

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THE PRACTICAL SOLUTION PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025

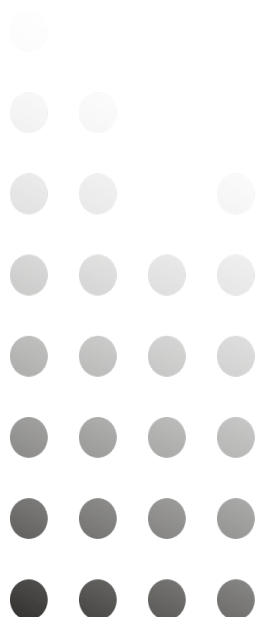


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Group Structure and Operations

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

Total Shares Sold (shares)

Common Stock : 419,699,735

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2023	2024	2025
Total revenue from operations (Thousand baht)	1,362,810.00	1,606,314.00	1,583,287.00
Revenue from sales and installation of IT systems (Thousand baht)	824,151.00	780,410.00	855,834.00
Revenue from after-sales service of system maintenance (MA) (Thousand baht)	292,552.00	344,811.00	403,587.00
Revenue from other IT services (Thousand baht)	15,697.00	30,987.00	58,192.00
Revenue from telecommunications engineering (Thousand baht)	218,392.00	437,216.00	252,656.00
Other (Thousand baht)	12,018.00	12,890.00	13,019.00

	2023	2024	2025
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from sales and installation of IT systems (%)	60.47	48.58	54.05
Revenue from after-sales service of system maintenance (MA) (%)	21.47	21.47	25.49
Revenue from other IT services (%)	1.15	1.93	3.68
Revenue from telecommunications engineering (%)	16.03	27.22	15.96
Other (%)	0.88	0.80	0.82

By Geographical Area or Market

	2023	2024	2025
Total revenue from operations (Thousand baht)	1,362,810.00	1,606,314.00	1,583,287.00
Domestic (Thousand baht)	1,362,810.00	1,606,314.00	1,583,287.00
International (Thousand baht)	0.00	0.00	0.00

	2023	2024	2025
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

	2023	2024	2025
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)	2023	2024	2025
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
• Change in laws and regulations • 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://investor.thepractical.co.th/storage/content/downloads/cg/20250314-tps-sustainability-policies-and-practices-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 : 20250314-tps-environmental-management-policy-th.pdf
(if applicable)

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

• Fuel consumption

	2023	2024	2025
Diesel (Litres)	N/A	N/A	1,146.06
Gasoline (Litres)	N/A	N/A	4,491.53

• Electricity consumption

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	275,000.00	289,000.00	270,000.00

Water management

• Water consumption

	2023	2024	2025
Total water withdrawal (Cubic meters)	2,906.00	2,740.00	3,258.00

Greenhouse gas management

• Greenhouse gas emissions

	2023	2024	2025
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	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://investor.thepractical.co.th/storage/content/downloads/cg/20250314-tps-policy-and-practices-on-human-rights-management-th.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

	2023	2024	2025
Number of male employees (Persons)	73	87	90
Number of female employees (Persons)	51	57	63
Total number of employees (Persons)	124	144	153

• Employee remuneration

	2023	2024	2025
Employee remuneration (baht)	102,000,000.00	122,000,000.00	163,000,000.00

• Employee development and training

	2023	2024	2025
Average employee training hours (Hours / Person / Year)	8.50	8.50	8.50
Employee development and training expenses (baht)	1,978,486.99	2,736,544.27	1,436,485.47

• Health, safety and work environment

	2023	2024	2025
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2023	2024	2025
Percentage of employees who voluntarily resigned (%)	7.26	6.94	10.46

• **Significant labor dispute**

	2023	2024	2025
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: 57 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: 58 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	25 May 2006	Information & Communication Technology, Engineering, Leadership, Governance/ Compliance
3.	Mr. MATEE WITAWASIRI Gender: Male Age: 50 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	18 Jun 2007	Information & Communication Technology, Risk Management, Governance/ Compliance, Engineering
4.	Ms. AUMAPORN SENGSI Gender: Female Age: 46 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: 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	30 Oct 2018	Information & Communication Technology, Accounting, IT Management, Risk Management, Audit

