**PRTR GROUP PUBLIC COMPANY LIMITED AND ITS SUBSIDIARIES**

**CONDENSED NOTES TO THE FINANCIAL STATEMENTS**

**FOR THE THREE-MONTH AND NINE-MONTH PERIODS ENDED SEPTEMBER 30, 2025**

**“UNAUDITED”**

**1. OPERATIONS AND GENERAL INFORMATION OF THE COMPANY**

PRTR Group Public Company Limited (the “Company”) is a company registered in Thailand on March 22, 1993. The address of its registered office is located at 2034/82 Ital-Thai Tower, 18th Floor, New Petchburi Road, Bangkapi, Huaikhwang, Bangkok. The principal business of the Company is human resources service and business process outsourcing.

The Company was listed on The Stock Exchange of Thailand on March 13, 2023.

As at September 30, 2025 and December 31, 2024, the Company’s major shareholder and   
ultimate shareholder is Ms. Risara Charoenpanich, a Thai nationality natural person, holding 16.74% and 16.70% of the Company’s shares, respectively.

The Company has extensive transactions and relationships with its related parties. Accordingly, the financial statements may not necessarily be indicative of the conditions that would have existed or the results of operations that would have occurred had the Company operated without such affiliations.

For the purpose of information reporting, the Company and its subsidiaries will be together called as the “Group”.

Details of the subsidiaries consist of the following:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Name of the company** | **Main business** | **Country of** | **Company holding (%)** | |
|  |  | **incorporation** | **As at** | **As at** |
|  |  |  | **September 30,** | **December 31,** |
|  |  |  | **2025** | **2024** |
|  |  |  |  |  |
| PRTR Recruitment Co., Ltd. | Recruitment service | Thailand | 99.99 | 99.99 |
| PRTR Recruitment and Outsourcing  (Eastern Seaboard) Co., Ltd. | Recruitment service | Thailand | 99.99 | 99.99 |
| The Blacksmith Co., Ltd. | Service training course | Thailand | 85.00 | 85.00 |
| Nexmove Platform Recruitment Co., Ltd. | Website for advertising jobs  and recruitment service | Thailand | 75.00 | 75.00 |
| Pinno Solutions Co., Ltd. | Human capital management software | Thailand | 60.00 | 60.00 |
| PRTR Global Recruitment Co., Ltd. | Recruitment service | Thailand | 99.99 | 99.99 |
| Biz Resource Co., Ltd. (see Note 19) | Human resource service | Thailand | 99.99 | - |

**2. BASIS FOR PREPARATION AND PRESENTATION OF THE INTERIM CONSOLIDATED AND SEPARATE FINANCIAL STATEMENTS**

2.1 These interim consolidated and separate financial statements are prepared in   
Thai Baht and in compliance with Thai Accounting Standard No. 34 “Interim Financial Reporting” and accounting practices generally accepted in Thailand. The Company presents the condensed notes to interim financial statements and the additional information is disclosed in accordance with the regulations of the Office of the Securities and Exchange Commission.

2.2 The consolidated and separate statements of financial position as at December 31, 2024, presented herein for comparison, have been derived from the consolidated and separate financial statements of the Company for the year then ended which had been previously audited.

2.3 The unaudited results of operations presented in the three-month and nine-month periods ended September 30, 2025 are not necessarily an indication nor anticipation of the operating results for the full year.

2.4 Certain financial information which is normally included in the annual financial statements prepared in accordance with TFRS, but which is not required for interim reporting purposes, has been omitted. Therefore, the interim financial statements for the three-month and nine-month periods ended September 30, 2025 should be read in conjunction with the audited financial statements for the year ended December 31, 2024.

2.5 Material intercompany transactions between the Group have been eliminated from this interim consolidated financial statements. The interim consolidated financial statements for the three-month and nine-month period ended September 30, 2025 have included the subsidiaries’ interim financial statements for the three-month and nine-month periods ended September 30, 2025 which were reviewed.

2.6 Thai Financial Reporting Standards affecting the presentation and disclosure in the current period financial statements

During the period, the Group has adopted the revised financial reporting standards issued by the Federation of Accounting Professions which are effective for fiscal years beginning on or after January 1, 2025 onwards. These financial reporting standards were aimed at alignment with the corresponding International Financial Reporting Standards, which the changes are to amend the accounting requirements, as follows:

* Thai Accounting Standard No.1 “Presentation of Financial Statements”, amends to clarify the classification of liabilities as current or non-current, and to address non-current liabilities with covenants.
* Thai Accounting Standard No. 7 “Statement of Cash Flows” and Thai Financial Reporting Standard No. 7 “Financial Instruments: Disclosures”, require entities to disclose information about supplier financing arrangements and its related liquidity risk.
* Thai Financial Reporting Standard No. 16 “Leases”, introduces additional requirements for subsequent measurement of sale and leaseback transactions.

The adoption of these financial reporting standards does not have any significant impact on the Group’s interim financial statements.

2.7 The interim consolidated and separate financial statements are prepared in English version from the interim consolidated and separate financial statements followed the laws which is in Thai. In the event of any conflict or be interpreted in two different languages, the Thai version interim consolidated and separate financial statements in accordance with Thail law will be superseded.

**3. MATERIAL ACCOUNTING POLICIES**

The interim financial statements have been prepared based on the basis, accounting policies and method of computation consistent with those used in the financial statements for the year ended December 31, 2024, except the following material accounting policy which the Group has relevant accounting transactions in current period for the first time. Therefore, such material accounting policy has not been disclosed in the prior-period financial statements (see Note 19):

*Business combinations (addition to business combination under common control)*

The Group applies the acquisition method for all business combinations except for the business combination under common control.

Goodwill is measured at the fair value of the consideration transferred including the recognized amount of any non-controlling interest in the acquiree, less the net recognized amount (generally fair value) of the identifiable assets acquired and liabilities assumed, all measured as of the acquisition date. If the net realized amount (fair value) of identifiable assets acquired and liability assumed is higher than the fair value of the consideration transfer, the Group will recognize the surplus as gain in statement of comprehensive income.

Consideration transferred includes the fair values of the assets transferred, liabilities incurred by the Group to the previous owners of the acquiree, and equity interests issued by the Group. Consideration transferred also includes the fair value of any contingent consideration and share-based payment awards of the acquiree that are replaced mandatorily in the business combination. If a business combination results in the termination of pre-existing relationships between the Group and the acquiree, then the lower of the termination amount, as contained in the agreement, and the value of the off-market element is deducted from the consideration transferred and recognized as other expenses.

A contingent liability of the acquiree is assumed in a business combination only if such a liability represents a present obligation and arises from a past event, and its fair value can be measured reliably.

The Group measures any non-controlling interest at its proportionate interest in the identifiable net assets of the acquiree or measures using the fair value.

Transaction costs that the Group incurs in connection with a business combination, such as legal fees, and other professional and consulting fees are recognized as expenses when incur.

