



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

Silicon Craft Technology 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 : Silicon Craft Technology Public Company Limited

Symbol : SICT

Address : 40 Thetsabanrungsunnua Road, Ladyao, Chatuchak

Province : Bangkok

Postcode : 10900

Business : Research and development of Integrated Circuit Design (IC) or
Microchip, as a fabless/factory less company under “SIC”
trademark

Registration Number : 0107562000114

Telephone : 0-2589-9991

Fax (if applicable) : 0-2589-8881

Website : www.sic.co.th

Email : ir@sic.co.th

Total Shares Sold (shares)

Common Stock : 479,999,884

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)	601,012.17	666,377.01	661,828.53
Animal ID (Thousand baht)	221,560.66	303,311.47	379,225.81
Immobilizer (Thousand baht)	176,607.07	136,645.94	79,364.53
Industrial IoT (Thousand baht)	189,007.50	211,035.37	200,534.98
NFC and Others (Thousand baht)	13,836.94	15,384.22	2,703.21
Other (Thousand baht)	0.00	0.01	0.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Animal ID (%)	36.86	45.52	57.30
Immobilizer (%)	29.38	20.51	11.99
Industrial IoT (%)	31.45	31.67	30.30
NFC and Others (%)	2.30	2.31	0.41
Other (%)	0.00	0.00	0.00

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	601,012.17	666,377.01	661,828.53
Domestic (Thousand baht)	5,445.69	5,329.97	3,651.26
International (Thousand baht)	595,566.48	661,047.04	658,177.27

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	0.91	0.80	0.55
International (%)	99.09	99.20	99.45

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	1,940.05	8,811.56	92.44
Other income from operations (Thousand baht)	1,940.05	8,811.56	-192.64
Other income (Thousand baht)	1,487.21	2,349.04	2,525.08
Other gains (losses) (Thousand baht)	0.00	6,070.90	-2,983.72
Finance income (Thousand baht)	452.84	391.61	551.08
Other income not from operations (Thousand baht)	0.00	0.00	285.08

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

	2022	2023	2024
Share of profit (Thousand baht)	0.00	0.00	-285.08

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 : Yes

(Unit : Thousand baht)	2022	2023	2024
R&D expenses in the past 3 years	69,160.00	109,300.00	109,334.00

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)

1. Risks for depending on main raw material manufacturer and main supplier

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors

Operational Risk

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

2. Risks of dependence on product or customer groups

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Reliance on large customers or few customers
- Competition risk
- Economic risk

Financial Risk

- Income volatility

3. Risks from rapid changes in technology and consumer behavior

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Changes in technologies
- Competition risk

Operational Risk

- Product obsolescence

Financial Risk

- Income volatility

4. Risks from investment costs in research and development of products that cannot be commercially produced

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies

Operational Risk

- Product obsolescence
- Delays in the development of future projects

Financial Risk

- Insufficient sources of funding
- Liquidity risk

5. Risk of non-compliance with laws and regulations

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- Damage to company image and reputation
- ESG risk

Operational Risk

- Impact on human rights

Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance
- Legal risk

6. Risk of infringement of intellectual property of other persons

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Compliance Risk

- Violations of laws and regulations
- Legal risk

Financial Risk

- Other

7. Risk of reliance on expert engineers in the terms of microchip design

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Human error in business operations
- Delays in the development of future projects

8. Risks from fluctuations in foreign exchange rates

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk

Financial Risk

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

9. Risk from climate change

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- ESG risk

- Climate change and disasters

Operational Risk

- Climate change and disasters
- Impact on the environment

Compliance Risk

- Change in laws and regulations

10. Risk on human rights

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Policies or international agreements related to business operations
- Damage to company image and reputation
- ESG risk

Operational Risk

- Safety, occupational health, and working environment
- Impact on human rights

Compliance Risk

- Violations of laws and regulations
- Legal risk

11. Geopolitical Tension Risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Policies or international agreements related to business operations
- Economic risk

Operational Risk

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

Compliance Risk

- Change in laws and regulations

12. Risk from high inventories

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Competition risk
- Economic risk

Operational Risk

- Product obsolescence
- Inventory risk

Financial Risk

- Liquidity risk

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://investor.sic.co.th/th/sustainability/sustainable-development-goals>
(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://investor.sic.co.th/th/sustainability/sustainable-development-goals>
(if applicable)

