



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SIRISOFT 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 : 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

	2021	2022	2023
Total revenue from operations (Thousand baht)	187,025.00	410,809.00	584,726.00
Implement and develop software services (Thousand baht)	85,721.00	229,769.00	313,142.00
Maintenance and support services (Thousand baht)	12,766.00	15,020.00	24,305.00
Sales of hardware and software licenses (Thousand baht)	84,004.00	153,437.00	247,279.00
Other (Thousand baht)	4,534.00	12,583.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Implement and develop software services (%)	45.83	55.93	53.55
Maintenance and support services (%)	6.83	3.66	4.16
Sales of hardware and software licenses (%)	44.92	37.35	42.29
Other (%)	2.42	3.06	0.00

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	187,025.00	410,809.00	584,726.00
Domestic (Thousand baht)	187,025.00	410,809.00	584,726.00
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)	1,503.00	1,199.00	2,244.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	1,503.00	1,199.00	2,244.00

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 from Intense Competition in the Industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers

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

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

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

Risk stemming from potential fluctuations in the Company's common shares could result in substantial losses for investors participating in this offering

Risk Management Measures: No

Related Risk Topics

- Return from investment of securities holder

The risk of potential limitation on investors' opportunities to subscribe to future offerings of new shares for sale

Risk Management Measures: No

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.irplus.in.th/Listed/SRS/th/pdf/Policy/06Corporate_Social_Responsibility_Policy.pdf

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/Policy/06Corporate_Social_Responsibility_Policy.pdf

Company environmental guideline : Electricity Management, Fuel Management, Water Management, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Diesel (Litres)	N/A	N/A	2,749.85

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	N/A	48,826.50

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	0.00	0.00	0.16

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	17.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	25.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	11.00
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	53.00

• 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/Policy/01BusinessEthics.pdf>

Company human right guideline : Employee Rights, 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)	N/A	120	163
Number of female employees (Persons)	N/A	95	135
Total number of employees (Persons)	0	215	298

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	69,760,000.00	137,630,000.00	151,870,000.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	N/A	N/A	24.00

• Health, safety and work environment

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

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	N/A	0.00	17.45

• **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.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, 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	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: 51 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	11 Oct 2022	Business Administration, Information & Communication Technology, IT Management, Leadership, Risk Management, Audit

2.	Mr. SIRIWAT THANURAWET Gender: Male Age: 42 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, Data Management, Data Analysis, Corporate Management, Leadership, Strategic Management, Risk Management
3.	Mr. NATTAPON TANATECHAWONG Gender: Male Age: 41 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. SITTHIKARD AUSCHAVARA- NONDHA Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Jul 2022	Business Administration, Accounting
5.	Mr. SIRIWAT KEATCHAROENSIN Gender: Male Age: 45 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.	Mr. CHOLACHART WORAWUTHICHONGSATHIT Gender: Male Age: 42 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	Petrochemicals & Chemicals, Information & Communication Technology, Finance, Engineering, Audit
7.	Ms. THANASUNUN SUNTAYODOM Gender: Female Age: 40 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) Director type: Original director	11 Oct 2022	Accounting, Finance, Audit

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.	<p>Mr. CHOLACHART WORAWUTHICHONGSATHIT</p> <p>Gender: Male</p> <p>Age: 42 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	11 Oct 2022	Petrochemicals & Chemicals, Information & Communication Technology, Finance, Engineering, Audit
2.	<p>Mr. VISIT SATITJINDAVONG</p> <p>Gender: Male</p> <p>Age: 51 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>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	11 Oct 2022	Business Administration, Information & Communication Technology, IT Management, Leadership, Risk Management, Audit
3.	<p>Ms. THANASUNUN SUNTAYODOM [1]</p> <p>Gender: Female</p> <p>Age: 40 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Applied Mathematics with Specialization in Financial Engineering</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	11 Oct 2022	Accounting, Finance, Audit

[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: 42 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: 41 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: 41 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: 39 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
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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: 41 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	Chairman
	Mr. SIRIWAT THANURAWET	Member
	Mr. SITTHIKARD AUSCHAVARA-NONDHA	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: 42 years old Highest level of education: Bachelor's degree Major: Computer Science	Chief Executive Officer	31 Mar 2015	Information & Communication Technology, IT Management, Data Management, Data Analysis, Corporate Management, Leadership, Strategic Management, Risk Management
2. Mr. NATTAPON TANATECHAWONG Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Computer Science	Chief Technology Officer	21 Jun 2022	Information & Communication Technology
3. Mr. SITTHIKARD AUSCHAVARA-NONDHA [1] Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Management	Chief Financial Officer	1 Mar 2022	Business Administration, Accounting

[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

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	N/A	10,880,000.00	16,890,000.00

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) : 163

Number of female employees (persons) : 135

Total number of employees (persons) : 298

Employee Remuneration

Total employee remuneration : 151,870,000.00

Provident fund

Total number of employees (persons) : 298

Number of employees contributing to the PVD (persons) : 121

Percentage of employees who are members (%) : 40.60

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)

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	Participating
Mr. SITTHIKARD AUSCHAVARA-NONDHA	Director	Participating
Mr. SIRIWAT KEATCHAROENSIN	Director	Participating
Mr. CHOLACHART WORAWUTHICHONGSATHIT	Director	Participating
Ms. THANASUNUN SUNTAYODOM	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) : 5

Date of AGM meeting : 17 Mar 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. VISIT SATITJINDAVONG (Chairman of the board)	-	5/5	Non-participating	Did not hold the meeting
2.	Mr. SIRIWAT THANURAWET (Director)	-	5/5	Participating	Did not hold the meeting
3.	Mr. NATTAPON TANATECHAWONG (Director)	-	5/5	Participating	Did not hold the meeting
4.	Mr. SITTHIKARD AUSCHAVARA-NONDHA (Director)	-	5/5	Participating	Did not hold the meeting
5.	Mr. SIRIWAT KEATCHAROENSIN (Director)	-	5/5	Non-participating	Did not hold the meeting
6.	Mr. CHOLACHART WORAWUTHICHONGSATHIT (Director)	-	5/5	Non-participating	Did not hold the meeting
7.	Ms. THANASUNUN SUNTAYODOM (Director)	-	5/5	Non-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)	-	295,000.00	N/A	N/A
2.	Mr. SIRIWAT THANURAWET (Director)	-	N/A	N/A	N/A
3.	Mr. NATTAPON TANATECHAWONG (Director)	-	N/A	N/A	N/A
4.	Mr. SITTHIKARD AUSCHAVARA-NONDHA (Director)	-	N/A	N/A	N/A
5.	Mr. SIRIWAT KEATCHAROENSIN (Director)	-	140,000.00	N/A	N/A
6.	Mr. CHOLACHART WORAWUTHICHONGSATHIT (Director)	-	230,000.00	N/A	N/A
7.	Ms. THANASUNUN SUNTAYODOM (Director)	-	175,000.00	N/A	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) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. CHOLACHART WORAWUTHICHONGSATHIT (Chairman of the audit committee)	-	5/5
2.	Mr. VISIT SATITJINDAVONG (Audit committee)	-	5/5
3.	Ms. THANASUNUN SUNTAYODOM (Audit committee)	-	5/5