**4. CASH AND CASH EQUIVALENTS AND SUPPLEMENTARY DISCLOSURES OF CASH FLOWS INFORMATION**

4.1 Cash and cash equivalents, consist of the following:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **As at** |  | **As at** |  | **As at** |  | **As at** |
|  | **September 30,** |  | **December 31,** |  | **September 30,** |  | **December 31,** |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
|  | 1 |  |  |  |  |  |  |
| Cash on hands | 295,000 |  | 190,000 |  | 110,000 |  | 130,000 |
| Deposits at banks - current accounts | 40,240,527 |  | 33,867,344 |  | 29,686,119 |  | 28,690,959 |
| Deposits at banks - savings accounts | 301,829,140 |  | 290,234,261 |  | 282,230,452 |  | 242,138,779 |
| Fixed deposits not exceeding 3 months | 130,168,833 |  | 153,507,028 |  | 130,168,833 |  | 153,507,028 |
|  | 472,533,500 |  | 477,798,633 |  | 442,195,404 |  | 424,466,766 |

4.2 Non-cash transactions for fixed assets for the nine-month periods ended September 30, consist of the following:

|  | **Consolidated** | | |  | **Separate** | | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **financial statements** | | |  | **financial statements** | | | |
|  | **2025** |  | **2024** |  | **2025** |  |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  |  | **Baht** |
| Payables for fixed assets acquisition brought |  |  |  |  |  |  |  |  |
| forward (recorded as a part of other payables) | 93,790 |  | - |  | 93,790 |  |  | - |
| Add Purchases during the periods | 3,142,363 |  | 6,759,752 |  | 1,997,081 |  |  | 2,840,249 |
| Less Purchase of fixed assets |  |  |  |  |  |  |  |  |
| under lease agreements | (932,554) |  | (4,245,688) |  | (932,554) |  |  | (1,483,411) |
| Less Cash payments during the periods | (2,303,599) |  | (2,177,243) |  | (1,158,317) |  |  | (1,020,017) |
| Payables for fixed assets acquisition carried |  |  |  |  |  |  |  |  |
| forward (recorded as a part of other payables) | - |  | 336,821 |  | - |  |  | 336,821 |
|  |  |  |  |  |  |  |  |  |
| Lease liabilities brought forward |  |  |  |  |  |  |  |  |
| (including current portion) | 25,326,019 |  | 41,227,670 |  | 7,034,020 |  |  | 15,012,094 |
| Add Acquisitions through |  |  |  |  |  |  |  |  |
| business combination (see Note 19) | 2,295,365 |  | - |  | - |  |  | - |
| Add Purchases of fixed assets under |  |  |  |  |  |  |  |  |
| lease agreements | 932,554 |  | 4,245,688 |  | 932,554 |  |  | 1,483,411 |
| Less Terminated agreements during the periods | (500,047) |  | (5,793,779) |  | (498,827) |  |  | (5,532) |
| Less Cash payments during the periods | (8,735,884) |  | (12,039,361) |  | (4,090,513) |  |  | (7,586,925) |
| Lease liabilities carried forward |  |  |  |  |  |  |  |  |
| (including current portion) | 19,318,007 |  | 27,640,218 |  | 3,377,234 |  |  | 8,903,048 |

4.3 Changes in the liabilities arising from financing activities, are as follows:

**For the nine-month period ended September 30, 2025**

|  | **Consolidated financial statements** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Balance** |  | **Cash flow from** |  | **Non-cash** |  | **Balance** |
|  | **as at** |  | **financing** |  | **changes(1)** |  | **as at** |
|  | **January 1,** |  | **activities** |  |  |  | **September 30,** |
|  | **2025** |  |  |  |  |  | **2025** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| Lease liabilities | 25,326,019 |  | (8,735,884) |  | 2,727,872 |  | 19,318,007 |

|  | **Separate financial statements** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Balance** |  | **Cash flow from** |  | **Non-cash** |  | **Balance** |
|  | **as at** |  | **financing** |  | **changes(1)** |  | **as at** |
|  | **January 1,** |  | **activities** |  |  |  | **September 30,** |
|  | **2025** |  |  |  |  |  | **2025** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| Lease liabilities | 7,034,020 |  | (4,090,513) |  | 433,727 |  | 3,377,234 |

**For the nine-month period ended September 30, 2024**

|  | **Consolidated financial statements** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Balance** |  | **Cash flow from** |  | **Non-cash** |  | **Balance** |
|  | **as at** |  | **financing** |  | **changes(1)** |  | **as at** |
|  | **January 1,** |  | **activities** |  |  |  | **September 30,** |
|  | **2024** |  |  |  |  |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| Lease liabilities | 41,227,670 |  | (12,039,361) |  | (1,548,091) |  | 27,640,218 |

|  | **Separate financial statements** | | | | | | |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Balance** |  | **Cash flow from** |  | **Non-cash** |  | **Balance** |
|  | **as at** |  | **financing** |  | **changes(1)** |  | **as at** |
|  | **January 1,** |  | **activities** |  |  |  | **September 30,** |
|  | **2024** |  |  |  |  |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| Lease liabilities | 15,012,094 |  | (7,586,925) |  | 1,477,879 |  | 8,903,048 |

1. Non-cash changes came from purchase of fixed assets under lease agreements and termination of lease agreements during the periods (see Note 4.2).

**5. TRADE AND OTHER CURRENT RECEIVABLES**

Trade and other current receivables consist of the following:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **As at** |  | **As at** |  | **As at** |  | **As at** |
|  | **September 30,** |  | **December 31,** |  | **September 30,** |  | **December 31,** |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| Trade receivables - other companies | 1,000,452,739 |  | 968,462,942 |  | 950,562,341 |  | 939,767,107 |
| Less Allowance for expected credit losses | (968,971) |  | (1,417,227) |  | (506,157) |  | (532,011) |
| Total trade receivables | 999,483,768 |  | 967,045,715 |  | 950,056,184 |  | 939,235,096 |
| Other receivables - related companies |  |  |  |  |  |  |  |
| (see Note 17.2) | - |  | - |  | 47,173,594 |  | 34,577,412 |
| Other receivables - other companies | 544,303 |  | 338,795 |  | 495,617 |  | 284,699 |
| Total other receivables | 544,303 |  | 338,795 |  | 47,669,211 |  | 34,862,111 |
|  |  |  |  |  |  |  |  |
| Accrued interest income | 2,366,953 |  | 662,261 |  | 4,144,810 |  | 1,627,242 |
| Contract assets | 284,551,319 |  | 304,979,252 |  | 263,013,382 |  | 297,681,064 |
| Advance payments | 3,914,136 |  | 4,696,953 |  | 3,835,827 |  | 4,686,953 |
| Prepaid expenses | 9,369,139 |  | 6,688,962 |  | 9,016,515 |  | 5,808,903 |
| Input value-added tax refundable | 903,374 |  | 1,102,591 |  | - |  | 17,287 |
|  | 1,301,132,992 |  | 1,285,514,529 |  | 1,277,735,929 |  | 1,283,918,656 |

The contract assets will be issued the invoice for collection within 1 - 3 months after the year-end/period-end.