Company environmental guideline : Electricity Management, Water Management, Waste
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)	954.45	1,436.25	1,158.52
Gasoline (Litres)	552.60	1,266.09	1,294.42

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	177,877.70	237,761.70	252,040.70

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	149.68	224.30	242.14

Waste management

• Waste from operations

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	0.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	17.00	20.00	8.00
Scope 2 (Tons of carbon dioxide equivalents)	89.00	119.00	127.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	106.00	139.00	135.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : Greenhouse Gas Management Certification Unit, School of Energy and Environment University of Phayao

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://investor.sic.co.th/th/corporate-governance/cg-report-and-download>

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)	83	101	112
Number of female employees (Persons)	49	63	58
Total number of employees (Persons)	132	164	170

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	123,458,549.53	137,064,070.03	156,183,252.68

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	20.00	23.00	25.00
Employee development and training expenses (baht)	2,984,372.04	2,467,502.00	1,853,376.94

• Health, safety and work environment

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

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	20.45	8.54	8.82

• **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://investor.sic.co.th/th/corporate-governance/corporate-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	8	100.00
Number of male directors	7	87.50
Number of female directors	1	12.50
Number of executive directors	2	25.00
Number of non-executive directors	6	75.00
Number of independent directors	3	37.50

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. MANOP DHAMSIRIANUNT Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	5 Apr 2019	Engineering, Leadership, Strategic Management, Business Administration, Risk Management

2.	Mr. Naiyavudhi Wongkomet Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	5 Apr 2019	Engineering, Leadership, Strategic Management, Risk Management, Governance/ Compliance
3.	Mr. APINUNT THANACHAYANONT Gender: Male Age: 51 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	5 Apr 2019	Project Management, Engineering, Design, Leadership, Strategic Management
4.	Mrs. Monluedee Sookpantarat Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	5 Apr 2019	Accounting, Finance, Risk Management, Audit, Governance/ Compliance
5.	Mr. Wuthipong Suponthana Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	5 Apr 2019	Data Analysis, Engineering, Risk Management, Business Administration, IT Management

6.	Mr. Sarote Phornprapha Gender: Male Age: 57 years old Highest level of education: Doctoral degree Major: Educational Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	5 Apr 2019	Sustainability, Human Resource Management, Corporate Management, Leadership, Governance/ Compliance
7.	Mr. Bodin Kasemset Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Microsystems Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	29 Apr 2021	Corporate Management, Engineering, Leadership, Strategic Management, Business Administration
8.	Mr. Apinetr Unakul Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	5 Apr 2019	Information & Communication Technology, Data Analysis, Engineering, Leadership, Strategic Management

Other Information pertaining to committees

The Chairman is an independent director	: No
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. Mrs. Monluedee Sookpantarat [1] Gender: Female Age: 60 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	5 Apr 2019	Accounting, Finance, Risk Management, Audit, Governance/ Compliance
2. Mr. Wuthipong Suponthana Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	5 Apr 2019	Data Analysis, Engineering, Risk Management, Business Administration, IT Management
3. Mr. Sarote Phornprapha Gender: Male Age: 57 years old Highest level of education: Doctoral degree Major: Educational Management Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	5 Apr 2019	Sustainability, Human Resource Management, Corporate Management, Leadership, Governance/ Compliance

[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. Naiyavudhi Wongkomet Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	12 Aug 2021
2. Mr. Bodin Kasemset Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Microsystems Technology Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Aug 2020
3. Mr. APINUNT THANACHAYANONT Gender: Male Age: 51 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	17 Dec 2022
4. Mr. Kowit Nuangsuk Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	17 Dec 2022

5.	Mr. Thaweesak Thantipwan Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	5 Apr 2019
6.	Mr. Sarun Polachart Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	17 Dec 2022

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. Wuthipong Suponthana	Chairman
	Mrs. Monluedee Sookpantarat	Member
	Mr. Naiyavudhi Wongkomet	Member
	Mr. Bodin Kasemset	Member
Nomination, Remuneration and Corporate Governance Committee	Mr. Sarote Phornprapha	Chairman
	Mr. Wuthipong Suponthana	Member
	Mr. Naiyavudhi Wongkomet	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination, Remuneration and Corporate Governance Committee
Sub-committees responsible for remuneration	: Nomination, Remuneration and Corporate Governance Committee

