corporate Governance
 - Develop, review, and update corporate governance policies, manuals, and practices to comply with relevant laws, good governance principles, and standards.
 - Oversee risk, legal compliance, and organizational strategic planning to ensure clear and transparent operational direction.
 - Manage financial and accounting aspects to ensure stability and efficiency in business operations, and establish systems to support operations in line with ethical principles and governance standards.
 - Stakeholders: Government agencies / regulatory bodies, shareholders / investors / analysts, society and community, and employees.
4. Procurement
 - Provide work-related resources efficiently. of the highest quality and efficiency.
 - Recruit and evaluate partners to meet company standards and policies.
 - Manage partner relationships.
 - Stakeholders: Partners and employees

Identification and Assessment of Material Issues

The company has assessed risks and opportunities from stakeholders in each activity within the value chain, adhering to the principles of Global Reporting Initiative Standards (GRI Standards) and Sustainable Development Goals (SDGs).

The process and steps for assessing material sustainability issues are as follows:

1. Identification of Relevant Sustainability Issues: The company considers various factors affecting the business, including both risks and opportunities, from internal and external perspectives. The focus is on evaluating factors that may impact operations and long-term value creation, as well as considering all stakeholder groups, to ensure the company can operate sustainably and effectively respond to challenges in all aspects. The key issues are as follows:
 - Environmental Aspects
 - Energy and Resource Management
 - Climate Change Management
 - Social Aspects
 - Workplace Safety and Environment

- Promotion and development of personnel, including Create opportunities and increase employment rates.
- Equality and Diversity in the Organization
- Corporate Governance and Economic Aspects
 - Corporate Governance and Anti-Corruption
 - Data Security, Personal Data Protection, and Cybersecurity
 - Create innovations to enhance service efficiency.
 - Maintain service quality and standards.

2. Assessment and Prioritization: The company assesses the significant impacts of its business operations on all stakeholder groups through a Materiality Prioritization process, considering two levels of importance:

- Importance/Impact on Business: Considered from various aspects such as finance, operations, strategy, organizational image/reputation, and laws/regulations.
- Importance/Impact on Stakeholders: Considered based on the number of stakeholder groups affected, or the level of interest stakeholder groups have in the issue, as well as how the issue influences stakeholder decisions.

Scoring in each aspect is divided into 4 levels: Low, Medium, High, and Very High. The company has prioritized sustainability issues and mapped them into a Materiality Matrix.

The company has established management guidelines for improving and developing business processes in line with the identified key issues, with the goal of reducing negative impacts and potential risks to business operations, as well as building sustainable competitiveness. These guidelines are described in the section on sustainability goals and key issues.

3. Review and approve key issues.

The Sustainability Working Group will jointly consider and propose sustainability operational plans to the Corporate Governance, Sustainable Development, and Remuneration Committee. These plans will then be presented to the Board of Directors for approval and further implementation.

4. Develop, improve, and monitor results.

The company manages material sustainability issues by setting goals and continuously operating, while regularly monitoring results to achieve sustainability strategies, and appropriately disclosing operational information to stakeholders on each issue.

Business value chain diagram

The company's core activities and value chain

Core Activities

Stakeholders



Sales and Customer Coordination

- Contact customers to offer services that meet their specific needs.
- Manage customer requests or requirements and build strong relationships with both new and existing customers to provide continuous and efficient service.



Marketing

- Develop marketing strategies focusing on creating and disseminating service content through social media platforms such as Facebook and LinkedIn, as well as the company's website, to increase brand awareness, attract job applicants, and generate customer interest in using our services. This involves emphasizing content that aligns with the target audience and clearly communicates the unique selling points of the services.



Service Preparation

- Conduct screening, recruitment, and hiring of qualified applicants according to customer numbers and requirements, along with providing professional HR consulting.
- Develop online training courses with appropriate content designed by experts in each field.
- Develop and improve human resource management software systems to be modern and responsive to current needs.



Service Delivery

- Source job applicants matching customer requirements, manage the hiring of outsourced employees according to customer needs, including payroll administration, employee training management, and other related services to meet customer demands.
- Deliver training plans and conduct training for employees.
- Deliver software and provide usage training.



Customer Support

- Monitor results and receive feedback from both customers and job applicants.
- Provide after-sales services, such as evaluating outsourced employees and improving personnel development processes according to customer needs or requests.
- Monitor the effectiveness of training and adjust curricula accordingly.
- Support customer software usage in case of issues.

- Customers
- Job Applicants
- Business Competitors
- Society/community

- Job Applicants
- Employees
- Customers
- Government Agencies
- Regulatory Bodies

- Job Applicants
- Employees
- Partners

- Job Applicants
- Customers
- Employees

- Job Applicants
- Employees

Primary Activities in the Company's Value Chain

The company's support activities and value chain

Supporting Activities

Stakeholders

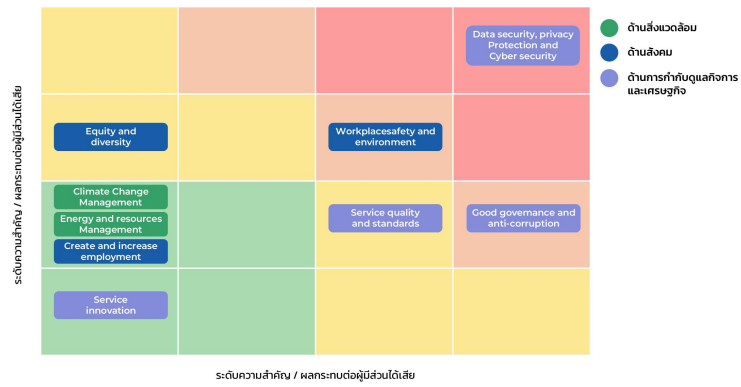


Support Activities in the Company's Value Chain



Key Sustainability Issues

ตาราง Materiality Matrix



Materiality Matrix

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain⁽²⁾

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
• Employees	- Appropriate compensation and benefits - Career growth opportunities - Company stability - Suitable working environment and space - Availability and sufficiency of operational equipment - Professional development and career advancement - Care, support, and creation of equal opportunities	- Establish policies and plans for personnel development. - Develop a Succession Plan to outline career growth for various key positions. - Survey and review compensation to ensure it is appropriate and competitive with the labor market. - Ensure a safe and suitable working environment. - Promote and support both online and offline training for employees within the organization to enhance work potential and create opportunities for growth.	• Online Communication • Internal Meeting • Employee Engagement Survey • Others • Welfare Committee Meeting

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
Customers	- Deliver services according to agreements - Develop service quality to meet customer needs - Service fees are appropriate - Provide advice and professionally resolve issues - Maintain service standards and ensure customer data security - Disclose service information completely, accurately, and without distorting facts	- Develop service systems to international standards, such as ISO 27001 Information Security Management System - Communicate comprehensive information about services - Customer satisfaction surveys - Implement internal audit and risk management systems - Develop employees' capabilities to provide professional customer service - Improve internal operational systems to enhance service efficiency - Develop comprehensive services to meet customer needs,	- Online Communication - Satisfaction Survey - Others - Meeting with clients