Aging analysis for trade receivables consists of the following:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **As at** |  | **As at** |  | **As at** |  | **As at** |
|  | **September 30,** |  | **December 31,** |  | **September 30,** |  | **December 31,** |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
| **Other companies** |  |  |  |  |  |  |  |
| Within credit terms | 913,867,624 |  | 868,793,740 |  | 880,633,915 |  | 855,506,202 |
| Overdue: |  |  |  |  |  |  |  |
| Less than 3 months | 70,665,441 |  | 94,097,032 |  | 58,990,160 |  | 81,471,789 |
| 3 - 6 months | 5,968,060 |  | 2,471,542 |  | 3,854,900 |  | 2,302,097 |
| 6 - 12 months | 7,991,036 |  | 2,028,487 |  | 6,815,536 |  | 94,141 |
| Over 12 months | 1,960,578 |  | 1,072,141 |  | 267,830 |  | 392,878 |
| Less Allowance for expected credit losses | (968,971) |  | (1,417,227) |  | (506,157) |  | (532,011) |
|  | 999,483,768 |  | 967,045,715 |  | 950,056,184 |  | 939,235,096 |

**6. LEASEHOLD IMPROVEMENTS AND EQUIPMENT**

Movements of leasehold improvements and equipment for the nine-month periods ended September 30, are as follows:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
| Leasehold improvements and equipment - net |  |  |  |  |  |  |  |
| as at January 1, | 48,453,277 |  | 70,009,754 |  | 23,324,260 |  | 35,255,978 |
| Add Acquisition through business combination |  |  |  |  |  |  |  |
| (see Note 19) | 3,783,461 |  | - |  | - |  | - |
| Add Addition during the periods | 3,142,363 |  | 6,759,752 |  | 1,997,081 |  | 2,840,249 |
| Less Transfer/Disposal during the periods | (1,020,361) |  | (5,699,753) |  | (1,020,266) |  | (60) |
| Less Depreciation for the periods | (15,264,280) |  | (18,521,799) |  | (8,425,460) |  | (11,792,276) |
| Leasehold improvements and equipment - net |  |  |  |  |  |  |  |
| as at September 30, | 39,094,460 |  | 52,547,954 |  | 15,875,615 |  | 26,303,891 |

**7. OTHER INTANGIBLE ASSETS**

Movements of other intangible assets for the nine-month periods ended September 30, are as follows:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| Other intangible assets - net as at January 1, | 92,109,728 |  | 88,799,321 |  | 21,323,784 |  | 22,154,864 |
| Add Acquisition through business combination |  |  |  |  |  |  |  |
| (see Note 19) | 55,943 |  | - |  | - |  | - |
| Add Addition during the periods | 13,013,391 |  | 10,661,422 |  | 3,147,713 |  | 2,224,462 |
| Less Write-off | (45,000) |  | - |  | (45,000) |  | - |
| Less Amortization for the periods | (9,483,464) |  | (8,479,796) |  | (3,245,243) |  | (3,135,647) |
| Other intangible assets - net as at June 30, | 95,650,598 |  | 90,980,947 |  | 21,181,254 |  | 21,243,679 |

**8. DEFERRED TAX ASSETS (LIABILITIES) AND INCOME TAX**

Deferred tax assets (liabilities) consist of the following:

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | | **Separate** | | | |
|  | **financial statements** | | |  | | **financial statements** | | | |
|  | **As at** |  | **As at** | |  | | **As at** |  | **As at** |
|  | **September 30,** |  | **December 31,** | |  | | **September 30,** |  | **December 31,** |
|  | **2025** |  | **2024** | |  | | **2025** |  | **2024** |
|  | **Baht** |  | **Baht** | |  | | **Baht** |  | **Baht** |
| **Deferred tax assets** |  |  |  | |  | |  |  |  |
| Allowance for expected credit losses | 193,794 |  | 283,445 | |  | | 101,231 |  | 106,402 |
| Non-current provision for employee benefits | 30,552,737 |  | 22,870,698 | |  | | 27,236,720 |  | 21,540,923 |
| Provision for dismantling costs | 371,620 |  | 385,934 | |  | | 195,866 |  | 215,083 |
| Lease liabilities | 3,863,601 |  | 5,065,204 | |  | | 675,447 |  | 1,406,804 |
| Sales return provision | 86,276 |  | 99,120 | |  | | - |  | - |
| Other provisions | 339,167 |  | - | |  | | - |  |  |
| Loss carry forward | 25,362,110 |  | 22,248,641 | |  | | - |  | - |
|  | 60,769,305 |  | 50,953,042 | |  | | 28,209,264 |  | 23,269,212 |
|  |  |  |  | |  | |  |  |  |
| **Deferred tax liabilities** |  |  |  | |  | |  |  |  |
| Other non-current assets - non-current provision |  |  |  | |  | |  |  |  |
| for employee benefits (all obligations |  |  |  | |  | |  |  |  |
| rechargeable to customers) | (20,847,608) |  | (16,417,501) | |  | | (20,847,609) |  | (16,417,502) |
| Right-of-use asset | (5,313,437) |  | (6,866,433) | |  | | (2,356,959) |  | (3,415,619) |
|  | (26,161,045) |  | (23,283,934) | |  | | (23,204,568) |  | (19,833,121) |
| **Deferred tax assets - net** | 34,608,260 |  | 27,669,108 | |  | | 5,004,696 |  | 3,436,091 |

Income tax for the three-month periods ended September 30, consist of:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| Current income tax | 14,606,866 |  | 15,604,303 |  | 13,915,797 |  | 12,121,944 |
| Deferred tax in respect of temporary differences | (1,053,846) |  | (1,816,905) |  | (646,446) |  | (287,316) |
| Income tax | 13,553,020 |  | 13,787,398 |  | 13,269,351 |  | 11,834,628 |

Income tax for the nine-month periods ended September 30, consist of:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| Current income tax | 43,714,859 |  | 44,868,095 |  | 39,887,448 |  | 36,393,030 |
| Adjustment in respect of income tax |  |  |  |  |  |  |  |
| of previous year | (264,726) |  | - |  | (264,726) |  | - |
| Deferred tax in respect of temporary differences | (5,046,265) |  | (6,049,082) |  | (1,568,605) |  | (829,269) |
| Income tax | 38,403,868 |  | 38,819,013 |  | 38,054,117 |  | 35,563,761 |

**9. OTHER NON-CURRENT ASSETS**

Other non-current assets consist of the following:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **As at** |  | **As at** |  | **As at** |  | **As at** |
|  | **September 30,** |  | **December 31,** |  | **September 30,** |  | **December 31,** |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| Deposits | 9,935,606 |  | 9,835,766 |  | 2,562,780 |  | 2,226,780 |
| Non-current provision for employee benefits |  |  |  |  |  |  |  |
| (all obligations rechargeable to customers) |  |  |  |  |  |  |  |
| (see Note 11) | 104,238,048 |  | 82,087,511 |  | 104,238,048 |  | 82,087,511 |
|  | 114,173,654 |  | 91,923,277 |  | 106,800,828 |  | 84,314,291 |

