



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

COM7 PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



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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 : COM7 PUBLIC COMPANY LIMITED

Symbol : COM7

Address : 549/1 Sanphawut rd, Bangna, Bangna

Province : Bangkok

Postcode : 10260

Business : COM7 is a leading retailer in the IT industry, with a focus on desktop computers, laptops, smartphones, tablets, and associated accessories. Additionally, we provide repair and service centers for Apple products under the brand iCare.

Registration Number : 0107557000462

Telephone : 0-2017-7777

Website : www.comseven.com

Email : ir@comseven.com

Total Shares Sold (shares)

Common Stock : 2,399,998,265

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	51,126,443.00	62,732,614.00	69,599,452.00
Retail (Thousand baht)	49,793,986.00	61,088,752.00	67,684,223.00
Other (Thousand baht)	1,332,457.00	1,643,862.00	1,915,229.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Retail (%)	97.39	97.38	97.25
Other (%)	2.61	2.62	2.75

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	51,126,443.00	62,732,614.00	69,599,452.00
Domestic (Thousand baht)	51,126,443.00	62,732,614.00	69,599,452.00
International (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
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

	2021	2022	2023
Total other income (Thousand baht)	24,147.00	247,937.00	82,220.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	24,147.00	247,937.00	82,220.00

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

	2021	2022	2023
Share of profit (Thousand baht)	96,476.00	45,072.00	67,374.00

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)	2021	2022	2023
R&D expenses in the past 3 years	N/A	N/A	N/A

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)

Risk Relating to the Operation of the Company or the Group of Companies

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies
- Reliance on large customers or few customers
- Other

Operational Risk

- Reliance on employees in key positions
- Shortage or fluctuation in pricing of raw materials or productive resources
- Product obsolescence

Compliance Risk

- Violations of laws and regulations

Financial Risk

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

Climate change risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters

Risk of violating the privacy of personal information or human rights

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Violations of laws and regulations

Risk from cyber threats

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risk from changing consumer behavior

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Pandemic risk

Risk from the trend of increasing importance towards environmental conservation

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Impact on the environment

Risk to Securities Holder (2.2.2)

The Investment Risk of Securities Holders

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

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.comseven.com/ir_index.php?sustainable_dev

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.comseven.com/ir_index.php?sustainable_environmental

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	1,724,938.69	1,784,708.10	1,870,309.92

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	9,387.00	13,929.00	14,436.00

Waste management

• Waste from operations

	2021	2022	2023
Total waste generated (Kilograms)	0.00	0.00	0.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	N/A

• 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.comseven.com/ir_index.php?human_rights_policy

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

	2021	2022	2023
Number of male employees (Persons)	1,660	1,872	2,081
Number of female employees (Persons)	1,777	1,992	2,425
Total number of employees (Persons)	3,437	3,864	4,506

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	1,236,350,000.00	1,502,900,000.00	1,639,675,250.55

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	6.00	6.00	6.00
Employee development and training expenses (baht)	127,750,000.00	132,890,000.00	270,890,000.00

• Health, safety and work environment

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	2	3	2
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	24.59	27.98	30.98

• **Significant labor dispute**

	2021	2022	2023
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.comseven.com/ir_index.php?governance_policy

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	7	100.00
Number of male directors	6	85.71
Number of female directors	1	14.29
Number of executive directors	4	57.14
Number of non-executive directors	3	42.86
Number of independent directors	3	42.86

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. SIRIPONG SOMBUTSIRI Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	10 Feb 2014	Finance, Accounting, Audit

2.	<p>Ms. AREE PREECHANUKUL</p> <p>Gender: Female</p> <p>Age: 55 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	17 May 2004	Transportation & Logistics
3.	<p>Mr. SURA KHANITTAWEKUL</p> <p>Gender: Male</p> <p>Age: 54 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>Director (Executive)</p> <p>Director type: Original director</p>	17 Apr 2008	Change Management, Leadership, Strategic Management
4.	<p>Mr. KRITCHAWAT VORAVANICH</p> <p>Gender: Male</p> <p>Age: 55 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	17 Apr 2008	Sustainability, Governance/ Compliance
5.	<p>Mr. KONGSAK BANNASATHITGUL</p> <p>Gender: Male</p> <p>Age: 53 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>Director (Executive)</p> <p>Director type: Re-elected as director</p>	5 Feb 2014	IT Management

6.	Mr. KASHPOL CHULAJATA Gender: Male Age: 53 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: Original director	16 Oct 2014	Audit, Governance/ Compliance
7.	Dr. SOMBOON AUEATCHASAI Gender: Male Age: 53 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	12 Nov 2020	Audit, Accounting

Other Information pertaining to committees

The Chairman is an independent director	: Yes
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
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. SIRIPONG SOMBUTSIRI [1] Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	10 Feb 2014	Finance, Accounting, Audit
2. Mr. KASHPOL CHULAJATA Gender: Male Age: 53 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: Original director	16 Oct 2014	Audit, Governance/ Compliance
3. Dr. SOMBOON AUEATCHASAI [1] Gender: Male Age: 53 years old Highest level of education: Honorary degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	12 Nov 2020	Audit, Accounting

