



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

COMMUNICATION AND SYSTEM SOLUTION PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : COMMUNICATION AND SYSTEM SOLUTION PUBLIC COMPANY LIMITED

Symbol : CSS

Address : 329 Moo.3, Banmai, Pakkred

Province : Nonthaburi

Postcode : 11120

Business : operate 2 core businesses; 1) trading business on products of electrical cable and wire and the electrical engineering products 2) installation service business about designing and installing on communication system, fire protection system, as well as the other coordination services.

Registration Number : 0107548000561

Telephone : 0-2018-1111

Fax (if applicable) : 0-2018-1142

Website : www.cssthai.com

Email : secretary@cssthai.com

Total Shares Sold (shares)

Common Stock : 1,175,739,089

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	4,657,783.75	3,899,293.50	4,111,463.87
Sale Revenues (Thousand baht)	3,849,380.39	3,584,720.36	3,663,270.97
installation service revenues (Thousand baht)	793,527.49	305,365.84	440,978.62
Other (Thousand baht)	14,875.87	9,207.30	7,214.28

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Sale Revenues (%)	82.64	91.93	89.10
installation service revenues (%)	17.04	7.83	10.73
Other (%)	0.32	0.24	0.18

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	4,657,783.75	3,899,293.50	4,111,463.87
Domestic (Thousand baht)	4,657,783.75	3,899,293.50	4,111,463.87
International (Thousand baht)	0.00	0.00	0.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	14,875.87	9,207.30	7,214.28
Other income from operations (Thousand baht)	14,875.87	9,207.30	7,214.28
Other income not from operations (Thousand baht)	0.00	0.00	0.00

Share of profit of joint ventures and associates accounted for using equity method

	2022	2023	2024
Share of profit (Thousand baht)	115,561.54	8,117.34	72,862.40

Information on Products and Services (1.2.2)**Product/Service Information and Business Innovation Development (1.2.2.1)**

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	0.00	0.00	0.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

Risks from fluctuation of the copper price

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

Risks from Dependency on Major Suppliers

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

Risks from competition and new players

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risks from inconsistent revenue derived from Projects

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Risks from delay in project completion

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Delays in the development of future projects

Risks from dependency on engineers

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

Risks from debt collection

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

Risks from changes of interest rate

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

Risks from working capital

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding

Risk from exchange rate fluctuations

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

Risk from deadly epidemic

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : https://www.irplus.in.th/Listed/CSS/pdf/CSS_Corporate_Social_Responsibility_2024_TH.pdf
(if applicable)

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

URL of environmental policy and practice : https://www.irplus.in.th/Listed/CSS/general_meeting/agm_20250325140504_T.pdf
(if applicable)

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	5,479.08	116,543.82	75,298.33
Gasoline (Litres)	5,493.03	4,309.79	4,044.07

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	559,491.55	602,921.14	612,342.62

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	5.69	5.84	5.50

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	27.50	325.40	215.55
Scope 2 (Tons of carbon dioxide equivalents)	214.96	179.46	186.80
Scope 3 (Tons of carbon dioxide equivalents)	19.24	16.77	13.91
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	261.70	521.63	416.26

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : https://www.irplus.in.th/Listed/CSS/general_meeting/agm_20250325140504_T.pdf

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

Results with Respect to the Social Aspect (3.4.2)

Information about employees

• Total number of employees

	2022	2023	2024
Number of male employees (Persons)	129	126	116
Number of female employees (Persons)	162	159	148
Total number of employees (Persons)	291	285	264

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	177,493,068.88	174,995,487.26	164,446,928.06

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	6.00	12.54	9.50
Employee development and training expenses (baht)	0.00	N/A	N/A

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	1	0	0
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	0.00	7.02	10.61

• **Significant labor dispute**

	2022	2023	2024
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : https://www.irplus.in.th/Listed/CSS/pdf/gov/css_gov_policy_2025.pdf

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	9	100.00
Number of male directors	7	77.78
Number of female directors	2	22.22
Number of executive directors	5	55.56
Number of non-executive directors	4	44.44
Number of independent directors	4	44.44

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SOMPONG KANGSAWIAT Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	25 Feb 2019	Engineering, Leadership, Risk Management, Strategic Management, Governance/ Compliance

2.	Mr. OPAS TIYAWATTANAROJ Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	8 Aug 2005	Information & Communication Technology, Negotiation, Project Management, Engineering, Design
3.	Mr. KITTIRAT MEKMANEE Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: No	Director (Executive) Director type: Original director	8 Aug 2005	Marketing, Data Analysis, Negotiation, Risk Management, Governance/ Compliance
4.	Ms. PANIDA SAWATWANNARAT Gender: Female Age: 61 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	8 Aug 2005	Accounting, Finance, Data Analysis, Internal Control, Governance/ Compliance
5.	Ms. NONGNUCH TEMEESRISUK Gender: Female Age: 61 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	8 Aug 2005	Accounting, Human Resource Management, Procurement, Budgeting, Governance/ Compliance

6.	Mr. PITIPHAT CHATAACCARAPHAT Gender: Male Age: 63 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	8 Aug 2005	Accounting, Budgeting, Governance/ Compliance, Audit, Risk Management
7.	Mr. CHATTAPHUM KHANTIVIRIYA Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	17 Oct 2014	Accounting, Finance, Data Analysis, Risk Management, Audit
8.	Mr. PRAPART PRAISUWANNA Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	1 Jan 2015	Engineering, Risk Management, Audit, Internal Control, Governance/ Compliance
9.	Mr. VUTHICHA DUANGRATANA Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	23 Feb 2017	Economics, Law, Finance, Data Analysis, Audit