**10. TRADE AND OTHER CURRENT PAYABLES**

Trade and other current payables consist of the following:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **As at** |  | **As at** |  | **As at** |  | **As at** |
|  | **September 30,** |  | **December 31,** |  | **September 30,** |  | **December 31,** |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| Trade payables - other companies | 2,640,308 |  | 4,357,063 |  | 2,043,470 |  | 3,350,344 |
| Other payables - related companies (see Note 17.2) | - |  | - |  | 191,889 |  | 2,942,484 |
| Other payables - other companies | 13,116,718 |  | 2,219,346 |  | 12,736,014 |  | 2,216,286 |
| Contract liabilities | 19,526,611 |  | 27,263,420 |  | 12,665,541 |  | 21,937,985 |
| Damage claim guarantee | 28,059,914 |  | 31,468,177 |  | 28,059,914 |  | 31,468,177 |
| Dividend payable | 117,169 |  | 11,046 |  | 117,169 |  | 11,046 |
| Accrued expenses | 251,579,321 |  | 251,471,488 |  | 234,865,018 |  | 243,432,010 |
| Output value-added tax payable | 44,177,106 |  | 42,684,171 |  | 42,255,679 |  | 41,971,374 |
| Accrued social security fund | 26,989,400 |  | 26,530,764 |  | 26,036,316 |  | 26,189,550 |
| Withholding tax payable | 19,062,114 |  | 36,909,271 |  | 18,798,625 |  | 35,522,153 |
|  | 405,268,661 |  | 422,914,746 |  | 377,769,635 |  | 409,041,409 |

**11. NON-CURRENT PROVISION FOR EMPLOYEE BENEFITS**

Changes in non-current provision for employee benefits for the nine-month period ended September 30, consist of the following:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| As at January 1, | 114,354,230 |  | 81,612,747 |  | 107,704,616 |  | 76,580,487 |
| Acquisitions through business combination |  |  |  |  |  |  |  |
| (see Note 19) | 7,819,005 |  | - |  | - |  | - |
| Current service cost | 94,209,410 |  | 42,951,725 |  | 92,244,436 |  | 41,761,185 |
| Interest cost | 1,776,603 |  | 1,691,122 |  | 1,590,102 |  | 1,575,640 |
| Benefit paid | (65,395,556) |  | (25,558,426) |  | (65,355,556) |  | (25,465,426) |
| As at September 30, | 152,763,692 |  | 100,697,168 |  | 136,183,598 |  | 94,451,886 |

As at September 30, 2025 and December 31, 2024, the Company has employee benefit obligations of the employee who permanently rendered service to each customer which could be charged all obligations to customers. However, such obligations are post-employment benefits under the Labour Protection Act. Therefore, the Company recognizes employee benefit obligations which could be charged to customers as assets amounting to Baht 104.24 million and Baht 82.09 million, respectively (see Note 9).

**12. LEGAL RESERVES**

Section 116 of the Public Limited Companies Act B.E. 2535 requires that a company shall allocate not less than 5% of its annual net profit less the accumulated losses brought forward, if any, to a reserve account (“legal reserve”), until this account reaches an amount not less than 10% of the registered capital. The legal reserve is not available for dividend distribution.

The Company’s legal reserve equaled to one-tenth of the registered share capital.

**13. BASIC EARNINGS PER SHARE**

Basic earnings per share are calculated by dividing profit for the period attributable to equity holders of the Company (excluding other comprehensive income) by the weighted average number of ordinary shares in issuing during the periods as follows:

**For the three-month periods ended September 30,**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
| Profit attributable to owners |  |  |  |  |  |  |  |
| of the parent company (Baht) | 59,190,410 |  | 58,933,085 |  | 56,946,655 |  | 49,673,702 |
|  |  |  |  |  |  |  |  |
| Weighted average number of ordinary |  |  |  |  |  |  |  |
| shares for the periods (shares) | 600,000,000 |  | 600,000,000 |  | 600,000,000 |  | 600,000,000 |
|  |  |  |  |  |  |  |  |
| Basic earnings per share (Baht per share) | 0.10 |  | 0.10 |  | 0.09 |  | 0.08 |

**For the nine-month periods ended September 30,**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
| Profit attributable to owners |  |  |  |  |  |  |  |
| of the parent company (Baht) | 171,453,148 |  | 170,907,150 |  | 199,358,900 |  | 182,439,007 |
|  |  |  |  |  |  |  |  |
| Weighted average number of ordinary |  |  |  |  |  |  |  |
| shares for the periods (shares) | 600,000,000 |  | 600,000,000 |  | 600,000,000 |  | 600,000,000 |
|  |  |  |  |  |  |  |  |
| Basic earnings per share (Baht per share) | 0.29 |  | 0.28 |  | 0.33 |  | 0.30 |

**14. SEGMENT FINANCIAL INFORMATION**

The Group operates in a single geographic area in Thailand. Therefore, the Group has only one geographic segment.

The Group is organized into business units based on its services and derives its revenue from the rendering services to customers over time and at a point in time. This is consistent with the revenue information that is disclosed for each reportable segment under TFRS 8 regarding “Operating segments”.

Operating segments based on business segments, in the consolidated financial statements, are as follows:

**For the three-month periods ended September 30,**

**Unit : Baht**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated financial statements** | | | | | | | | | | | | | | | | | | | | | | |
|  | **2025** | | | | | | | | | | |  | **2024** | | | | | | | | | | |
|  | **Recruitment services** |  | **Human resources service and business process outsourcing** |  | **Training service** |  | **Job advertising** |  | **HR**  **platform** |  | **Total** |  | **Recruitment services** |  | **Human resources service and business process outsourcing** |  | **Training service** |  | **Job advertising** |  | **HR**  **platform** |  | **Total** |
| External revenue from |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| rendering services |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| - recognized at a point in time | 47,347,251 |  | 9,162,973 |  | 12,545,216 |  | - |  | - |  | 69,055,440 |  | 66,126,386 |  | 1,869,720 |  | 9,272,302 |  | - |  | - |  | 77,268,408 |
| - recognized over time | - |  | 1,822,621,495 |  | 641,644 |  | - |  | 10,206,280 |  | 1,833,469,419 |  | - |  | 1,739,327,120 |  | 1,049,449 |  | 10,752 |  | 4,702,919 |  | 1,745,090,240 |
| Total revenues | 47,347,251 |  | 1,831,784,468 |  | 13,186,860 |  | - |  | 10,206,280 |  | 1,902,524,859 |  | 66,126,386 |  | 1,741,196,840 |  | 10,321,751 |  | 10,752 |  | 4,702,919 |  | 1,822,358,648 |
| Cost of rendering services | 23,950,042 |  | 1,689,547,199 |  | 5,706,087 |  | - |  | 6,951,293 |  | 1,726,154,621 |  | 24,140,465 |  | 1,606,309,845 |  | 5,199,548 |  | 651,093 |  | 5,714,887 |  | 1,642,015,838 |
| Gross profit by segments | 23,397,209 |  | 142,237,269 |  | 7,480,773 |  | - |  | 3,254,987 |  | 176,370,238 |  | 41,985,921 |  | 134,886,995 |  | 5,122,203 |  | (640,341) |  | (1,011,968) |  | 180,342,810 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Unallocated income (expenses): |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Other income |  |  |  |  |  |  |  |  |  |  | 1,002,287 |  |  |  |  |  |  |  |  |  |  |  | 741,667 |
| Administrative expenses |  |  |  |  |  |  |  |  |  |  | 106,046,207 |  |  |  |  |  |  |  |  |  |  |  | 111,036,782 |
| Profit from operating activities |  |  |  |  |  |  |  |  |  |  | 71,326,318 |  |  |  |  |  |  |  |  |  |  |  | 70,047,695 |
| Finance income |  |  |  |  |  |  |  |  |  |  | 1,928,871 |  |  |  |  |  |  |  |  |  |  |  | 1,975,344 |
| Finance costs |  |  |  |  |  |  |  |  |  |  | 1,094,083 |  |  |  |  |  |  |  |  |  |  |  | 1,034,520 |
| Profit before income tax |  |  |  |  |  |  |  |  |  |  | 72,161,106 |  |  |  |  |  |  |  |  |  |  |  | 70,988,519 |
| Income tax |  |  |  |  |  |  |  |  |  |  | 13,553,020 |  |  |  |  |  |  |  |  |  |  |  | 13,787,398 |
| Net profit for the periods |  |  |  |  |  |  |  |  |  |  | 58,608,086 |  |  |  |  |  |  |  |  |  |  |  | 57,201,121 |