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		such as training services, payroll data preparation services, and Human Resources Information Systems (HRIS)	
• Society • Others • Community	- Collaborate in developing, promoting skills, and providing knowledge to students, youth, and the general public to offer opportunities for accessing desired careers. - Promote employment for underprivileged individuals. - Conduct business	- Collaborate with various universities to organize activities promoting knowledge and readiness for the professional world. - Cooperate with foundations, associations, and government agencies to develop and promote knowledge, as well as employment opportunities for students, the	• Social Event • Online Communication • Others • Receiving ideas and suggestions through the company's various channels

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	operations with consideration for the environment. - Promote and support public benefit activities.	general public, and underprivileged individuals. - Share human resource management knowledge through the company's social media and website. - Develop technology to support operations and reduce the consumption of natural resources.	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
• Investors or investment institutions • Analysts • Shareholders	- Valuable return on investment and sustainable organizational growth - Good corporate governance - Accurate, complete, timely, transparent, and equitable information, including both financial and non-financial data - Risk management system in place - Effective internal audit and control system	- Operate the business efficiently to meet shareholder expectations and provide appropriate dividends. - Disclose information transparently and consistently, such as meeting with investors every quarter. - Maintain an investor relations department to communicate information, answer inquiries, and coordinate with investors. - Develop business plans and operational strategies, including participation in projects to enhance the value of listed companies (JUMP+). - Prudently manage risks.	• Visit • External Meeting • Annual General Meeting (AGM) • Others • Quarterly Performance Presentation • Analysts' Meeting • Listed Company Meeting with Investors • Receiving feedback or answering inquiries from shareholders through investor relations channels

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Suppliers	- Transparent procurement, treating all business partners with fairness and equality, as stipulated in the business code of conduct.	- Comply with the procurement code of ethics to ensure fairness.	- Online Communication - Others - Prepare annual partner assessment report

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Government agencies and Regulators	- Comply with laws, regulations, and rules. - Cooperate with and support various government policies.	- Strictly and correctly comply with laws, regulations, and various rules. - Monitor newly enforced laws to ensure consistent and correct compliance. - Have an anti-corruption policy, communicate it, and supervise it appropriately. - Provide training and knowledge to employees as required by law.	Online Communication

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
- Others - Job applicant	- Protect personal data - Suitable job opportunities aligned with skills, experience, and expected salary - Provide support and assistance, and coordinate to furnish comprehensive information regarding job positions	- Provide complete and accurate job position details. - Offer guidance on job interview preparation to enhance applicants' chances. - Inform applicants about the company's Privacy Policy.	- Others - Job board website - Social Media (LinkedIn, Facebook) - Recruitment Officer
Competitors	- Fair competition - Respect for each party's data and innovation	- Comply with competition law - Protection of business information and intellectual property.	- Online Communication - Others - Annual Report - Job Bidding - Seminar

Diagram of the stakeholder analysis in the business value chain

Details of stakeholder analysis in the business value chain			
Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
Internal stakeholders			
Employees	• Appropriate compensation and benefits • Career growth opportunities • Company stability • Suitable working environment and space • Availability and sufficiency of operational equipment • Professional development and career advancement • Care, support, and creation of equal opportunities	• Establish policies and plans for personnel development. • Develop a Succession Plan to outline career growth for various key positions. • Survey and review compensation to ensure it is appropriate and competitive with the labor market. • Ensure a safe and suitable working environment. • Promote and support both online and offline training for employees within the organization to enhance work potential and create opportunities for growth.	• Online Communication • Internal Meeting • Employee Engagement Survey • Others ◦ Welfare Committee Meeting
External stakeholders			
Customers	• Deliver services according to agreements • Develop service quality to meet customer needs • Service fees are appropriate • Provide advice and professionally resolve issues • Maintain service standards and ensure customer data security • Disclose service information completely, accurately, and without distorting facts	• Develop service systems to international standards, such as ISO 27001 Information Security Management System • Communicate comprehensive information about services • Customer satisfaction surveys • Implement internal audit and risk management systems • Develop employees' capabilities to provide professional customer service • Improve internal operational systems to enhance service efficiency • Develop comprehensive services to meet customer needs, such as training services, payroll data preparation services, and Human Resources Information Systems (HRIS)	• Online Communication • Satisfaction Survey • Others ◦ Client Meeting
Society/Community	• Collaborate in developing, promoting skills, and providing knowledge to students, youth, and the general public to offer opportunities for accessing desired careers. • Promote employment for underprivileged individuals. • Conduct business operations with consideration for the environment. • Promote and support public benefit activities.	• Collaborate with various universities to organize activities promoting knowledge and readiness for the professional world. • Cooperate with foundations, associations, and government agencies to develop and promote knowledge, as well as employment opportunities for students, the general public, and underprivileged individuals. • Share human resource management knowledge through the company's social media and website. • Develop technology to support operations and reduce the consumption of natural resources.	• Social Event • Online Communication • Others ◦ Receiving ideas and suggestions through the company's various channels
Investors or investment institutions /Analysts Shareholders	• Valuable return on investment and sustainable organizational growth Good corporate governance • Accurate, complete, timely, transparent, and equitable information, including both financial and non-financial data • Risk management system in place • Effective internal audit and control system	• Operate the business efficiently to meet shareholder expectations and provide appropriate dividends. • Disclose information transparently and consistently, such as meeting with investors every quarter. • Maintain an investor relations department to communicate information, answer inquiries, and coordinate with investors. • Develop business plans and operational strategies, including participation in projects to enhance the value of listed companies (JUMP+). • Prudently manage risks.	• Visit • External Meeting • Annual General Meeting (AGM) • Others ◦ Quarterly Performance Presentation ◦ Analysts' Meeting ◦ Listed Company Meeting with Investors ◦ Receiving feedback or answering inquiries from shareholders through investor relations channels
Suppliers	• Transparent procurement, treating all business partners with fairness and equality, as stipulated in the business code of conduct.	• Comply with the procurement code of ethics to ensure fairness.	• Online Communication • Others ◦ Prepare annual partner assessment report
Government agencies and Regulators	• Comply with laws, regulations, and rules. • Cooperate with and support various government policies.	• Strictly and correctly comply with laws, regulations, and various rules. • Monitor newly enforced laws to ensure consistent and correct compliance. • Have an anti-corruption policy, communicate it, and supervise it appropriately. • Provide training and knowledge to employees as required by law.	• Online Communication
Others Job applicant	• Protect personal data • Suitable job opportunities aligned with skills, experience, and expected salary • Provide support and assistance, and coordinate to furnish comprehensive information regarding job positions	• Provide complete and accurate job position details. • Offer guidance on job interview preparation to enhance applicants' chances. • Inform applicants about the company's Privacy Policy.	• Others • Job board website • Social Media (LinkedIn, Facebook) • Recruitment Officer
Competitors	• Fair competition • Respect for each party's data and innovation	• Comply with competition law • Protection of business information and intellectual property	• Online Communication • Others ◦ Annual Report ◦ Job Bidding ◦ Seminar

Stakeholder Analysis in the Business Value Chain

Remark: ⁽²⁾ The Company will assess stakeholder expectations at least once a year through feedback processes, satisfaction surveys, meetings, or other engagement channels, to consistently understand the positive and negative impacts and issues related to the Company and its stakeholders, thereby fostering comprehensive and sustainable development.