[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. SURA KHANITTAWEKUL Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Jan 1997
2. Mr. KRITCHAWAT VORAVANICH Gender: Male Age: 55 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2002
3. Ms. AREE PREECHANUKUL Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Nov 2003
4. Mr. KONGSAK BANNASATHITGUL Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jul 2013

5.	<p>Mrs. Nattanan Kiratikornyossanan</p> <p>Gender: Female</p> <p>Age: 55 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>	16 Jun 2014
6.	<p>Mr. Phakpoom Setarath</p> <p>Gender: Male</p> <p>Age: 55 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>	1 Jul 2018
7.	<p>Mr. Narong Sriwannawit</p> <p>Gender: Male</p> <p>Age: 39 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>	1 Feb 2020

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Dr. SOMBOON AUEATCHASAI	Chairman
	Mr. KASHPOL CHULAJATA	Member
	Mrs. Wassana Pongsangluk	Member
ThNomination and Remuneration Committee	Mr. KASHPOL CHULAJATA	Chairman
	Ms. AREE PREECHANUKUL	Member
	Mr. KRITCHAWAT VORAVANICH	Member
Governance and Sustainability Committee	Mr. KASHPOL CHULAJATA	Chairman
	Dr. SOMBOON AUEATCHASAI	Member
	Mrs. Nattanan Kiratikornyossanan	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: ThNomination and Remuneration Committee
Sub-committees responsible for remuneration	: ThNomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Governance and Sustainability Committee

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. SURA KHANITTAWEKUL Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	17 Apr 2008	Change Management, Leadership, Strategic Management

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : Yes

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) : 2,081

Number of female employees (persons) : 2,425

Total number of employees (persons) : 4,506

Employee Remuneration

Total employee remuneration : 1,639,675,250.55

Provident fund

Total number of employees (persons) : 4,506

Number of employees contributing to the PVD (persons) : 1,330

Percentage of employees who are members (%) : 30.76

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Kamlangpol Tantiwattanapanich	Kamlangpol@comseven.com	020177777

- Company secretary

General information	Email	Telephone
1. Ms. Sasipa Sawangsawai	sasipa@comseven.com	020177777

- Head of internal audit

General information	Email	Telephone
1. Ms. Woranan Jirathamkul	woranan@comseven.com	020177777

• Head of compliance unit

General information	Email	Telephone
1. Ms. Woranan Jirathamkul	woranan@comseven.com	020177777

• Head of investor relations

General information	Email	Telephone
1. Ms. Sawaros Rosarpitak	sawaros.r@comseven.com	020177777

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED	1. Mr. Pongthavee Ratanakoses Email: - Telephone: -	9,649,000.00	-

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

List of new directors appointed in the past year

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. KONGSAK BANNASATHITGUL Gender: Male Age: 53 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	Date position was assumed: 5 Feb 2014	IT Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SIRIPONG SOMBUTSIRI	Chairman of the board	Participating
Ms. AREE PREECHANUKUL	Director	Participating
Mr. SURAKHANTAWEEKUL	Director	Participating
Mr. KRITCHAWAT VORAVANICH	Director	Participating
Mr. KONGSAK BANNASATHITGUL	Director	Participating
Mr. KASHPOL CHULAJATA	Director	Participating
Dr. SOMBOON AUEATCHASAI	Director	Participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 7

Date of AGM meeting : 19 Apr 2023

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SIRIPONG SOMBUTSIRI (Chairman of the board)	-	7/7	N/A	Participating
2. Ms. AREE PREECHANUKUL (Director)	-	7/7	N/A	Participating
3. Mr. SURAKHANITTAWEKUL (Director)	-	7/7	N/A	Participating
4. Mr. KRITCHAWAT VORAVANICH (Director)	-	7/7	N/A	Participating
5. Mr. KONGSAK BANNASATHITGUL (Director)	-	7/7	N/A	Participating
6. Mr. KASHPOL CHULAJATA (Director)	-	7/7	N/A	Participating
7. Dr. SOMBOON AUEATCHASAI (Director)	-	7/7	N/A	Participating

Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mr. SIRIPONG SOMBUTSIRI (Chairman of the board)	-	1,680,000.00	0.00	No
2. Ms. AREE PREECHANUKUL (Director)	-	240,000.00	0.00	No
3. Mr. SURAKHANITTAWEKUL (Director)	-	240,000.00	0.00	No

4.	Mr. KRITCHAWAT VORAVANICH (Director)	-	240,000.00	0.00	No
5.	Mr. KONGSAK BANNASATHITGUL (Director)	-	260,000.00	0.00	No
6.	Mr. KASHPOL CHULAJATA (Director)	-	1,230,000.00	0.00	No
7.	Dr. SOMBOON AUEATCHASAI (Director)	-	1,230,000.00	0.00	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) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. SIRIPONG SOMBUTSIRI (Chairman of the audit committee)	-	5/5
2.	Mr. KASHPOL CHULAJATA (Audit committee)	-	5/5
3.	Dr. SOMBOON AUEATCHASAI (Audit committee)	-	5/5