**For the nine-month periods ended September 30,**

**Unit : Baht**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated financial statements** | | | | | | | | | | | | | | | | | | | | | | |
|  | **2025** | | | | | | | | | | |  | **2024** | | | | | | | | | | |
|  | **Recruitment services** |  | **Human resources service and business process outsourcing** |  | **Training service** |  | **Job advertising** |  | **HR**  **platform** |  | **Total** |  | **Recruitment services** |  | **Human resources service and business process outsourcing** |  | **Training service** |  | **Job advertising** |  | **HR**  **platform** |  | **Total** |
| External revenue from sales and |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| rendering services |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| - recognized at a point in time | 155,158,059 |  | 13,251,113 |  | 24,197,992 |  | - |  | - |  | 192,607,164 |  | 192,359,844 |  | 4,505,193 |  | 22,834,791 |  | - |  | - |  | 219,699,828 |
| - recognized over time | - |  | 5,470,643,836 |  | 1,773,088 |  | - |  | 29,641,333 |  | 5,502,058,257 |  | - |  | 5,153,640,411 |  | 2,962,173 |  | 403,494 |  | 18,458,629 |  | 5,175,464,707 |
| Total revenues | 155,158,059 |  | 5,483,894,949 |  | 25,971,080 |  | - |  | 29,641,333 |  | 5,694,665,421 |  | 192,359,844 |  | 5,158,145,604 |  | 25,796,964 |  | 403,494 |  | 18,458,629 |  | 5,395,164,535 |
| Cost of rendering services | 74,202,534 |  | 5,077,685,289 |  | 11,965,465 |  | - |  | 20,341,061 |  | 5,184,194,349 |  | 75,677,222 |  | 4,766,155,079 |  | 13,726,279 |  | 1,939,124 |  | 16,408,079 |  | 4,873,905,783 |
| Gross profit by segments | 80,955,525 |  | 406,209,660 |  | 14,005,615 |  | - |  | 9,300,272 |  | 510,471,072 |  | 116,682,622 |  | 391,990,525 |  | 12,070,685 |  | (1,535,630) |  | 2,050,550 |  | 521,258,752 |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Unallocated income (expenses): |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Other income |  |  |  |  |  |  |  |  |  |  | 2,114,700 |  |  |  |  |  |  |  |  |  |  |  | 1,870,853 |
| Administrative expenses |  |  |  |  |  |  |  |  |  |  | 309,410,582 |  |  |  |  |  |  |  |  |  |  |  | 322,755,770 |
| Profit from operating activities |  |  |  |  |  |  |  |  |  |  | 203,175,190 |  |  |  |  |  |  |  |  |  |  |  | 200,373,835 |
| Finance income |  |  |  |  |  |  |  |  |  |  | 6,286,902 |  |  |  |  |  |  |  |  |  |  |  | 6,826,127 |
| Finance costs |  |  |  |  |  |  |  |  |  |  | 3,331,547 |  |  |  |  |  |  |  |  |  |  |  | 3,152,483 |
| Profit before income tax |  |  |  |  |  |  |  |  |  |  | 206,130,545 |  |  |  |  |  |  |  |  |  |  |  | 204,047,479 |
| Income tax |  |  |  |  |  |  |  |  |  |  | 38,403,868 |  |  |  |  |  |  |  |  |  |  |  | 38,819,013 |
| Net profit for the periods |  |  |  |  |  |  |  |  |  |  | 167,726,677 |  |  |  |  |  |  |  |  |  |  |  | 165,228,466 |

Assets and liabilities classified by operating segments in the consolidated financial statements are as follows:

**Unit : Baht**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated financial statements** | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | **As at September 30, 2025** | | | | | | | | | | | | |  | **As at December 31, 2024** | | | | | | | | | | | | |
|  | **Recruitment services** |  | **Human resources service and business process outsourcing** |  | **Training service** |  | **Job advertising** |  | **HR**  **platform** |  | **Elimination of inter-segment** |  | **Total** |  | **Recruitment services** |  | **Human resources service and business process outsourcing** |  | **Training service** |  | **Job advertising** |  | **HR**  **platform** |  | **Elimination of inter-segment** |  | **Total** |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Assets | 92,104,386 |  | 2,362,495,711 |  | 23,805,276 |  | 33,000,803 |  | 73,016,980 |  | (219,840,091) |  | 2,364,583,065 |  | 116,818,370 |  | 2,277,463,756 |  | 20,452,005 |  | 34,378,753 |  | 63,603,354 |  | (185,588,115) |  | 2,327,128,123 |
| Liabilities | 34,793,034 |  | 639,583,485 |  | 37,143,236 |  | 27,197,864 |  | 48,675,208 |  | (109,014,925) |  | 678,377,902 |  | 39,482,496 |  | 616,046,211 |  | 29,755,821 |  | 25,695,107 |  | 33,256,721 |  | (85,588,794) |  | 658,647,562 |

**15. DIVIDENDS PAID**

The Annual General Shareholders’ Meeting of the Company passed a resolution to approve the dividend payment, as follows:

**For the nine-month period ended September 30, 2024**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Company’s name** | **Date of** | **Appropriation** | **Baht** | **Amount** | **Payment** |
|  | **meeting** | **of profit** | **per share** | **(Baht)** | **date** |
|  |  |  |  |  |  |
| PRTR Group Public Company Limited | April 25, 2024 | Year 2023 | 0.15 | 90,000,000 | May 23, 2024 |

**For the nine-month period ended September 30, 2025**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Company’s name** | **Date of** | **Appropriation** | **Baht** | **Amount** | **Payment** |
|  | **meeting** | **of profit as at** | **per share** | **(Baht)** | **date** |
|  |  |  |  |  |  |
| PRTR Group Public Company Limited | April 22, 2025 | Year 2024 | 0.25 | 150,000,000 | May 16, 2025 |

The Annual General Shareholders’ Meeting of the subsidiaries have passed a resolution to approve the dividends payments, as follows:

**For the nine-month period ended September 30, 2024**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Company’s name** | **Date of** | **Appropriation** | **Dividend paid to** | | |  | **Amount** | **Payment** |
|  | **meeting** | **of profit** | **Owners of** |  | **Non-controlling** |  | **(Baht)** | **date** |
|  |  |  | **parent** |  | **interests** |  |  |  |
|  |  |  |  |  |  |  |  |  |
| PRTR Recruitment Co., Ltd. | April 25, 2024 | Year 2023 | 24,997,500 |  | 2,500 |  | 25,000,000 | May 10, 2024 |
| PRTR Recruitment and Outsourcing |  |  |  |  |  |  |  |  |
| (Eastern Seaboard) Co., Ltd. | April 25, 2024 | Year 2023 | 5,999,850 |  | 150 |  | 6,000,000 | May 10, 2024 |
| Total |  |  | 30,997,350 |  | 2,650 |  | 31,000,000 |  |

**For the nine-month period ended September 30, 2025**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Company’s name** | **Date of** | **Appropriation** | **Dividend paid to** | | |  | **Amount** | **Payment** |
|  | **meeting** | **of profit** | **Owners of** |  | **Non-controlling** |  | **(Baht)** | **date** |
|  |  |  | **parent** |  | **interests** |  |  |  |
|  |  |  |  |  |  |  |  |  |
| PRTR Recruitment Co., Ltd. | April 25, 2025 | Year 2024 | 26,997,300 |  | 2,700 |  | 27,000,000 | May 6, 2025 |
| PRTR Recruitment and Outsourcing |  |  |  |  |  |  |  |  |
| (Eastern Seaboard) Co., Ltd. | April 25, 2025 | Year 2024 | 6,999,825 |  | 175 |  | 7,000,000 | May 6, 2025 |
| Total |  |  | 33,997,125 |  | 2,875 |  | 34,000,000 |  |

**16. FAIR VALUE MEASUREMENT**

The carrying amount of cash and cash equivalents, trade and other current receivables, short-term loans to related companies, refundable withholding tax, other current assets, trade and other current payables, lease liabilities, other current liabilities stated in statements of financial position approximately their fair values.

**17. RELATED PARTY TRANSACTIONS**

The Group had transactions with related parties. These parties are related through common shareholdings and/or directorships or close members of the family of an individual. The significant transactions with related parties as included in the financial statements are determined at prices in line with and occurring in the normal course of business based on the market price in general or the price as stipulated in the agreement if no market price existed.

Transactions between related parties are as follows:

17.1 Investment in subsidiaries, as follows:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Company’s names** | **Paid-up capital** | | **Ownership** | | **Cost** | | |
|  | **As at** | **As at** | **As at** | **As at** | **As at** |  | **As at** |
|  | **September 30,** | **December 31,** | **September 30,** | **December 31,** | **September 30,** |  | **December 31,** |
|  | **2025** | **2024** | **2025** | **2024** | **2025** |  | **2024** |
|  | **Baht** | **Baht** | **%** | **%** | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| PRTR Recruitment Co., Ltd. | 2,000,000 | 2,000,000 | 99.99 | 99.99 | 1,999,800 |  | 1,999,800 |
| PRTR Recruitment and Outsourcing |  |  |  |  |  |  |  |
| (Eastern Seaboard) Co., Ltd. | 8,000,000 | 8,000,000 | 99.99 | 99.99 | 8,000,120 |  | 8,000,120 |
| The Blacksmith Co., Ltd. | 25,000,000 | 25,000,000 | 85.00 | 85.00 | 21,249,800 |  | 21,249,800 |
| Nexmove Platform |  |  |  |  |  |  |  |
| Recruitment Co., Ltd. | 45,000,000 | 45,000,000 | 75.00 | 75.00 | 33,749,800 |  | 33,749,800 |
| Pinno Solutions Co., Ltd. | 50,000,000 | 50,000,000 | 60.00 | 60.00 | 29,999,900 |  | 29,999,900 |
| PRTR Global Recruitment Co, Ltd. | 5,000,000 | 5,000,000 | 99.99 | 99.99 | 4,999,900 |  | 4,999,900 |
| Biz Resource Co., Ltd. (see Note 19) | 5,000,000 | - | 99.99 | - | 39,999,200 |  | - |
|  |  |  |  |  | 139,998,520 |  | 99,999,320 |

17.2 Significant balances with related parties, are as follows:

| **Type/Company name** | **Type of** | **Consolidated** | | |  | **Separate** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **relationship** | **financial statements** | | |  | **financial statements** | | |
|  |  | **As at** |  | **As at** |  | **As at** |  | **As at** |
|  |  | **September 30,** |  | **December 31,** |  | **September 30,** |  | **December 31,** |
|  |  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  |  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
| **Other receivables** |  |  |  |  |  |  |  |  |
| PRTR Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 1,077,098 |  | 863,904 |
| PRTR Recruitment and Outsourcing |  |  |  |  |  |  |  |  |
| (Eastern Seaboard) Co., Ltd. | Subsidiary | - |  | - |  | 517,260 |  | 452,924 |
| The Blacksmith Co., Ltd. | Subsidiary | - |  | - |  | 23,537,970 |  | 19,094,172 |
| Nexmove Platform Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 5,957,275 |  | 4,251,217 |
| Pinno Solutions Co., Ltd. | Subsidiary | - |  | - |  | 16,073,049 |  | 9,888,126 |
| PRTR Global Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 10,942 |  | 27,069 |
|  |  | - |  | - |  | 47,173,594 |  | 34,577,412 |
| **Accrued interest income** |  |  |  |  |  |  |  |  |
| The Blacksmith Co., Ltd. | Subsidiary | - |  | - |  | 211,533 |  | 107,423 |
| Nexmove Platform Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 995,285 |  | 634,402 |
| Pinno Solutions Co., Ltd. | Subsidiary | - |  | - |  | 561,450 |  | 223,156 |
| Biz Resource Co., Ltd. | Subsidiary | - |  | - |  | 9,589 |  | - |
|  |  | - |  | - |  | 1,777,857 |  | 964,981 |
| **Prepaid expenses** |  |  |  |  |  |  |  |  |
| Pinno Solutions Co., Ltd. | Subsidiary | - |  | - |  | 896,400 |  | - |
|  |  | - |  | - |  | 896,400 |  | - |
| **Short-term loans to related companies** |  |  |  |  |  |  |  |  |
| The Blacksmith Co., Ltd. | Subsidiary | - |  | - |  | 6,000,000 |  | 5,000,000 |
| Nexmove Platform Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 19,300,000 |  | 19,300,000 |
| Pinno Solutions Co., Ltd. | Subsidiary | - |  | - |  | 21,800,000 |  | 17,000,000 |
| Biz Resource Co., Ltd. | Subsidiary | - |  | - |  | 4,000,000 |  | - |
|  |  | - |  | - |  | 51,100,000 |  | 41,300,000 |
| **Other payables** |  |  |  |  |  |  |  |  |
| PRTR Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 178,325 |  | 392,114 |
| PRTR Recruitment and Outsourcing |  |  |  |  |  |  |  |  |
| (Eastern Seaboard) Co., Ltd. | Subsidiary | - |  | - |  | 1,158 |  | 1,158 |
| The Blacksmith Co., Ltd. | Subsidiary | - |  | - |  | 3,855 |  | 33,962 |
| Nexmove Platform Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 8,551 |  | 6,100 |
| Pinno Solutions Co., Ltd. | Subsidiary | - |  | - |  | - |  | 2,509,150 |
|  |  | - |  | - |  | 191,889 |  | 2,942,484 |
| **Accrued expenses** |  |  |  |  |  |  |  |  |
| Nexmove Platform Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 48,597 |  | - |
| Pinno Solutions Co., Ltd. | Subsidiary | - |  | - |  | 1,312,500 |  | - |
|  |  | - |  | - |  | 1,361,097 |  | - |

