



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**THE PRACTICAL SOLUTION 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 : THE PRACTICAL SOLUTION PUBLIC COMPANY LIMITED

Symbol : TPS

Address : No. 99 Soi Cement Thai, Ratchadapisek Road, Lad Yao, Chatuchak

Province : Bangkok

Postcode : 10900

Business : Provides consulting , design , procure , install and distribute  
products and equipment related to information technology ( Information Technology Solutions Provider : ITP )

Registration Number : 0107562000301

Telephone : 0-2112-9999

Fax (if applicable) : 0-2112-9998

Website : <https://www.thepractical.co.th>

Email : [companysecretary@thepractical.co.th](mailto:companysecretary@thepractical.co.th)

#### Total Shares Sold (shares)

Common Stock : 453,592,051

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)	589,249.00	986,857.00	1,362,810.00
Revenue from sales and installation of IT systems (Thousand baht)	374,980.00	651,420.00	824,151.00
Revenue from after-sales service of system maintenance (MA) (Thousand baht)	186,300.00	234,840.00	292,552.00
Revenue from telecommunications engineering (Thousand baht)	11,117.00	73,296.00	218,392.00
Revenue from other IT services (Thousand baht)	10,722.00	16,828.00	15,697.00
Other (Thousand baht)	6,130.00	10,473.00	12,018.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from sales and installation of IT systems (%)	63.64	66.01	60.47
Revenue from after-sales service of system maintenance (MA) (%)	31.62	23.80	21.47
Revenue from telecommunications engineering (%)	1.89	7.43	16.03
Revenue from other IT services (%)	1.82	1.71	1.15
Other (%)	1.04	1.06	0.88

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	589,249.00	986,857.00	1,362,810.00
Domestic (Thousand baht)	589,249.00	986,857.00	1,362,810.00
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)	0.00	0.00	0.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

## 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)

Compliance Risk
Risk Management Measures: Yes
Related Risk Topics
Compliance Risk
<ul style="list-style-type: none"><li>• Change in laws and regulations</li><li>• Other</li></ul>



# Sustainable Development

# Sustainable Development

## Sustainability Management Policy and Targets (3.1)

### Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

## Environmental Aspect (3.3)

### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

Company environmental guideline : Electricity Management, Water 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)	248,000.00	263,000.00	275,000.00

### Water management

- Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	2,601.00	3,346.00	2,906.00

### 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)	0.00	0.00	0.00

• 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 : No

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)	62	75	73
Number of female employees (Persons)	51	46	51
<b>Total number of employees (Persons)</b>	<b>113</b>	<b>121</b>	<b>124</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	155,000,000.00

##### • Employee development and training

	2021	2022	2023
Employee development and training expenses (baht)	N/A	N/A	1,978,486.90

##### • Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	0	0	0

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	N/A	N/A	7.26

• **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://investor.thepractical.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	7	100.00
Number of male directors	4	57.14
Number of female directors	3	42.86
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. ANOCHA WONGRUNGROJ Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	30 Oct 2018	Information & Communication Technology, Governance/ Compliance, Engineering

2.	Mr. BUNSOM KITKASETSATHAPORN Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	25 May 2006	Information & Communication Technology, Engineering, Leadership, Governance/ Compliance
3.	Mr. MATEE WITAWASIRI Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	18 Jun 2007	Information & Communication Technology, Risk Management, Governance/ Compliance, Engineering
4.	Ms. AUMAPORN SENGSI Gender: Female Age: 44 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	30 Oct 2018	Marketing, Negotiation, Risk Management, Governance/ Compliance
5.	Mrs. RATCHANEE PATTANALERTPHAN Gender: Female Age: 51 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	30 Oct 2018	Information & Communication Technology, Accounting, IT Management, Risk Management, Audit

6.	Mr. WUTTICHA CHARTISARANUWAT 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: Re-elected as director	30 Oct 2018	Information & Communication Technology, Audit, Governance/ Compliance, Engineering
7.	Mrs. JARUNYA KITKASETSATHAPORN Gender: Female Age: 55 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	22 Feb 2022	Information & Communication Technology, Governance/ Compliance

#### 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. WUTTICHAJ CHARTISARANUWAT Gender: Male Age: 53 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	30 Oct 2018	Information & Communication Technology, Audit, Governance/ Compliance, Engineering
2. Mrs. RATCHANEE PATTANALERTPHAN [1] Gender: Female Age: 51 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	30 Oct 2018	Information & Communication Technology, Accounting, IT Management, Risk Management, Audit
3. Mr. ANOCHA WONGRUNGROJ Gender: Male Age: 55 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: Original director	30 Oct 2018	Information & Communication Technology, Governance/ Compliance, Engineering

[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. BUNSOM KITKASETSATHAPORN Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	12 Nov 2018
2. Mr. MATEE WITAWASIRI Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 Nov 2018
3. Ms. AUMAPORN SENG SUI Gender: Female Age: 44 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 Nov 2018
4. Mrs. JARUNYA KITKASETSATHAPORN Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	22 Feb 2022

### Other sub-committees

#### Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mrs. RATCHANEE PATTANALERTPHAN	Chairman
	Mr. MATEE WITAWASIRI	Member
	Ms. AUMAPORN SENG SUI	Member
Nominations and Remuneration Committee	Mr. ANOCHA WONGRUNGROJ	Chairman
	Mr. BUNSOM KITKASETSATHAPORN	Member
	Mr. WUTTICHA CHARTISARANUWAT	Member

#### Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nominations and Remuneration Committee
Sub-committees responsible for remuneration	: Nominations and Remuneration Committee
Sub-committees responsible for corporate governance	: None
Sub-committees responsible for corporate sustainability development	: None

## 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. BUNSOM KITKASETSATHAPORN Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration	EXECUTIVE CHAIRMAN	6 Jan 2017	Information & Communication Technology, Engineering, Leadership, Governance/ Compliance
2. Mr. MATEE WITAWASIRI Gender: Male Age: 48 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President, Operations	6 Jan 2017	Information & Communication Technology, Risk Management, Governance/ Compliance, Engineering
3. Ms. AUMAPORN SENGSI Gender: Female Age: 44 years old Highest level of education: Bachelor's degree Major: Business Administration	Executive Vice President, Sales	6 Jan 2017	Marketing, Negotiation, Risk Management, Governance/ Compliance
4. Mrs. JARUNYA KITKASETSATHAPORN Gender: Female Age: 55 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President, Human Resources and General Administration	6 Jan 2017	Information & Communication Technology, Governance/ Compliance
5. Mr. Nuttawut Jantarasittiphol Gender: Male Age: 40 years old Highest level of education: Bachelor's degree Major: Engineering	Senior Vice President, Technical Expert	4 May 2020	Information & Communication Technology, IT Management

6.	Ms. Nuntharat Thammanuchsoorn Gender: Female Age: 43 years old Highest level of education: Bachelor's degree Major: Engineering	Senior Vice President, Sales	1 Feb 2021	Information & Communication Technology
7.	Mr. Thongchai Subin Gender: Male Age: 43 years old Highest level of education: Bachelor's degree Major: Engineering	Senior Vice President, Technical Support	1 Feb 2022	Information & Communication Technology, IT Management, Engineering, Risk Management
8.	Mrs. Daonapa Sukduang [1] Gender: Female Age: 40 years old Highest level of education: Bachelor's degree Major: Accounting	Senior Vice President, Accounting	10 Aug 2022	Accounting, Budgeting
9.	Ms. Supawadee Thirachat Gender: Female Age: 39 years old Highest level of education: Bachelor's degree Major: Business Administration	Senior Vice President, Finance	6 Jan 2023	Finance, Budgeting

[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 : No

### Remuneration

	2021	2022	2023
Total executive remuneration (baht)	38,000,000.00	45,000,000.00	N/A



## 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) : 73

Number of female employees (persons) : 51

**Total number of employees (persons)** : 124

#### Employee Remuneration

Total employee remuneration : 155,000,000.00

#### Provident fund

Total number of employees (persons) : 124

Number of employees contributing to the PVD (persons) : 98

Percentage of employees who are members (%) : 79.03

# 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. WUTTICHA CHARTISARANUWAT 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: Re-elected as director	Date position was assumed: 30 Oct 2018	Information & Communication Technology, Audit, Governance/ Compliance, Engineering
2. Mrs. JARUNYA KITKASETSATHAPORN Gender: Female Age: 55 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: 22 Feb 2022	Information & Communication Technology, Governance/ Compliance

#### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. ANOCHA WONGRUNGROJ	Chairman of the board	Participating
Mr. BUNSOM KITKASETSATHAPORN	Director	Participating

Mr. MATEE WITAWASIRI	Director	Participating
Ms. AUMAPORN SENGSI	Director	Participating
Mrs. RATCHANEE PATTANALERTPHAN	Director	Participating
Mr. WUTTICHA CHARTISARANUWAT	Director	Participating
Mrs. JARUNYA KITKASETSATHAPORN	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 : 27 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. ANOCHA WONGRUNGROJ (Chairman of the board)	-	6/7	Participating	Did not hold the meeting
2. Mr. BUNSOM KITKASETSATHAPORN (Director)	-	7/7	Participating	Did not hold the meeting
3. Mr. MATEE WITAWASIRI (Director)	-	7/7	Participating	Did not hold the meeting
4. Ms. AUMAPORN SENGSI (Director)	-	7/7	Participating	Did not hold the meeting
5. Mrs. RATCHANEE PATTANALERTPHAN (Director)	-	7/7	Participating	Did not hold the meeting

6.	Mr. WUTTICHAJ CHARTISARANUWAT (Director)	-	7/7	Participating	Did not hold the meeting
7.	Mrs. JARUNYA KITKASETSATHAPORN (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. ANOCHA WONGRUNGROJ (Chairman of the board)	-	260,000.00	240,000.00	Yes
2.	Mr. BUNSOM KITKASETSATHAPORN (Director)	-	0.00	0.00	Yes
3.	Mr. MATEE WITAWASIRI (Director)	-	0.00	0.00	Yes
4.	Ms. AUMAPORN SENGSI (Director)	-	0.00	0.00	Yes
5.	Mrs. RATCHANEE PATTANALERTPHAN (Director)	-	245,000.00	240,000.00	Yes
6.	Mr. WUTTICHAJ CHARTISARANUWAT (Director)	-	280,000.00	240,000.00	Yes
7.	Mrs. JARUNYA KITKASETSATHAPORN (Director)	-	0.00	0.00	Yes

## 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. WUTTICHAJ CHARTISARANUWAT (Chairman of the audit committee)	-	4/4
2.	Mrs. RATCHANEE PATTANALERTPHAN (Audit committee)	-	4/4
3.	Mr. ANOCHA WONGRUNGROJ (Audit committee)	-	3/4