



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SYMPHONY COMMUNICATION 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	8
Corporate Governance	
Corporate Governance Policy	12
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	13
Performance Report on Corporate Governance	20

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : SYMPHONY COMMUNICATION PUBLIC COMPANY LIMITED

Symbol : SYMC

Address : 123 Sun Towers Building B 35th – 36th fl. Vibhavadee Rangsit Rd.,
Chomphon, Chatuchak

Province : Bangkok

Postcode : 10900

Business : To provide network connectivity services for communication
and data transmission through a high-speed fiber optic cable,
both terrestrial and submarine routes, including digital
technology services, i.e. cloud services, managed security
services, data center services, etc.

Registration Number : 0107553000107

Telephone : 0-2101-1111

Fax (if applicable) : 0-2101-1133

Website : www.symphony.net.th

Email : atchara.a@symphony.net.th

Total Shares Sold (shares)

Common Stock : 433,654,887

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)	1,699,009.17	2,016,404.68	2,057,373.95
Revenue from sale of goods and rendering of services (Thousand baht)	1,688,201.94	1,940,607.34	2,035,549.22
Other (Thousand baht)	10,807.23	75,797.34	21,824.73

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from sale of goods and rendering of services (%)	99.36	96.24	98.94
Other (%)	0.64	3.76	1.06

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	1,699,009.17	2,016,404.68	2,057,373.95
Domestic (Thousand baht)	1,300,602.23	1,363,993.45	1,472,266.54
International (Thousand baht)	398,406.94	652,411.23	585,107.41

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	76.55	67.64	71.56
International (%)	23.45	32.36	28.44

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	10,807.23	75,797.34	21,824.73
Other income from operations (Thousand baht)	10,807.23	12,097.34	21,824.73
Other income not from operations (Thousand baht)	0.00	63,700.00	0.00
Gain on sale of investment in associate (Thousand baht)	0.00	63,700.00	0.00
Reversal of accrued expense (Thousand baht)	0.00	0.00	0.00

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

	2022	2023	2024
Share of profit (Thousand baht)	-6,287.54	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)	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)

Risks from competition in hi-speed data communications network market

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

Operational Risk

- Shortage or reliance on skilled workers

Risks from influences of major shareholders over the determination of policy and management of the Company

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

Risks from legal regulations and government policy regarding telecommunication business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy
- Damage to company image and reputation

Operational Risk

- Delays in the development of future projects

Compliance Risk

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

Risk of network equipment which are being used for business operations

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Business operations of partners in the supply chain
- Reliance on large partners / distributors or few partners / distributors
- Damage to company image and reputation

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Human error in business operations
- Product obsolescence
- Loss or damage from non-compliance of partners or counterparties
- Safety, occupational health, and working environment
- Climate change and disasters

Risk from cyber threats

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies
- Damage to company image and reputation

Operational Risk

- Systems or internal control system
- Human error in business operations
- Information security and cyber-attack

Compliance Risk

- Change in laws and regulations

Risk regarding key personnel reliance and lacking talented or skillful people

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers

Risk from emerging pandemic and political riot

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

- Government policy
- Policies or international agreements related to business operations
- Changes in technologies
- Business operations of partners in the supply chain

Operational Risk

- Delays in the development of future projects
- Safety, occupational health, and working environment

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.symphony.net.th/sustainability/sustainability-at-a-glance/?lang=th>
(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.symphony.net.th/sustainability/environmental-dimension/?lang=th>
(if applicable)

Company environmental guideline : Electricity Management, Fuel 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
Jet fuel (Litres)	N/A	N/A	0.00
Diesel (Litres)	N/A	26,940.92	0.00
Gasoline (Litres)	N/A	39,730.19	N/A

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	500.87	567.58

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	0.00	0.00	0.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	N/A	356.00	N/A
Hazardous waste (Kilograms)	N/A	8,230.30	106,217.00
Total waste generated (Kilograms)	0.00	8,586.30	106,217.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
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 : Yes

Name of verifying organization : ECEE Company 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.symphony.net.th/sustainability/social-dimension/?lang=th#1686218915323-4286bdb3-fe4c>

Company human right guideline : Employee Rights, Child Labor, 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)	238	263	294
Number of female employees (Persons)	176	181	192
Total number of employees (Persons)	414	444	486

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	282,429,082.00	334,771,003.00	391,873,791.33

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	N/A	N/A	1.90
Employee development and training expenses (baht)	2,981,898.52	6,173,899.94	5,326,672.00