Details of short-term loans to related companies, are as follows:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Separate financial statements** | | | | | | | |
|  | **Maturity** |  | **Interest** |  | **Collateral** | **As at** |  | **As at** |
|  | **Date** |  | **Rate** |  | **September 30,** |  | **December 31,** |
|  |  |  | **% p.a.** |  | **2025** |  | **2024** |
|  |  |  |  |  | **Baht** |  | **Baht** |
|  |  |  |  |  |  |  |  |
| The Blacksmith Co., Ltd. | At call |  | 2.50 | None | 6,000,000 |  | 5,000,000 |
| Nexmove Platform Recruitment Co., Ltd. | At call |  | 2.50 | None | 19,300,000 |  | 19,300,000 |
| Pinno Solutions Co., Ltd. | At call |  | 2.50 | None | 21,800,000 |  | 17,000,000 |
| Biz Resource Co., Ltd. | At call |  | 2.50 | None | 4,000,000 |  | - |
|  |  |  |  |  | 51,100,000 |  | 41,300,000 |

17.3 Significant transactions with the Company and related parties, are as follows:

**For the three-month periods ended September 30,**

| **Type/Individual name** | **Type of** | **Consolidated** | | |  | **Separate** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **relationship** | **financial statements** | | |  | **financial statements** | | |
|  |  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  |  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
| **Other income** |  |  |  |  |  |  |  |  |
| PRTR Recruitment Co., Ltd. | Subsidiary | **-** |  | **-** |  | 5,910,984 |  | 5,267,167 |
| PRTR Recruitment and Outsourcing |  |  |  |  |  |  |  |  |
| (Eastern Seaboard) Co., Ltd. | Subsidiary | **-** |  | **-** |  | 1,728,586 |  | 1,539,437 |
| The Blacksmith Co., Ltd. | Subsidiary | **-** |  | **-** |  | 1,423,778 |  | 1,443,986 |
| Nexmove Platform Recruitment Co., Ltd. | Subsidiary | **-** |  | **-** |  | 555,009 |  | 605,443 |
| Pinno Solutions Co., Ltd. | Subsidiary | **-** |  | **-** |  | 1,859,658 |  | 1,829,164 |
| PRTR Global Recruitment Co., Ltd. | Subsidiary | **-** |  | **-** |  | 28,169 |  | 64,114 |
|  |  | **-** |  | **-** |  | 11,506,184 |  | 10,749,311 |
| **Interest income** |  |  |  |  |  |  |  |  |
| The Blacksmith Co., Ltd. | Subsidiary | - |  | - |  | 37,809 |  | 31,420 |
| Nexmove Platform Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 121,618 |  | 103,907 |
| Pinno Solutions Co., Ltd. | Subsidiary | - |  | - |  | 119,083 |  | 72,199 |
| PRTR Global Recruitment Co., Ltd. | Subsidiary | - |  | - |  | - |  | 4,399 |
| Biz Resource Co., Ltd. | Subsidiary | - |  | - |  | 9,589 |  | - |
|  |  | - |  | - |  | 288,099 |  | 211,925 |
| **Administrative expenses** |  |  |  |  |  |  |  |  |
| PRTR Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 425,828 |  | 202,564 |
| PRTR Recruitment and Outsourcing |  |  |  |  |  |  |  |  |
| (Eastern Seaboard) Co., Ltd. | Subsidiary | - |  | - |  | 3,247 |  | 3,247 |
| Nexmove Platform Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 34,233 |  | 19,191 |
| The Blacksmith Co., Ltd. | Subsidiary | - |  | - |  | 159,096 |  | 115,233 |
| Pinno Solutions Co., Ltd. | Subsidiary | - |  | - |  | 909,525 |  | 2,755,050 |
| Mr. Sitthisak Thananittayaudom | Close members |  |  |  |  |  |  |  |
|  | of family of |  |  |  |  |  |  |  |
|  | a person | - |  | 53,438 |  | - |  | 24,375 |
|  |  | - |  | 53,438 |  | 1,531,929 |  | 3,119,660 |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |
| **Management’s remuneration** |  |  |  |  |  |  |  |  |
| Short-term benefits | Management | 7,771,941 |  | 7,905,309 |  | 6,744,235 |  | 6,899,514 |
| Post-employment benefits | Management | 594,611 |  | 443,719 |  | 525,016 |  | 378,418 |
| Directors’ remuneration | Director | 230,000 |  | 270,000 |  | 230,000 |  | 270,000 |
|  |  | 8,596,552 |  | 8,619,028 |  | 7,499,251 |  | 7,547,932 |

**For the nine-month periods ended September 30,**

| **Type/Individual name** | **Type of** | **Consolidated** | | |  | **Separate** | | |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **relationship** | **financial statements** | | |  | **financial statements** | | |
|  |  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  |  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
| **Dividend income** |  |  |  |  |  |  |  |  |
| PRTR Recruitment and Outsourcing |  |  |  |  |  |  |  |  |
| (Eastern Seaboard) Co., Ltd. | Subsidiary | - |  | - |  | 6,999,825 |  | 5,999,850 |
| PRTR Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 26,997,300 |  | 24,997,500 |
|  |  | - |  | - |  | 33,997,125 |  | 30,997,350 |
| **Other income** |  |  |  |  |  |  |  |  |
| PRTR Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 17,939,485 |  | 16,694,178 |
| PRTR Recruitment and Outsourcing |  |  |  |  |  |  |  |  |
| (Eastern Seaboard) Co., Ltd. | Subsidiary | - |  | - |  | 4,874,631 |  | 4,838,672 |
| The Blacksmith Co., Ltd. | Subsidiary | - |  | - |  | 3,840,862 |  | 4,120,344 |
| Nexmove Platform Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 1,818,111 |  | 1,434,271 |
| Pinno Solutions Co., Ltd. | Subsidiary | - |  | - |  | 5,914,216 |  | 6,085,653 |
| PRTR Global Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 154,239 |  | 169,256 |
|  |  | - |  | - |  | 34,541,544 |  | 33,342,374 |
| **Interest income** |  |  |  |  |  |  |  |  |
| The Blacksmith Co., Ltd. | Subsidiary | - |  | - |  | 104,110 |  | 62,159 |
| Nexmove Platform Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 360,884 |  | 303,907 |
| Pinno Solutions Co., Ltd. | Subsidiary | - |  | - |  | 338,294 |  | 135,792 |
| PRTR Global Recruitment Co., Ltd. | Subsidiary | - |  | - |  | - |  | 10,922 |
| Biz Resource Co., Ltd. | Subsidiary | - |  | - |  | 9,589 |  | - |
|  |  | - |  | - |  | 812,877 |  | 512,780 |
| **Administrative expenses** |  |  |  |  |  |  |  |  |
| PRTR Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 715,761 |  | 777,514 |
| PRTR Recruitment and Outsourcing |  |  |  |  |  |  |  |  |
| (Eastern Seaboard) Co., Ltd. | Subsidiary | - |  | - |  | 35,515 |  | 36,598 |
| Nexmove Platform Recruitment Co., Ltd. | Subsidiary | - |  | - |  | 331,209 |  | 169,861 |
| The Blacksmith Co., Ltd. | Subsidiary | - |  | - |  | 163,167 |  | 92,607 |
| Pinno Solutions Co., Ltd. | Subsidiary | - |  | - |  | 3,278,850 |  | 4,067,550 |
| PRTR Global Recruitment Co., Ltd. | Subsidiary | - |  | - |  | - |  | 10,309 |
| Mr. Sitthisak Thananittayaudom | Close members |  |  |  |  |  |  |  |
|  | of family of |  |  |  |  |  |  |  |
|  | a person | 72,188 |  | 53,438 |  | 43,125 |  | 24,375 |
|  |  | 72,188 |  | 53,438 |  | 4,567,627 |  | 5,178,814 |
| **Management’s remuneration** |  |  |  |  |  |  |  |  |
| Short-term benefits | Management | 26,246,535 |  | 23,461,362 |  | 23,122,866 |  | 20,637,102 |
| Post-employment benefits | Management | 1,783,827 |  | 1,331,156 |  | 1,575,044 |  | 1,135,255 |
| Directors’ remuneration | Director | 1,020,000 |  | 1,160,000 |  | 1,020,000 |  | 1,160,000 |
|  |  | 29,050,362 |  | 25,952,518 |  | 25,717,910 |  | 22,932,357 |