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : Yes

materiality topics

Over the past year, the company has reviewed its : Yes
sustainability materiality topics

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Data security, personal data protection, and cybersecurity	• Good Governance
Good governance and anti-corruption	• Good Governance

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesnt Have data

Company sustainability disclosure aligned with standards

Information on risk management policy and plan

Risk management policy and plan

PRTR is committed to operating its business stably and sustainably, thus recognizing the importance of organizational risk assessment. It regularly reviews and develops risk management plans under conditions of uncertainty, including rapidly changing social, economic, environmental, and technological aspects. For business operations to be sustainable and achieve organizational goals, risk management is a crucial foundation, encompassing risk identification, risk assessment, and the establishment of measures for regular control, monitoring, and review of risks. This ensures that if new risks arise, the Company can manage them within acceptable limits. To ensure that various departments within the Company have a consistent approach to risk management, PRTR has established guidelines in accordance with PRTR's risk management policy as follows:

1) PRTR is committed to good corporate governance by adopting the principles of Enterprise Risk Management (ERM) in accordance with the COSO (The Committee of Sponsoring Organizations of the Treadway Commission) risk management framework, which is an international standard for risk management. including good corporate governance principles for listed companies in the year 2017 (CG code 2017) and anti-corruption guidelines to be used as a guideline for risk management of the Company and its subsidiaries, where the Board of Directors, management, and all employees at every level must adhere to the risk management policy to ensure effective and efficient risk management success.

2) PRTR will maintain a risk register in accordance with COSO ERM guidelines and review it at least once a year. PRTR will prepare and review this to manage risks at an acceptable level or within PRTR's acceptable deviation.

Risk Management Structure

The Company has developed its risk management in accordance with good corporate governance principles based on the Three Lines Model framework of the Institute of Internal Auditors (IIA) and international risk management standards such as COSO ERM 2017, by clearly defining the roles and responsibilities of the Board of Directors, management, and various departments as follows:

1) Board of Directors

The Board of Directors is responsible for the highest oversight of risk management, approving policies, frameworks, and acceptable risk levels, as well as monitoring risks that may significantly impact the Company, including strategic, operational, technological, data, and ESG risks, as well as risks from new projects or due diligence, to ensure that the Company has an appropriate risk management system that supports sustainable business operations.

2) Audit and Risk Management Committee

The Audit and Risk Management Committee is responsible for independently overseeing, monitoring, and reviewing risk management, and reviewing the adequacy of internal control systems. establish a working group, and appoint independent consultants with knowledge and expertise to provide advice, recommendations, and assistance to the Audit and Risk Management Committee in its operations. Assess information received from management (First Line), Risk Management Department (Second Line), and Internal Audit (Third Line), and report to the Board of Directors at least twice a year to support a robust, reliable, and transparent risk management system.

3) Executive Committee

The Executive Committee is generally responsible for the organization's risk management, considering and approving risk management policies, and submitting them to the Audit and Risk Management Committee for approval before further submission to the Board of Directors for final approval. It also considers and approves the risk management framework and risk management plan, monitors the development of the risk management framework and

the risk identification and assessment process, communicates and coordinates with the Audit and Risk Management Committee regarding significant risks, and reports to the Audit and Risk Management Committee on risks and risk management at least annually. 2 times

4) Chief Executive Officer

The Chief Executive Officer is responsible for overseeing and driving the organization's risk management in line with changing circumstances, monitoring significant risks, and ensuring adequate and appropriate risk management plans are in place. This includes supporting, promoting, and implementing risk management policies to ensure that risk management processes are continuously practiced throughout the Company, and reporting to the Executive Committee on risks and risk management at least annually. 2 times

5) Risk Management Working Group

The Risk Management Working Group is responsible for coordinating and supporting the organization's risk management, collecting, analyzing, and monitoring risks from all departments, preparing annual risk management plans, and supporting the integration of risks related to ESG, PDPA, technology, and security into the Company's risk management process to ensure systematic and consistent governance across the organization.

6) Departmental Risk Management Officer

The risk management officer of each department is responsible for establishing the framework, plans, and processes for the department's risk management, and submitting them to the Executive Committee for consideration and approval. They also support and monitor the risk management of their responsible department, as well as promote and motivate employees to recognize the importance of risk management.

7) Personnel at all levels and in all departments

All personnel are responsible for supporting the Company's risk management system by identifying and reporting risks encountered in operations, adhering to defined control measures, and continuously fostering an organizational risk culture, as well as complying with safety, quality, personal data, and relevant legal requirements.

8) Internal Auditor

Internal auditors are responsible for reviewing internal control systems and ensuring that the Company appropriately implements and practices risk management systems throughout the organization, that internal controls are sufficient and suitable for risk management, and that these internal controls are effectively followed. They also review risk management operations and communicate and clarify risks with management and auditees to plan risk-based audits (Risk Based Auditing)

Risk Management Process

The Company defines risk management steps covering everything from strategy setting to monitoring, to ensure that risk management is systematic, transparent, and supports the achievement of organizational objectives, comprising: 8 steps as follows:

1. Strategy and Objective Setting (Strategy and Objective Setting)

The Company requires all departments to define work strategies and objectives in alignment with the organization's direction, goals, and acceptable risk (Risk Appetite) to ensure that risk management supports the Company's operations and strategic decision-making.

2. Risk Identification (Identifies Risks)

Management and operational staff of each department collaboratively identify potential risks arising from internal and external factors, which may be events or conditions affecting the ability to achieve objectives, both in terms of opportunities and negative impacts.

3. Risk Severity Assessment (Assesses Severity of Risk)

The department assesses the likelihood of an incident (Likelihood) and Impact) of each risk item to prioritize management and identify risks requiring close monitoring.

4. Risk Prioritization (Prioritizes Risks)

Department heads and operational staff should prioritize risks based on their severity and impact on organizational objectives. High-risk activities with significant impact on the Company's strategy or goals should be managed first, while lower-risk and less critical activities should be managed appropriately thereafter.

5. Implement Risk Responses (Implements Risk Responses)

Department heads and operational staff implement appropriate risk management methods, considering acceptable risk, associated costs, and expected benefits. Risk response approaches may include one or a combination of methods such as risk reduction, avoidance, transfer, or acceptance, to ensure that the residual risk level (Residual Risk) is at the level determined by the Company.