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : Yes

The Chairman and the manager are members of the same family : Yes

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mr. PITIPHAT CHATACCARAPHAT [1] Gender: Male Age: 63 years old Highest level of education: Doctoral degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	8 Aug 2005	Accounting, Budgeting, Governance/ Compliance, Audit, Risk Management
2. Mr. CHATTAPHUM KHANTIVIRIYA [1] Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	10 Nov 2014	Accounting, Finance, Data Analysis, Risk Management, Audit

3.	Mr. PRAPART PRAISUWANNA [1] Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	1 Jan 2015	Engineering, Risk Management, Audit, Internal Control, Governance/ Compliance
4.	Mr. VUTHICHA DUANGRATANA [1] Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	12 May 2017	Economics, Law, Finance, Data Analysis, Audit

[1] A director with the accounting expertise needed to review financial statements

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mr. SOMPONG KANGSAWIWAT Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	8 Aug 2005
2. Mr. OPAS TIYAWATTANAROJ Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	8 Aug 2005

3.	<p>Mr. KITTIRAT MEKMANEE</p> <p>Gender: Male</p> <p>Age: 58 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: No</p>	<p>Member of the executive committee</p>	8 Aug 2005
4.	<p>Ms. PANIDA SAWATWANNARAT</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	8 Aug 2005
5.	<p>Ms. NONGNUCH TEMEESRISUK</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	8 Aug 2005

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination, Remuneration and Corporate Governance Committee	Mr. PITIPHAT CHATAACCARAPHAT	Chairman
	Mr. CHATTAPHUM KHANTIVIRIYA	Member
	Ms. PANIDA SAWATWANNARAT	Member

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SOMPONG KANGSAWIWAT Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	8 Aug 2005	Engineering, Leadership, Risk Management, Strategic Management, Governance/ Compliance
2. Mr. OPAS TIYAWATTANAROJ Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Business Administration	Managing Director Telecommunication Group	8 Aug 2005	Information & Communication Technology, Negotiation, Project Management, Engineering, Design
3. Mr. KITTIRAT MEKMANEE Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration	Managing Director Business & Product Group	8 Aug 2005	Marketing, Data Analysis, Negotiation, Risk Management, Governance/ Compliance
4. Ms. PANIDA SAWATWANNARAT [1] Gender: Female Age: 61 years old Highest level of education: Master's degree Major: Business Administration	Managing Director Financial & Control Group	8 Aug 2005	Accounting, Finance, Data Analysis, Internal Control, Governance/ Compliance
5. Ms. NONGNUCH TEMEESRISUK Gender: Female Age: 61 years old Highest level of education: Bachelor's degree Major: Accounting	Managing Director Management & Corporate Governance Group	8 Aug 2005	Accounting, Human Resource Management, Procurement, Budgeting, Governance/ Compliance

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 116

Number of female employees (persons) : 148

Total number of employees (persons) : 264

Employee Remuneration

Total employee remuneration : 164,446,928.06

Provident fund

Total number of employees (persons) : 264

Number of employees contributing to the PVD (persons) : 220

Percentage of employees who are members (%) : 83.33

Performance Report on Corporate Governance

4.	Mr. CHATTAPHUM KHANTIVIRIYA Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 17 Oct 2014	Accounting, Finance, Data Analysis, Risk Management, Audit
5.	Mr. VUTHICHA DUANGRATANA Gender: Male Age: 68 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 23 Feb 2017	Economics, Law, Finance, Data Analysis, Audit

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SOMPONG KANGSAWIWAT	Chairman of the board	Non-participating
Mr. OPAS TIYAWATTANAROJ	Director	Non-participating
Mr. KITTIRAT MEKMANEE	Director	Participating
Ms. PANIDA SAWATWANNARAT	Director	Participating
Ms. NONGNUCH TEMEESRISUK	Director	Non-participating
Mr. PITIPHAT CHATACCARAPHAT	Director	Non-participating
Mr. CHATTAPHUM KHANTIVIRIYA	Director	Non-participating
Mr. PRAPART PRAISUWANNA	Director	Non-participating
Mr. VUTHICHA DUANGRATANA	Director	Non-participating

Remuneration for company directors

List of directors		Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. SOMPONG KANGSAWIWAT (Chairman of the board)	-	180,000.00	0.00	No
2.	Mr. OPAS TIYAWATTANAROJ (Director)	-	180,000.00	0.00	No
3.	Mr. KITTIRAT MEKMANEE (Director)	-	180,000.00	0.00	No
4.	Ms. PANIDA SAWATWANNARAT (Director)	-	180,000.00	0.00	No
5.	Ms. NONGNUCH TEMEESRISUK (Director)	-	180,000.00	0.00	No
6.	Mr. PITIPHAT CHATACCARAPHAT (Director)	-	180,000.00	240,000.00	No
7.	Mr. CHATTAPHUM KHANTIVIRIYA (Director)	-	180,000.00	240,000.00	No
8.	Mr. PRAPART PRAISUWANNA (Director)	-	180,000.00	240,000.00	No
9.	Mr. VUTHICHA DUANGGRATANA (Director)	-	120,000.00	240,000.00	No

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. PITIPHAT CHATACCARAPHAT (Chairman of the audit committee)	-	4/4
2.	Mr. CHATTAPHUM KHANTIVIRIYA (Audit committee)	-	4/4
3.	Mr. PRAPART PRAISUWANNA (Audit committee)	-	4/4
4.	Mr. VUTHICHAJ DUANGRATANA (Audit committee)	-	3/4