



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SIRISOFT PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	6
Corporate Governance	
Corporate Governance Policy	10
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	11
Performance Report on Corporate Governance	23

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : SIRISOFT PUBLIC COMPANY LIMITED

Symbol : SRS

Address : 89 AIA Capital Center Building, 15th Floor, Ratchadaphisek Road, Din Daeng

Province : Bangkok

Postcode : 10400

Business : Consulting and developing information technology for the organization

Registration Number : 0107566000186

Telephone : 0-2006-5397;0-2006-3098

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

Email : ir@sirisoft.co.th

Total Shares Sold (shares)

Common Stock : 160,000,000

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)	410,809.00	584,726.00	679,010.00
Implement and develop software services (Thousand baht)	229,769.00	313,142.00	259,556.00
Maintenance and support services (Thousand baht)	15,020.00	24,305.00	27,468.00
Sales of hardware and software licenses (Thousand baht)	153,437.00	247,279.00	391,986.00
Other (Thousand baht)	12,583.00	0.00	0.00

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Implement and develop software services (%)	55.93	53.55	38.23
Maintenance and support services (%)	3.66	4.16	4.05
Sales of hardware and software licenses (%)	37.35	42.29	57.73
Other (%)	3.06	0.00	0.00

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	410,809.00	584,726.00	679,010.00
Domestic (Thousand baht)	410,809.00	584,726.00	679,010.00
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)	1,199.00	2,244.00	12,465.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	1,199.00	2,244.00	12,465.00

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)	2022	2023	2024
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 from Intense Competition in the Industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Competition risk

Risk From Technological Changes

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Risks from Dependency on a Small Number of Large Customers

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers

Financial Risk

- Income volatility

Risk from shortage of information technology personnel

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers

Risk from applying for a business license in the future

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business

Risk from relying on executives

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

Risk to Securities Holder (2.2.2)

Risk from having a major shareholder holding more than 50 percent of the shares

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder
- 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/SRS/th/pdf/06_Corporate_Sustainability_Policy_241108.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/SRS/th/pdf/06_Corporate_Sustainability_Policy_241108.pdf
(if applicable)

Company environmental guideline : Electricity Management, Fuel 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)	977.77	2,749.85	2,098.95

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	27,764.50	48,826.50	95,159.50

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	0.01	0.16	0.30

Waste management

• Waste from operations

	2022	2023	2024
Total waste generated (Kilograms)	4,579.00	4,909.00	5,905.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	11.00	16.00	9.00
Scope 2 (Tons of carbon dioxide equivalents)	14.00	25.00	48.00
Scope 3 (Tons of carbon dioxide equivalents)	8.00	16.00	16.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	33.00	57.00	73.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : Yes

Name of verifying organization : LRQA (Thailand) Limited

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/SRS/th/pdf/06_Corporate_Sustainability_Policy_241108.pdf

Company human right guideline : Employee Rights, 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)	125	162	150
Number of female employees (Persons)	90	136	120
Total number of employees (Persons)	215	298	270

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	138,800,000.00	153,580,000.00	183,830,000.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	N/A	24.00	30.00
Employee development and training expenses (baht)	N/A	N/A	1,910,000.00

• 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 (%)	8.37	17.45	36.67

• **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/SRS/th/pdf/Policy/02Good_Corporate_Governance_Policy.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, 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	3	42.86
Number of non-executive directors	4	57.14
Number of independent directors	4	57.14

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. VISIT SATITJINDAVONG Gender: Male Age: 52 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: Re-elected as director	11 Oct 2022	Business Administration, Information & Communication Technology, IT Management, Leadership, Risk Management

2.	Mr. SIRIWAT THANURAWET Gender: Male Age: 43 years old Highest level of education: Bachelor's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	31 Mar 2015	Information & Communication Technology, IT Management, Corporate Management, Leadership, Risk Management
3.	Mr. NATTAPON TANATECHAWONG Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	31 Mar 2015	Information & Communication Technology
4.	Mr. CHOLACHART WORAWUTHICHONGSATHIT Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	11 Oct 2022	Information & Communication Technology, Finance, Engineering
5.	Mr. SIRIWAT KEATCHAROENSIN Gender: Male Age: 46 years old Highest level of education: Master's degree Major: E-Business Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	11 Oct 2022	Business Administration, IT Management