6. Develop Risk Management Information (Develops Portfolio View)

Department heads and operational staff collaboratively develop an overview of the organization's risk management, considering the interconnections between risks in various departments and the overall risk level, to serve as information for management's decision-making and support the Company's integrated risk management.

7. Review and Revision (Review and Revision)

Department heads and operational staff regularly monitor the effectiveness of risk management and review implemented measures, proposing adjustments when risk management methods are found to be inconsistent with the environment, business factors, or the Company's defined risk levels, to ensure that risk management remains appropriate and responsive to changes. The results of such reviews will be presented to supervisors and relevant committees.

8. Monitoring and Evaluation (Monitoring)

Department heads and operational staff continuously monitor and evaluate risk management performance to ensure that defined measures are effective and consistent with the Company's determined risk levels. The monitoring results are summarized and presented to the Executive Committee and the Audit and Risk Management Committee according to the specified cycles.

Business Continuity Management

The Company places importance on managing risks that may affect business operations and customer services. Therefore, the Company has developed a Business Continuity Plan (Business Continuity Plan: BCP) to serve as a framework for preparedness, responding to incidents that may cause business disruption, and restoring operations to ensure continuous business activity within an appropriate timeframe.

The plan aims to ensure that the Company's critical operations and services can continue at an acceptable level in the event of a disruption, building confidence among customers, shareholders, and stakeholders that the Company is prepared to handle B cope with incidents that may affect business operations, including defining guidelines for systematic coordination and restoration of organizational operations.

Scope of the Business Continuity Plan

The Business Continuity Plan covers incidents that may affect the Company's business operations, such as the inability to use the primary workplace, disaster events or emergencies at local, city, or national levels, disruption of information technology systems or critical operational systems, as well as a shortage of key personnel involved in business processes.

Business Continuity Process

The Company has established a business continuity process to address incidents that may affect operations, with the following key steps:

1. Situation Assessment (Incident Assessment)

The relevant department will assess the nature and severity of the incident, as well as its potential impact on operational processes, information systems, and company personnel.

2. Plan Activation BCP (BCP Activation)

Once it is determined that an incident may cause business disruption, the Company will activate the plan. BCP and appoint relevant working groups to manage the situation.

3. Response and Coordination (Response and Coordination)

The working group will implement defined measures to control the situation, mitigate impacts on business operations, and communicate necessary information to employees, customers, and stakeholders.

4. Business Continuity Operations (Business Continuity Operations)

The Company implements measures to ensure that critical operational processes can continue, such as remote work, the use of backup systems or locations, and the allocation of resources to support operations.

5. Operational Recovery (Recovery)

Once the situation is resolved, the Company will proceed to restore systems, business processes, and the working environment to normal conditions.

6. Plan Review and Improvement (Review and Improvement)

After an incident or plan testing, the Company will evaluate the results and gather lessons learned to further improve the effectiveness of its Business Continuity Plan.

Business Continuity Strategy

The Company has established measures to cope with situations that may affect business operations, such as supporting remote work through secure networks, preparing backup locations or systems for operations, data backup, and developing an information system recovery plan (Disaster Recovery Plan), as well as human resource management to continuously support critical operational processes.

Incident Management Structure

The Company has established a Business Incident Response Team (Business Response Team: BRT), comprising representatives from key organizational departments, is responsible for assessing situations, defining approaches to respond to incidents, and coordinating with relevant departments to effectively manage situations and restore business operations.

Plan Review and Testing

The Company periodically reviews, updates, and tests its Business Continuity Plan to ensure its readiness to cope with potential incidents and to appropriately mitigate impacts on business operations, customers, and stakeholders.

In the past year, the Company has reviewed and updated its Business Continuity Plan, as well as tested the plan in simulated scenarios to assess the readiness of its systems and personnel to cope with business disruptions.

Reference link to risk management policy and plan : <https://investor.prtr.com/storage/downloads/corporate-governance/corporate-policies/prtr-risk-management-policy-th.pdf>

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

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

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Strategic Risk: Inability to achieve business growth targets and investment in ventures

Related risk factors : Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Reliance on large customers or few customers
- Damage to company image and reputation
- Competition risk
- Economic risk
- New business risk

ESG risk factors : Yes

Risk characteristics

The Company operates a human resources service business, which is linked to economic conditions, labor market trends, and the demand for labor in the business sector. Should the demand for labor in certain industries slow down, or market competition intensify, it could impact the Company's ability to expand its customer base and revenue growth.

Furthermore, the ability to deliver quality services with speed and continuity are crucial factors for maintaining customer relationships and creating long-term business opportunities.

Concurrently, the Company implements strategies to expand its business through the development of new services, the adoption of technology to support operations, as well as considering investments or mergers and acquisitions (M&A) to enhance its competitive capabilities. However, such business expansion or investments may present challenges, such as business valuation, differences in organizational culture, or system integration, which could result in not achieving the expected outcomes.

Risk-related consequences

If the Company fails to expand its new customer base, maintain service quality, or execute business expansion as planned, it may impact revenue growth, its ability to retain existing customers, and the creation of long-term added value from investments.

However, the Company continuously monitors market trends, evaluates service quality, and reviews business strategies to adapt its operations in line with the changing business environment.

Risk management measures

The company establishes guidelines for managing such risks, focusing on maintaining competitiveness, developing service quality, and expanding business opportunities sustainably, with key measures as follows:

1. Building and maintaining continuous customer relationships

The company regularly communicates and consults with customers to understand their needs and feedback, as well as to develop relationships in a manner that to support long-term business cooperation.

2. Developing service quality and personnel potential

The company prioritizes the development of employee skills, including enhancing knowledge in digital technology and artificial intelligence (AI), to improve operational efficiency and elevate service quality.

3. Diversification of customer base and industries

The company diversifies its customer base and service industries to reduce over-reliance on any single customer or industry and to increase business growth opportunities.

4. Customer satisfaction monitoring

The company continuously monitors customer satisfaction evaluation results and feedback to improve operational processes and service quality.

5. Leveraging technology to support business operations

The company develops and utilizes technology to support work processes, enhancing operational efficiency and elevating customer experience.

6. Prudent investment and acquisition management

The company establishes guidelines and processes for managing risks related to mergers and acquisitions to ensure business operations are prudent and aligned with the organization's strategy, with key measures as follows:

- The company establishes criteria and guidelines for considering investments or acquisitions to ensure decisions are prudent and aligned with the organization's growth strategy.
- The company conducts due diligence in various areas such as finance, legal, operations, and related risks, including assessing issues related to labor, safety, occupational health, and environment, as well as Environmental, Social, and Governance (ESG) aspects of the acquired business, to evaluate investment suitability and support the company's decision-making.
- The company plans for Post-Merger Integration to ensure efficient collaboration between the businesses.
- The company continuously monitors and evaluates the performance of invested businesses to ensure that investments generate added value and support the organization's long-term growth.