Sub-committees responsible for corporate governance

: Nomination, Remuneration and Corporate
Governance
Committee

Sub-committees responsible for corporate sustainability development

: Nomination, Remuneration and Corporate
Governance
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. Bodin Kasemset Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: Microsystems Technology	Chief Executive Officer	12 Aug 2021	Corporate Management, Engineering, Leadership, Strategic Management, Business Administration
2. Mr. Sarun Polachart Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Business Administration	Chief Operating Officer	12 Aug 2021	IT Management, Data Analysis, Project Management, Engineering, Leadership
3. Mr. Thaweesak Thantipwan Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Engineering	Chief Technology Officer	1 Oct 2020	Data Analysis, Project Management, Engineering, Leadership, Design
4. Mr. APINUNT THANACHAYANONT Gender: Male Age: 51 years old Highest level of education: Doctoral degree Major: Engineering	Chief Research Officer	3 Oct 2022	Project Management, Engineering, Design, Leadership, Strategic Management

5.	Mr. Kowit Nuangsuk [1] Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Business Administration	Chief Financial Officer	16 Nov 2022	Accounting, Finance, Data Analysis, Leadership, Business Administration
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[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) : Yes

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 112

Number of female employees (persons) : 58

Total number of employees (persons) : 170

Employee Remuneration

Total employee remuneration : 156,183,252.68

Provident fund

Total number of employees (persons) : 170

Number of employees contributing to the PVD (persons) : 128

Percentage of employees who are members (%) : 75.29

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. Naiyavudhi Wongkomet Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 5 Apr 2019	Engineering, Leadership, Strategic Management, Risk Management, Governance/ Compliance
2. Mr. Wuthipong Suponthana Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 5 Apr 2019	Data Analysis, Engineering, Risk Management, Business Administration, IT Management
3. Mr. Apinetr Unakul Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: No	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 5 Apr 2019	Information & Communication Technology, Data Analysis, Engineering, Leadership, Strategic Management

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. MANOP DHAMSIRIANUNT	Chairman of the board	Participating
Mr. Naiyavudhi Wongkomet	Director	Participating
Mr. APINUNT THANACHAYANONT	Director	Participating
Mrs. Monluedee Sookpantarat	Director	Participating
Mr. Wuthipong Suponthana	Director	Participating
Mr. Sarote Phornprapha	Director	Participating
Mr. Bodin Kasemset	Director	Participating
Mr. Apinetr Unakul	Director	Participating

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 : 24 Apr 2024

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. MANOP DHAMSIRIANUNT (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2. Mr. Naiyavudhi Wongkomet (Director)	-	7/7	Participating	Did not hold the meeting
3. Mr. APINUNT THANACHAYANONT (Director)	-	7/7	Participating	Did not hold the meeting

4.	Mrs. Monluedee Sookpantarat (Director)	-	7/7	Participating	Did not hold the meeting
5.	Mr. Wuthipong Suponthana (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mr. Sarote Phornprapha (Director)	-	7/7	Participating	Did not hold the meeting
7.	Mr. Bodin Kasemset (Director)	-	7/7	Participating	Did not hold the meeting
8.	Mr. Apinetr Unakul (Director)	-	7/7	Participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. MANOP DHAMSIRIANUNT (Chairman of the board)	-	105,000.00	0.00	No
2.	Mr. Naiyavudhi Wongkomet (Director)	-	70,000.00	0.00	No
3.	Mr. APINUNT THANACHAYANONT (Director)	-	0.00	0.00	No
4.	Mrs. Monluedee Sookpantarat (Director)	-	70,000.00	360,000.00	No
5.	Mr. Wuthipong Suponthana (Director)	-	70,000.00	360,000.00	No
6.	Mr. Sarote Phornprapha (Director)	-	70,000.00	360,000.00	No
7.	Mr. Bodin Kasemset (Director)	-	0.00	0.00	No
8.	Mr. Apinetr Unakul (Director)	-	70,000.00	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) : 7

List of directors		Termination date	Number of the audit committee meeting
1.	Mrs. Monluedee Sookpantarat (Chairman of the audit committee)	-	7/7
2.	Mr. Wuthipong Suponthana (Audit committee)	-	7/7
3.	Mr. Sarote Phornprapha (Audit committee)	-	7/7