6.	Mrs. SUPAPORN JEARAPRADITKUL Gender: Female Age: 40 years old Highest level of education: Bachelor's degree Major: Computer Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	1 Mar 2024	IT Management, Engineering
7.	Mr. THANAKORN WANGPIPATWONG Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Information Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	8 Nov 2024	Information & Communication Technology, IT Management

List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. SITTHIKARD AUSCHAVARA-NONDHA Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 1 Jul 2022 Date directorship ended: 1 Mar 2024	Mrs. SUPAPORN JEARAPRADITKUL Date position was assumed: 1 Mar 2024
2. Ms. THANASUNUN SUNTAYODOM Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Applied Mathematics with Specialization in Financial Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 11 Oct 2022 Date directorship ended: 8 Nov 2024	Mr. THANAKORN WANGPIPATWONG Date position was assumed: 8 Nov 2024

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 : No

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. CHOLACHART WORAWUTHICHONGSATHIT [1] Gender: Male Age: 43 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	11 Oct 2022	Information & Communication Technology, Finance, Engineering
2. Mr. VISIT SATITJINDAVONG Gender: Male Age: 52 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	11 Oct 2022	Business Administration, Information & Communication Technology, IT Management, Leadership, Risk Management
3. Mr. THANAKORN WANGPIPATWONG [1] Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Information Technology Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	8 Nov 2024	Information & Communication Technology, IT Management

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

List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Ms. THANASUNUN SUNTAYODOM [1] Gender: Female Age: 41 years old Highest level of education: Master's degree Major: Applied Mathematics with Specialization in Financial Engineering Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 11 Oct 2022 Date directorship ended: 8 Nov 2024	No replacement director

[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. SIRIWAT THANURAWET Gender: Male Age: 43 years old Highest level of education: Bachelor's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	13 Oct 2022
2. Mr. NATTAPON TANATECHAWONG Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Oct 2022

3.	Ms. Suthasinee Charoennam Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Operations and Supply Chain Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 Oct 2022
4.	Mrs. SUPAPORN JEARAPRADITKUL Gender: Female Age: 40 years old Highest level of education: Bachelor's degree Major: Computer Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Mar 2024

List of executive committee members who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. SITTHIKARD AUSCHAVARA-NONDHA Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 13 Oct 2022 Date directorship ended: 1 Mar 2024	Mrs. SUPAPORN JEARAPRADITKUL Date position was assumed: 1 Mar 2024

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. VISIT SATITJINDAVONG Mr. SIRIWAT THANURAWET Mr. Bordin Ngamrungsiri	Chairman Member Member

Nomination and Remuneration Committee	Mr. SIRIWAT KEATCHAROENSIN	Chairman
	Mr. VISIT SATITJINDAVONG	Member
	Mr. CHOLACHART	Member
	WORAWUTHICHONGSATHIT	

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Nomination 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. SIRIWAT THANURAWET Gender: Male Age: 43 years old Highest level of education: Bachelor's degree Major: Computer Science	Chief Executive Officer	31 Mar 2015	Information & Communication Technology, IT Management, Corporate Management, Leadership, Risk Management
2. Mr. NATTAPON TANATECHAWONG Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Computer Science	Chief Technology Advisory Officer	21 Jun 2022	Information & Communication Technology
3. Ms. Suthasinee Charoennam Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Operations and Supply Chain Management	Chief Operating Officer	21 Jun 2022	Business Administration, Transportation & Logistics
4. Mrs. SUPAPORN JEARAPRADITKUL Gender: Female Age: 40 years old Highest level of education: Bachelor's degree Major: Computer Engineering	Chief Solution Delivery Officer	1 Jan 2023	IT Management, Engineering
5. Mr. Pakpoom Kangsananont [1] Gender: Male Age: 38 years old Highest level of education: Master's degree Major: Finance	Chief Financial Officer	1 Aug 2024	Accounting, Finance

6.	Mr. Montre Limthongbai	Chief Commercial Officer	4 Jul 2024	Engineering
	Gender: Male			
	Age: 50 years old			
	Highest level of education: Bachelor's degree			
	Major: Computer Engineering			

[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

	2022	2023	2024
Total executive remuneration (baht)	11,310,000.00	17,600,000.00	22,100,000.00

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) : 150

Number of female employees (persons) : 120

Total number of employees (persons) : 270

Employee Remuneration

Total employee remuneration : 183,830,000.00

Provident fund

Total number of employees (persons)	: 270
Number of employees contributing to the PVD (persons)	: 120
Percentage of employees who are members (%)	: 44.44