Risk 2 Operational Risk: Inability to deliver services according to customer expectations

Related risk factors :

Operational Risk

- Shortage or reliance on skilled workers
- Systems or internal control system
- Human error in business operations

ESG risk factors : Yes

Risk characteristics

The quality of service and operational continuity are crucial for customer satisfaction. If the company fails to deliver services according to standards or customer expectations, such as failing to provide personnel within the specified timeframe or if the service quality does not meet agreed-upon standards, this may result in customers not renewing contracts, delayed contract renewals, or switching to other service providers.

Furthermore, personnel shortages or the loss of critical personnel for operations, as well as unforeseen events such as natural disasters or incidents affecting business continuity, may impact the company's ability to continuously provide services to customers.

Risk-related consequences

If the company is unable to maintain the quality and continuity of its services as expected by customers, it may impact customer satisfaction, contract renewals, and long-term business relationships. Furthermore, it could affect the company's revenue, competitiveness, and reputation.

Risk management measures

The company continuously establishes guidelines for managing operational risks, with key measures including:

1. Development of personnel capabilities and skills

The company prioritizes the continuous development of skills and knowledge for employees involved in customer service, including enhancing digital technology and AI skills to improve operational efficiency, elevate service quality, and increase responsiveness to customer needs.

2. Management and retention of high-potential personnel

The company monitors human resource data, such as turnover trends, and establishes guidelines for personnel management, including workforce planning, skill development, and appropriate welfare provisions, to retain high-potential personnel within the organization.

3. Monitoring service quality and customer satisfaction

The company monitors and evaluates service performance, and actively solicits feedback and suggestions from customers to continuously improve work processes and enhance service quality.

4. Development of operational systems and oversight of internal control systems

The company develops and improves its operational systems by integrating technology to support operations, thereby enhancing efficiency, reducing errors, and elevating service standards. Furthermore, the company regularly monitors and reviews its internal control systems to ensure that operations comply with relevant standards and requirements.

5. Business Continuity Management

The company has developed a Business Continuity Plan (BCP) to prepare for potential events that may impact operations, and regularly reviews and tests this plan to ensure the company can continue its business operations and provide uninterrupted services to customers.

Risk 3 Financial Risk: Accounts Receivable Management and Financial Liquidity

Related risk factors :

Financial Risk

- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Income volatility

ESG risk factors : No

Risk characteristics

The company's main revenue is derived from human resource services, for which service fees are collected from clients under credit terms. If clients pay later than the due date, or if the invoicing and collection processes do not adhere to the specified timelines, this may result in overdue trade receivables and increase the risk of bad debts.

Furthermore, liquidity management and capital structure are crucial factors for the company's operational capability. If the company cannot manage its working capital or debt levels appropriately, this may affect cash flow and the ability to support future operations or business expansion.

Risk-related consequences

If the company is unable to effectively manage its trade receivables and financial liquidity, it may impact the company's cash flow, working capital, and financial stability, potentially limiting its capacity for future business operations and investments.

Risk management measures

The company has established guidelines for financial risk management, covering accounts receivable management, cash flow management, and capital structure management, to maintain the company's liquidity and financial stability. Key measures are as follows:

1. Establishment of Credit Policy and Accounts Receivable Management

The company establishes criteria for considering credit limits for customers, including reviewing credit limits upon contract renewal or changes in business conditions. Additionally, an Accounts Receivable Aging Report is regularly prepared to monitor the status of overdue receivables and is used in considering the provision for doubtful accounts.

2. Control of Invoicing and Collection Processes

The company closely monitors the invoicing and collection processes, including preparing outstanding balance reports, to ensure timely collections and reduce the risk of overdue payments from debtors.

3. Liquidity Management and Cash Flow Planning

The company prepares cash flow forecasts to plan liquidity management and support business operations. As of December 31, 2024, and 2025, the company's Current Ratio was approximately 4.2 times, reflecting its sufficient ability to meet short-term obligations. Additionally, the company held cash and cash equivalents of 477.8 million Baht and 480.3 million Baht, respectively, and has credit lines from financial institutions to support liquidity needs.

4. Monitoring Capital Structure and Financial Indicators

The company regularly monitors key financial indicators, such as the Debt to Equity Ratio, to appropriately manage its capital structure and financial liquidity. As of December 31, 2024, and 2025, the company's Debt to Equity Ratio was 0.4 times for both years.

Furthermore, the company maintains a low level of debt relative to its capital structure and currently has no outstanding interest-bearing loans, reflecting its ability to appropriately manage its capital structure.

Risk 4 Information Technology Risks: Cyber threats, data breaches, and information system availability.

Related risk factors :

Operational Risk

- Information security and cyber-attack
- System disruption risk

ESG risk factors : Yes

Risk characteristics

The company's business operations rely on information technology systems to support operations, customer service, and data management. Should cyber threats, unauthorized data access, data breaches, or unavailability of information systems occur, this could impact business continuity, data security, and customer trust.

Furthermore, the adoption of new technologies, such as Artificial Intelligence (AI), in business operations, if lacking appropriate oversight, may lead to risks related to data protection, legal compliance, and the organization's reputation.

Risk-related consequences

If the information technology system is attacked or becomes inoperable, it could impact operations and customer service, potentially leading to damage to critical data, customer trust, the company's reputation, and its long-term competitiveness.

Risk management measures

The company establishes information technology risk management measures to maintain data security and information system continuity, with key approaches as follows:

1. Establishment of Information Security Policy and Management Framework

The company establishes information security policies and defines measures to control data access and usage based on necessity, while periodically reviewing policies to align with evolving technological risks.

2. Operations in Accordance with Data Security Management Standards

The company operates in accordance with ISO/IEC 27001 Information Security Management System standards, conducting regular internal audits and certification reviews.

3. Enhancing Cybersecurity Awareness

The company organizes training and communication for employees to enhance their knowledge of information security, such as IT Security Awareness and personal data protection, to foster a data security culture within the organization.

4. Regular System Security Testing and Evaluation

The company conducts risk assessments and system security tests, such as Penetration Testing and Vulnerability Assessment, and periodically engages external experts to evaluate system security. Furthermore, the company's Information Technology General Controls (ITGC) are audited and evaluated annually by an external internal audit unit.

to assess the adequacy and effectiveness of control systems, and to monitor the implementation of corrective actions for identified observations, thereby enhancing information system security and supporting continuous business operations.

5. Information System Continuity Management

The company has a data backup system and an Information System Disaster Recovery Plan (DRP), and regularly tests its Business Continuity Plan (BCP) to ensure it can respond to incidents that may affect the operation of information technology systems.

6. Governance of New Technology Usage within the Organization

The company prioritizes the appropriate adoption of new technologies, such as AI, in its business operations. It promotes knowledge among relevant employees and is currently developing a governance framework for AI usage to establish guidelines and standards for internal organizational use.

Risk 5 Legal and Regulatory Compliance Risk: The risk of non-compliance with laws, regulations, and requirements related to business operations.