**18. LETTERS OF GUARANTEE**

The Group and the Company have letters of guarantee issued by financial institutions, as follows:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Consolidated** | | |  | **Separate** | | |
|  | **financial statements** | | |  | **financial statements** | | |
|  | **As at** |  | **As at** |  | **As at** |  | **As at** |
|  | **September 30,** |  | **December 31,** |  | **September 30,** |  | **December 31,** |
|  | **2025** |  | **2024** |  | **2025** |  | **2024** |
|  | **Baht** |  | **Baht** |  | **Baht** |  | **Baht** |
| **Purpose** |  |  |  |  |  |  |  |
| Credit limit (unsecured) | 6,000,000 |  | 6,000,000 |  | 6,000,000 |  | 6,000,000 |
| Human resources services and |  |  |  |  |  |  |  |
| business process management purpose\* | 23,880,496 |  | 12,933,596 |  | 23,780,496 |  | 12,833,596 |
| Withholding tax refund purpose (unsecured) | 128,000,000 |  | 128,000,000 |  | 128,000,000 |  | 128,000,000 |
|  | 157,880,496 |  | 146,933,596 |  | 157,780,496 |  | 146,833,596 |

\* The Group and the Company use the bank accounts as collateral.

**19. ACQUISITION OF BUSINESS**

On June 26, 2025, the Company entered into a share purchase agreement for the acquisition of total 50,000 shares of Biz Resource Co., Ltd., providing outsourcing services for drivers and housekeepers, with consideration stipulated in the agreement of Baht 40.00 million. Such business acquisition has been approved by the resolution of the Company’s Board of Directors’ Meeting No. 1/2025 held on February 25, 2025. Subsequently, the Company paid the consideration from such business acquisition of Baht 33.00 million and remaining balance of Baht 7.00 million will be due in February 2026. The transfer of ownership of the shares to the Company was completed on July 31, 2025. The purchase under this condition is in accordance with TFRS 3 Business Combinations, requires the recognition of assets, liabilities and contingent liabilities acquired at the acquisition date at fair value within the measurement period, which must not exceed one year from the acquisition date. However, the fair value of assets and liabilities acquired has not yet completed. Upon the completion of the fair value determined by independent appraisers, the fair value of assets and liabilities acquired will be adjusted accordingly. Accordingly, the fair value of assets and liabilities acquired have used carrying amount from unaudited and unreviewed financial information of Biz Resource Co., Ltd. at the acquisition date.

The following summarises the major classes of consideration transferred, and the recognised amounts of net assets acquired at the acquisition date:

|  |  |
| --- | --- |
|  | **Baht** |
| Cash and cash equivalents | 6,028,396 |
| Trade and other current receivables | 20,652,900 |
| Refundable withholding tax | 2,480,415 |
| Other current assets | 1,128,264 |
| Leasehold improvements and equipment | 3,783,461 |
| Other intangible assets | 55,943 |
| Deferred tax asset | 1,892,887 |
| Other non-current assets | 141,120 |
| Trade and other current payables | (11,070,811) |
| Short-term borrowing | (2,000,000) |
| Other current liabilities | (987,576) |
| Lease liabilities | (2,295,365) |
| Non-current provision for employee benefits | (7,819,005) |
| Other non-current liabilities | (1,163,982) |
| **Total identifiable net assets acquired** | **10,826,647** |
| Goodwill | 29,173,353 |
| Non-controlling interest | (800) |
| **Total considerations transferred** | **39,999,200** |
| Cash acquired | (6,028,396) |
| **Net consideration transferred** | **33,970,804** |
| Less Contractual amount not yet due |  |
| (presented as part of trade and other current payables) | (7,000,000) |
| **Net cash outflow** | **26,970,804** |

The revenue and net profit for the period from the acquisition date to September 30, 2025 of subsidiary acquired in current period, are as follows:

|  |  |
| --- | --- |
|  | **Baht** |
| Revenue from rendering services | 31,085,217 |
| Net profit | 1,318,723 |

**20. EVENT AFTER THE REPORTING PERIOD**

On November 10, 2025, the Company’s Board of Directors’ Meeting No. 5/2025 passed the resolution to be guarantor in credit facility of promissory notes, letter of credit and overdraft of subsidiary in totalling amount to Baht 18.00 million with the financial institution.

**21. RECLASSIFICATIONS**

Certain reclassifications have been made in the financial statements for the three-month and the nine-month periods ended September 30, 2024, to conform to the classifications used in current period’s financial statements. Such reclassifications have no effect to previously reported net profit, total comprehensive income and shareholders’ equity. The reclassifications are as follows:

**For the three-month period ended September 30, 2024**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Account** | **Previous presentation** | **Current presentation** | **Consolidated** | **Separate** |
|  |  |  | **financial** | **financial** |
|  |  |  | **statements** | **statements** |
|  |  |  | **Baht** | **Baht** |
|  |  |  |  |  |
| Interest income | Other income | Finance income | 1,975,344 | 2,187,270 |

**For the nine-month period ended September 30, 2024**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Account** | **Previous presentation** | **Current presentation** | **Consolidated** | **Separate** |
|  |  |  | **financial** | **financial** |
|  |  |  | **statements** | **statements** |
|  |  |  | **Baht** | **Baht** |
|  |  |  |  |  |
| Interest income | Other income | Finance income | 6,826,127 | 7,291,992 |

**22. APPROVAL OF THE INTERIM FINANCIAL INFORMATION**

This interim financial information has been approved for issue by the Board of Directors of the Company on November 10, 2025.