Other Significant Information (7.6)

Other significant information

Assigned persons

• Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Budsarin Lupmongkolchai	budsarin@sirisoft.co.th	

• Company secretary

General information	Email	Telephone
1. Ms. Suthasinee Charoennam	suthasinee@sirisoft.co.th	

• Head of internal audit

General information	Email	Telephone
1. Mr. Sompoch Porncharoenwiwat	sompoch@sirisoft.co.th	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1.	EY OFFICE LIMITED	1. Mrs. ISARAPORN WISUTTHIYAN Email: isaraporn. wisutthiyan@th.ey.com Telephone: -	2,200,000.00	-
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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. VISIT SATITJINDAVONG Gender: Male Age: 52 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: Re-elected as director	Date position was assumed: 11 Oct 2022	Business Administration, Information & Communication Technology, IT Management, Leadership, Risk Management

- List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. SUPAPORN JEARAPRADITKUL Gender: Female Age: 40 years old Highest level of education: Bachelor's degree Major: Computer Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Mar 2024	IT Management, Engineering

2.	Mr. THANAKORN WANGPIPATWONG Gender: Male Age: 53 years old Highest level of education: Doctoral degree Major: Information Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 8 Nov 2024	Information & Communication Technology, IT Management
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Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. VISIT SATITJINDAVONG	Chairman of the board	Participating
Mr. SIRIWAT THANURAWET	Director	Participating
Mr. NATTAPON TANATECHAWONG	Director	Non-participating
Mr. CHOLACHART WORAWUTHICHONGSATHIT	Director	Non-participating
Mr. SIRIWAT KEATCHAROENSIN	Director	Participating
Mrs. SUPAPORN JEARAPRADITKUL	Director	Participating
Mr. THANAKORN WANGPIPATWONG	Director	Non-participating
Mr. SITTHIKARD AUSCHAVARA-NONDHA	Director	Non-participating
Ms. THANASUNUN SUNTAYODOM	Director	Non-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) : 4

Date of AGM meeting : 23 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. VISIT SATITJINDAVONG (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mr. SIRIWAT THANURAWET (Director)	-	4/4	Participating	Did not hold the meeting
3.	Mr. NATTAPON TANATECHAWONG (Director)	-	4/4	Participating	Did not hold the meeting
4.	Mr. CHOLACHART WORAWUTHICHONGSATHIT (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. SIRIWAT KEATCHAROENSIN (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mrs. SUPAPORN JEARAPRADITKUL (Director)	-	3/3	Participating	Did not hold the meeting
7.	Mr. THANAKORN WANGPIPATWONG (Director)	-	0/0	Non-participating	Did not hold the meeting
8.	Mr. SITTHIKARD AUSCHAVARA-NONDHA (Director)	1 Mar 2024	1/1	Non-participating	Did not hold the meeting
9.	Ms. THANASUNUN SUNTAYODOM (Director)	8 Nov 2024	4/4	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. VISIT SATITJINDAVONG (Chairman of the board)	-	120,000.00	0.00	N/A
2.	Mr. SIRIWAT THANURAWET (Director)	-	0.00	0.00	N/A
3.	Mr. NATTAPON TANATECHAWONG (Director)	-	0.00	0.00	N/A

4.	Mr. CHOLACHART WORAWUTHICHONGSATHIT (Director)	-	80,000.00	0.00	N/A
5.	Mr. SIRIWAT KEATCHAROENSIN (Director)	-	80,000.00	0.00	N/A
6.	Mrs. SUPAPORN JEARAPRADITKUL (Director)	-	0.00	0.00	N/A
7.	Mr. THANAKORN WANGPIPATWONG (Director)	-	0.00	0.00	N/A
8.	Mr. SITTHIKARD AUSCHAVARA-NONDHA (Director)	1 Mar 2024	0.00	0.00	N/A
9.	Ms. THANASUNUN SUNTAYODOM (Director)	8 Nov 2024	80,000.00	0.00	N/A

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. CHOLACHART WORAWUTHICHONGSATHIT (Chairman of the audit committee)	-	4/4
2.	Mr. VISIT SATITJINDAVONG (Audit committee)	-	4/4
3.	Mr. THANAKORN WANGPIPATWONG (Audit committee)	-	0/0
4.	Ms. THANASUNUN SUNTAYODOM (Audit committee)	8 Nov 2024	4/4