Related risk factors :

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Corporate Governance
- Legal risk

ESG risk factors : Yes

Risk characteristics

The company operates a human resources service business, which must comply with laws, regulations, and requirements from relevant regulatory bodies, such as labor laws, personal data protection laws, and other requirements related to business operations. Should the company fail to comply with such requirements appropriately, this could impact the company's business operations, credibility, and reputation.

Furthermore, the company plays a role in sourcing personnel and managing employees for client projects, which involves compliance with labor laws and labor rights requirements, as well as the collection and processing of personal data of job applicants, clients, and employees. Should operations not align with relevant laws or requirements, this could lead to compliance risks regarding such laws and requirements.

Risk-related consequences

If the company fails to comply with relevant laws, regulations, or requirements, it may result in legal penalties, fines, or restrictions on business operations, and may also impact the reputation and trust of customers, partners, and stakeholders.

Risk management measures

The company establishes guidelines for managing legal and regulatory compliance risks to ensure business operations adhere to relevant laws and standards, with key measures as follows:

1. Developing and Reviewing Operational Procedures in Compliance with Laws

The company develops manuals and work instructions to define operational guidelines in compliance with labor laws, personal data protection laws, and related regulations, and periodically reviews and updates these documents.

2. Monitoring and Evaluating Legal Compliance

The company regularly monitors, inspects, and evaluates compliance with relevant laws and regulations, and coordinates with legal advisors or experts to provide guidance and support for business operations to comply with the law.

3. Personal Data Governance and Protection

The company establishes policies and practices for personal data protection, including measures for collecting, using, and disclosing personal data in accordance with relevant laws. Furthermore, the company regularly audits and evaluates compliance with personal data protection requirements by external internal audit units to enhance the efficiency of the organization's personal data control and governance systems.

4. Enhancing Legal and Regulatory Knowledge

The company organizes training and communication sessions to ensure employees have knowledge and understanding of laws related to business operations, especially labor laws and personal data protection laws, to promote work practices that align with organizational standards.

Risk 6 Fraud and Corruption Risk: The risk arising from acts that constitute giving or receiving bribes, or acts that may lead to fraud and corruption in business operations.

Related risk factors :

Operational Risk

• Corruption

ESG risk factors : Yes

Risk characteristics

In conducting business, the Company may face risks from internal fraud or acts amounting to corruption, such as document forgery, improper expense claims, seeking personal gain, giving or receiving bribes, or soliciting undue benefits, which may originate from employees, partners, business agents, or individuals involved in the Company's business operations.

Such risks may arise in various business processes, such as procurement, business contracting, giving or receiving gifts, gratuities, or business entertainment, sponsorships or charitable donations, payment of facilitation fees (Facilitation Payment), contact or coordination with government agencies, as well as conducting business activities through agents, partners, or third parties, which may lead to risks of actions contrary to laws and business ethics.

Without proper oversight and internal control systems, it may lead to non-transparent actions, non-compliance with laws, and violations of business ethics, which could impact the financial status, business operations, and reputation of the Company, as well as the trust of customers, partners, investors, and stakeholders.

Risk-related consequences

Should internal organizational fraud or corruption occur, it may result in financial damage to the company, loss of assets, or non-transparent operations. Furthermore, it could lead to legal risks, penalties from regulatory bodies, and impact the reputation, credibility, and trust of customers, partners, and stakeholders.

Risk management measures

The company prioritizes transparent business operations and adheres to good corporate governance principles, having established measures to prevent and mitigate risks from fraud and corruption, as follows:

1. Establishment of anti-corruption policies and guidelines.

The company has established an anti-corruption policy, including related guidelines such as giving or receiving gifts, hospitality, donations, sponsorships, and managing conflicts of interest, to serve as a guide for directors, executives, and employees to operate transparently and fairly.

2. Establishment of appropriate internal control systems.

The company has established internal control systems in key operational processes, such as Segregation of Duties, authorization limits, and document verification, to prevent and reduce the opportunities for fraud or inappropriate conduct.

3. Supervision and monitoring of policy compliance.

The company regularly monitors and reviews the operations of various departments, including audits by the internal audit unit, to assess the adequacy of internal control systems and compliance with relevant policies.

4. Communication and raising awareness of ethics within the organization.

The company communicates and provides training to employees to ensure their knowledge and understanding of the anti-corruption policy and business ethics, thereby fostering an organizational culture committed to transparency and integrity in business operations.

5. Provision of complaint channels and whistleblower protection.

The company provides channels for reporting tips or complaints regarding actions that may constitute fraud or inappropriate conduct, with measures in place to protect whistleblowers and to ensure that complaints are investigated fairly, transparently, and independently.

Risk 7 Environmental, Social, and Governance Management Risks (ESG Risk)

Related risk factors : Strategic Risk

- ESG risk
- Climate change and disasters

Operational Risk

- Safety, occupational health, and working environment
- Impact on the environment

Compliance Risk

- Corporate Governance

ESG risk factors : Yes

Risk characteristics

The company recognizes the importance of sustainable business operations by considering environmental, social, and governance impacts (Environmental, Social and Governance: ESG), which are issues that stakeholders, such as customers, investors, and regulatory bodies, are increasingly prioritizing.

If the company fails to manage environmental issues (Environmental), such as energy consumption, greenhouse gas emissions, or efficient resource utilization, as well as social issues (Social), such as labor rights protection, safety, occupational health, and working environment, and fair treatment of stakeholders, this may impact the company's reputation and stakeholder confidence.

Furthermore, if governance (Governance), such as business transparency, good corporate governance, risk management, and compliance with ESG-related laws and regulations, is not properly managed, this may affect investor confidence, the organization's sustainability assessment, and its long-term business viability.

Risk-related consequences

If the company fails to properly manage environmental, social, and governance (ESG) issues, it may result in the company's inability to fully comply with laws, regulatory requirements, or the sustainability requirements of customers and partners.

Furthermore, it may impact the reputation and trust of stakeholders, and may also affect business opportunities, competitiveness, and access to sustainability assessments or investments from ESG-focused investors, which could impact long-term growth and the ability to operate sustainably.

Risk management measures

The company has established guidelines for managing ESG issues to support sustainable business operations, with key measures in each area as follows:

1. Environmental

1.1 Establishment of Environmental Policies and Guidelines

The company has established a social and environmental responsibility policy to serve as a framework for the organization's environmental operations.

1.2 Monitoring Environmental Laws and Regulations

The company monitors environmental laws, regulations, and requirements from government agencies and stakeholders to ensure operations comply with relevant provisions.

1.3 Energy Management and Climate Change

The company has developed energy management and greenhouse gas emission management plans, along with a plan for independent verification of greenhouse gas emission data.

1.4 Appropriate Resource and Waste Management

The company manages waste and promotes efficient resource utilization, such as source separation of waste, reuse, and recycling.

1.5 Environmental Data Collection and Disclosure

The company collects and stores energy and greenhouse gas emission data for performance monitoring and to support ESG data disclosure.