6.	Mr. WUTTICHA CHARTISARANUWAT Gender: Male Age: 55 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, Audit, Governance/ Compliance, Engineering
7.	Mrs. JARUNYA KITKASETSATHAPORN Gender: Female Age: 57 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	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: 55 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: 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	30 Oct 2018	Information & Communication Technology, Accounting, IT Management, Risk Management, Audit
3. Mr. ANOCHA WONGRUNGROJ Gender: Male Age: 57 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: 58 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: 50 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: 46 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: 57 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: 58 years old Highest level of education: Master's degree Major: Business Administration	Chief Executive Officer	25 May 2006	Information & Communication Technology, Engineering, Leadership, Governance/ Compliance
2. Mr. MATEE WITAWASIRI Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Business Administration	Chief Technology Officer	18 Jun 2007	Information & Communication Technology, Risk Management, Governance/ Compliance, Engineering
3. Ms. AUMAPORN SENGSI Gender: Female Age: 46 years old Highest level of education: Bachelor's degree Major: Business Administration	Chief Marketing Officer	30 Oct 2018	Marketing, Negotiation, Risk Management, Governance/ Compliance
4. Mrs. JARUNYA KITKASETSATHAPORN Gender: Female Age: 57 years old Highest level of education: Master's degree Major: Business Administration	Chief Administrative Officer	22 Feb 2022	Information & Communication Technology, Governance/ Compliance
5. Mrs. Daonapa Sukduang [1] Gender: Female Age: 42 years old Highest level of education: Bachelor's degree Major: Accounting	Chief Financial Officer	15 Aug 2025	Accounting, 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)

Other forms of remuneration

Employee Joint Investment Program (EJIP) : Yes

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 90

Number of female employees (persons) : 63

Total number of employees (persons) : 153

Employee Remuneration

Total employee remuneration : 163,000,000.00

Provident fund

Total number of employees (persons) : 153

Number of employees contributing to the PVD (persons) : 120

Percentage of employees who are members (%) : 78.43

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. BUNSOM KITKASETSATHAPORN Gender: Male Age: 58 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: 25 May 2006	Information & Communication Technology, Engineering, Leadership, Governance/ Compliance
2. Mr. MATEE WITAWASIRI Gender: Male Age: 50 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: 18 Jun 2007	Information & Communication Technology, Risk Management, Governance/ Compliance, Engineering

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	Non-participating

Ms. AUMAPORN SENG SUI	Director	Non-participating
Mrs. RATCHANEE PATTANALERTPHAN	Director	Non-participating
Mr. WUTTICHA CHARTISARANUWAT	Director	Non-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)
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Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times)	: 4
Date of AGM meeting	: 22 Apr 2025
EGM meeting	: No

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

7.	Mrs. JARUNYA KITKASETSATHAPORN (Director)	-	4/4	Participating	Did not hold the meeting
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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)	-	100,000.00	N/A	N/A
2.	Mr. BUNSOM KITKASETSATHAPORN (Director)	-	N/A	N/A	No
3.	Mr. MATEE WITAWASIRI (Director)	-	N/A	N/A	No
4.	Ms. AUMAPORN SENG SUI (Director)	-	N/A	N/A	No
5.	Mrs. RATCHANEE PATTANALERTPHAN (Director)	-	80,000.00	N/A	N/A
6.	Mr. WUTTICHA CHARTISARANUWAT (Director)	-	80,000.00	N/A	N/A
7.	Mrs. JARUNYA KITKASETSATHAPORN (Director)	-	N/A	N/A	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. WUTTICHAJ CHARTISARANUWAT (Chairman of the audit committee)	-	4/4
2.	Mrs. RATCHANEE PATTANALERTPHAN (Audit committee)	-	4/4
3.	Mr. ANOCHA WONGRUNGROJ (Audit committee)	-	4/4