1.6 Promotion of Environmental Practices in the Supply Chain

The company encourages partners and service providers to adhere to environmental guidelines to support sustainable business operations.

2. Social

2.1 Occupational Safety Governance

The company has established a Safety, Occupational Health, and Working Environment Committee to oversee employee safety measures.

2.2 Promotion of Employee Health and Well-being

The company prioritizes the physical and mental health of employees through welfare benefits and health promotion activities, such as annual health check-ups and well-being activities.

2.3 Development of Welfare Systems and Employee Engagement

The company has established a welfare committee within the establishment to jointly consider and develop appropriate welfare benefits for employees.

2.4 Safety Training and Preparedness

The company organizes safety training and activities, such as fire evacuation drills, emergency response drills, and basic first aid training.

2.5 Third-Party Risk Management

The company maintains third-party liability insurance to cover potential risks arising from business operations.

3. Governance Aspect

3.1 Establishment of Corporate Governance Policies and Guidelines

The company has established a Code of Conduct and corporate governance policies to promote transparent and ethical business operations.

3.2 Governance through Board Structure

The company has committees related to corporate governance and sustainable development to oversee operations in accordance with good governance principles.

3.3 Development of Internal Control and Audit Systems

The company develops internal control systems and prepares internal audit plans to assess the adequacy of internal controls and compliance with relevant requirements.

3.4 Enhancing Ethical Awareness and Data Security

The company provides training and communication to employees on business ethics and data security to foster a transparent and responsible organizational culture.

3.5 ESG Performance Governance and Monitoring

The company has established a sustainability governance structure, with relevant committees and executives jointly setting policies, targets, and regularly monitoring ESG performance to ensure operations align with organizational strategies and stakeholder expectations.

3.6 ESG Risk Management

The company integrates ESG issues into its organizational risk management process by continuously identifying, assessing, and monitoring ESG risks to effectively manage risks that may impact business operations.

Risk 8 Human Rights Risks: Risks arising from human rights violations, such as discrimination, child labor, or unfair labor practices.

Related risk factors :

Operational Risk

- Impact on human rights

ESG risk factors : Yes

Risk characteristics

The company recognizes the importance of respecting human rights in its business operations, particularly in the recruitment and labor management processes. Should human rights violations occur, such as discrimination in employment, the use of child labor, unfair treatment of workers, or the violation of fundamental labor rights, this could impact the company's reputation, customer confidence, and relationships with stakeholders.

Risk-related consequences

Should incidents related to human rights violations occur, the company may receive complaints or legal disputes, as well as potentially affecting its reputation, customer trust, and relationships with stakeholders, which could impact long-term business operations.

Risk management measures

The company has established guidelines for respecting human rights and promoting equality in employment, with the following key measures:

1. Establishment of Human Rights Policy

The company has established a human rights and non-discrimination policy to guide business operations that respect fundamental human rights. This policy is communicated to employees and relevant stakeholders for their awareness and compliance.

2. Promoting Human Rights Awareness

The company promotes knowledge and understanding of human rights, diversity, and inclusion (Diversity & Inclusion) among employees to foster an organizational culture that respects differences and prohibits discrimination.

3. Provision of Complaint Channels

The company provides channels for receiving complaints and suggestions, as well as measures to protect complainants, to ensure that incidents potentially involving human rights violations can be reported appropriately.

4. Promoting Equal Employment

The company conducts employment based on principles of equality and non-discrimination, including supporting the employment of persons with disabilities as required by law, to promote fair employment opportunities.

Risk 9 Emerging Risks: Risks from structural changes in the labor market and new working models.

Related risk factors : Strategic Risk

- Competition risk
- Economic risk
- Other : Changes in labor market structure and new

work
models
ESG risk factors : No

Risk characteristics

Long-term trends in labor market changes, such as the shortage of specialized skilled labor, the transition to an aging society, and increasingly flexible work arrangements like freelancing or diverse employment models, may lead to shifts in the labor market structure.

Meanwhile, the development of digital technology and artificial intelligence (AI) may lead to changes in the nature of job positions and the skills required by the labor market. Some job positions may be replaced by technology, while new job positions and new skill sets may emerge.

Such changes may impact businesses in human resource recruitment and management, as well as companies' ability to source labor with skills aligned with customer needs and the level of industry competition in the long term.

Risk-related consequences

If the company fails to adapt to the changing trends in the labor market, technology, and future work models, it may affect its ability to source skilled labor that aligns with customer needs, as well as potentially impacting its competitiveness, business opportunities, and long-term growth.

Risk management measures

The company continuously monitors labor market and technological changes, and develops business approaches that align with future labor market demands. Key measures include the following:

1. Monitoring and Analysis of Labor Market Trends and In-Demand Skills

The company monitors labor market data, job trends, and skills required by clients, as well as technological changes that may affect employment models, to appropriately plan service provision and labor supply.

2. Development of Candidate Pool and collaboration networks with external organizations

The company develops and manages a candidate database, including a network of workers across various industries, to enhance its ability to supply labor with skills that match client requirements. Furthermore, the company promotes collaboration with government agencies, educational institutions, and business partners to support labor skill development and prepare the workforce to meet future labor market demands.

3. Promotion of New Skill Development for Personnel and Labor

The company continuously supports the skill development of its personnel and workforce, particularly in digital skills and those related to new technologies, to accommodate changes in job characteristics and labor market demands.

4. Adoption of Digital Technology and AI to Support Business Operations

The company develops and implements digital technology and Artificial Intelligence (AI) to support its operations, such as personnel recruitment and selection, and to enhance service efficiency, in order to adapt to labor market changes and increase competitiveness.

5. Development of Service Models Aligned with New Work Models

The company develops and adjusts its human resource recruitment and management service models to be more flexible, in order to accommodate diverse work models and future client needs.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

Business Continuity Management

The Company places importance on managing risks that may affect business operations and customer services.

Therefore, the Company has developed a Business Continuity Plan (Business Continuity Plan: BCP) to serve as a framework for preparedness, responding to incidents that may cause business disruption, and restoring operations to ensure continuous business activity within an appropriate timeframe.

The plan aims to ensure that the Company's critical operations and services can continue at an acceptable level in the event of a disruption, building confidence among customers, shareholders, and stakeholders that the Company is prepared to handle B cope with incidents that may affect business operations, including defining guidelines for systematic coordination and restoration of organizational operations.

Scope of the Business Continuity Plan

The Business Continuity Plan covers incidents that may affect the Company's business operations, such as the inability to use the primary workplace, disaster events or emergencies at local, city, or national levels, disruption of information technology systems or critical operational systems, as well as a shortage of key personnel involved in business processes.

Business Continuity Process

The Company has established a business continuity process to address incidents that may affect operations, with the following key steps:

1. Situation Assessment (Incident Assessment)

The relevant department will assess the nature and severity of the incident, as well as its potential impact on operational processes, information systems, and company personnel.

2. Plan Activation BCP (BCP Activation)

Once it is determined that an incident may cause business disruption, the Company will activate the plan. BCP and appoint relevant working groups to manage the situation.

3. Response and Coordination (Response and Coordination)

The working group will implement defined measures to control the situation, mitigate impacts on business operations, and communicate necessary information to employees, customers, and stakeholders.

4. Business Continuity Operations (Business Continuity Operations)

The Company implements measures to ensure that critical operational processes can continue, such as remote work, the use of backup systems or locations, and the allocation of resources to support operations.

5. Operational Recovery (Recovery)

Once the situation is resolved, the Company will proceed to restore systems, business processes, and the working environment to normal conditions.

6. Plan Review and Improvement (Review and Improvement)

After an incident or plan testing, the Company will evaluate the results and gather lessons learned to further improve the effectiveness of its Business Continuity Plan.

Business Continuity Strategy

The Company has established measures to cope with situations that may affect business operations, such as supporting remote work through secure networks, preparing backup locations or systems for operations, data backup, and developing an information system recovery plan (Disaster Recovery Plan), as well as human resource management to continuously support critical operational processes.

Incident Management Structure

The Company has established a Business Incident Response Team (Business Response Team: BRT), comprising representatives from key organizational departments, is responsible for assessing situations, defining approaches to respond to incidents, and coordinating with relevant departments to effectively manage situations and restore business operations.

Plan Review and Testing

The Company periodically reviews, updates, and tests its Business Continuity Plan to ensure its readiness to cope with potential incidents and to appropriately mitigate impacts on business operations, customers, and stakeholders. In the past year, the Company has reviewed and updated its Business Continuity Plan, as well as tested the plan in simulated scenarios to assess the readiness of its systems and personnel to cope with business disruptions.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management : Yes
policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

The Company places great importance on Supply Chain Management (SCM), based on the principles of good corporate governance. Emphasis is placed on efficient use of resources, environmental friendliness, and accountability to stakeholders across economic, social, and environmental dimensions. In addition, the Company promotes **green procurement**, which considers environmental impacts alongside product quality, service, price, and quantity.

Sustainable Supply Chain Operation Process

The Company has structured its supply chain sustainability efforts into three main stages:

1. Supplier Sourcing and Selection

- Establishes evaluation criteria covering quality, price, delivery, service, and business ethics.
- Assesses suppliers based on sustainability practices, such as respect for human rights, safety, and social responsibility.
- Verifies required documents, including VAT registration, ID card copies, and ESG self-assessment forms.

2. Risk Identification and Supplier Assessment

- Evaluates suppliers' risks in terms of ethical business practices, governance, safety, labor, and environmental impacts.
- Classifies Critical Suppliers into Tier 1 and Non-Tier 1 for close monitoring and risk management.
- Utilizes tools such as ESG Self-Assessment to identify potential risks in the supply chain.

3. Supplier Sustainability Development and Support

- Requires all suppliers to acknowledge and comply with the **Supplier Code of Conduct**.
- Implements regular communication, training, and sustainability-based process assessments.
- Encourages continuous improvement and allows the Company to conduct audits and provide recommendations when necessary.

The Company has systematically recorded data on work-related injuries resulting in lost time and fatalities arising from operations (Fatality) involving contractors/suppliers/vendors working within the Company's premises, under its occupational health and safety processes. Such data is utilized for analysis to enhance preventive measures and improve the effectiveness of safety practices.

Operating results for 2024:

- Number of lost time injuries involving contractors/suppliers/vendors: 0 cases
- Number of work-related fatalities involving contractors/suppliers/vendors: 0 cases

The Company places importance on conducting business safely for both internal personnel and business partners and will continue to implement risk control measures on an ongoing basis.

Operating results for 2025:

- Number of lost time injuries involving contractors/suppliers/vendors: 0 cases
- Number of work-related fatalities involving contractors/suppliers/vendors: 0 cases

The Company places importance on conducting business safely for both internal personnel and business partners and will continue to implement risk control measures on an ongoing basis.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

	2023	2024	2025
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	80.00	N/A	N/A

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to : No
acknowledge compliance with the supplier code of
conduct?

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

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

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	0.00	0.00

Additional explanation for research and development (R&D) expenses over the past 3 years

The company emphasizes promoting creativity and innovation in all dimensions, including products and services, as well as innovation in work processes, to enhance organizational efficiency, lead to the creation of new sustainable businesses, and strengthen long-term competitiveness. Therefore, the company has established an innovation and product responsibility policy as part of **Corporate Governance Policy** under the principle of 5.1 on creating innovations that generate value for the business, benefit stakeholders, and demonstrate social and environmental responsibility.

Key Performance

1. Business Innovation Development

The Company has developed **System OS Invoice** which is an innovation in Invoice Management, helps increase accuracy, speed, and operational efficiency. It is designed to link data between various systems, reduce errors from manual work, and support more systematic handling of complex tasks. This innovation is part of the strategy **Digital Transformation** which focuses on improving work processes to be efficient, transparent, and compliant with international standards.

2. System Development Innovation

The Company places the utmost importance on data security and has established a comprehensive plan to enhance its information security governance. This initiative aims to strengthen the Company's technology management and information security capabilities. The Company has obtained certifications for ISO/IEC 27001:2022 and ISO/IEC 29110, which enhance operational efficiency, mitigate data-related risks, and support the development of reliable digital solutions in line with international standards.

This plan encompasses the review of relevant policies and procedures, the enhancement of IT internal control systems, and the continuous assessment of risks. It also includes regular penetration testing and vulnerability assessments, as well as the promotion of an information security culture through training programs and awareness initiatives for employees at all levels.

3. Organizing activities to promote creativity and innovation

In the year 2025, the Company organized the project **PRTR STAR CREW AWARD 2025** to provide a platform for personnel within the group of companies to showcase their potential, knowledge, and abilities through creative ideas or innovations beneficial to the organization, and to further develop work processes for greater efficiency.

The project operates under the key concept of **Think of Others** or considering others first, whether colleagues, supervisors, or even customers. The selected works will be further developed and expanded for practical application in

improving the company's work processes. For the year 2025, a total of employee teams participated in the competition 9 teams. The award-winning works will be developed into operational systems for actual use within the organization, such as an internal data management system to handle user requests in various areas like HR, accounting, and finance.



Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

The Company is committed to continuously improving its operations while promoting and developing organizational innovation and new technologies to create innovative products and services for the market. This is achieved through collaboration among relevant internal departments, such as the Information Technology Department, Operations, and other support units. These teams work together by sharing ideas, exchanging information, and jointly designing development approaches in a systematic manner.

Such efforts help strengthen the Companys business and enhance its competitiveness, while also creating sustainable value for society and the community.

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

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits : No

from innovation development?

Non-financial benefits

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

	2023	2024	2025
Innovations developed to improve internal operations (Projects)	1.00	1.00	1.00

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