• 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 (%)	N/A	N/A	15.43

• **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.symphony.net.th/about-us/corporate-governance/?lang=th#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	8	100.00
Number of female directors	0	0.00
Number of executive directors	1	12.50
Number of non-executive directors	7	87.50
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. WOODTIPONG MOLEECHAD Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	6 May 2010	Economics, Transportation & Logistics, Information & Communication Technology, Leadership, Sustainability

2.	<p>Mr. TEERARAT PANTARASUTRA</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Political Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	6 May 2010	<p>Information & Communication Technology, Law, Risk Management, Governance/ Compliance, Leadership</p>
3.	<p>Mr. KRANPHOL ASAWASUWAN</p> <p>Gender: Male</p> <p>Age: 60 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>Director (Non-executive)</p> <p>Director type: Original director</p>	6 May 2010	<p>Information & Communication Technology, Human Resource Management, Sustainability, Brand Management, Engineering</p>
4.	<p>Mr. AKARAT NA RANONG</p> <p>Gender: Male</p> <p>Age: 71 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>Director (Non-executive, Independent director)</p> <p>Director type: Original director</p>	9 Nov 2017	<p>Economics, Banking, Internal Control, Governance/ Compliance, Business Administration</p>
5.	<p>Mr. Afzal Bin Abdul RAHIM</p> <p>Gender: Male</p> <p>Age: 46 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Engineering</p> <p>Thai nationality: No</p> <p>Residing in Thailand: No</p>	<p>Director (Non-executive)</p> <p>Director type: Original director</p>	9 Nov 2017	<p>Information & Communication Technology, Engineering, Leadership, Strategic Management, Business Administration</p>

6.	Mr. PATRICK CORSO Gender: Male Age: 51 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: No Residing in Thailand: No	Director (Non-executive) Director type: Original director	9 Nov 2017	Finance, Corporate Management, Governance/ Compliance, Strategic Management, Business Administration
7.	Mr. CHI KWAN LOH Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Finance and Accounting Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Original director	2 Jul 2018	Accounting, Finance, Budgeting, Leadership, Strategic Management
8.	Mr. SUJATE JANTARANG Gender: Male Age: 61 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	29 Apr 2019	Information & Communication Technology, Law, Engineering, Electronic Components, IT Management

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. AKARAT NA RANONG [1] Gender: Male Age: 71 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	26 Apr 2018	Economics, Banking, Internal Control, Governance/ Compliance, Business Administration
2. Mr. WOODTIPONG MOLEECHAD [1] Gender: Male Age: 78 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	6 May 2010	Economics, Transportation & Logistics, Information & Communication Technology, Leadership, Sustainability
3. Mr. SUJATE JANTARANG [1] Gender: Male Age: 61 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: Original director	29 Apr 2019	Information & Communication Technology, Law, Engineering, Electronic Components, IT Management

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

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination, Compensation, Corporate Governance and Sustainability Committee	Mr. WOODTIPONG MOLEECHAD	Chairman
	Mr. AKARAT NA RANONG	Member
	Mr. SUJATE JANTARANG	Member
	Mr. KRANPHOL ASAWASUWAN	Member
	Mr. TEERARAT PANTARASUTRA	Member
	Mr. PATRICK CORSO	Member
Risk Management Committee	Mr. TEERARAT PANTARASUTRA	Chairman
	Mr. KRANPHOL ASAWASUWAN	Member
	Mr. CHI KWAN LOH	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: Nomination, Compensation, Corporate Governance and Sustainability Committee
Sub-committees responsible for remuneration	: Nomination, Compensation, Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate governance	: Nomination, Compensation, Corporate Governance and Sustainability Committee
Sub-committees responsible for corporate sustainability development	: Nomination, Compensation, Corporate Governance and Sustainability 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. CHI KWAN LOH [1] Gender: Male Age: 46 years old Highest level of education: Bachelor's degree Major: Finance and Accounting	Chief Executive Officer a	18 Dec 2014	Accounting, Finance, Budgeting, Leadership, Strategic Management
2. Mr. Supornchai Chotputtikul Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President - Regulatory Affairs, Sub-Sea Cable and Special Project	1 Jan 2010	Business Administration, Engineering, Project Management, Information & Communication Technology
3. Mr. Paisarn Trichavaroj Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Information Technology	Senior Vice President - IT Division	1 Jan 2013	Information & Communication Technology, Marketing, Sustainability, IT Management, Project Management
4. Ms. Suksom Charoendeesawat [1] Gender: Female Age: 44 years old Highest level of education: Master's degree Major: Finance	Senior Vice President - Finance Division	11 Nov 2024	Banking, Finance
5. Mr. Azhar Bin Rahmat Gender: Male Age: 53 years old Highest level of education: Bachelor's degree Major: Electronics/Computer	Executive Vice President, Technology Group	3 Jun 2024	Information & Communication Technology, Project Management, Engineering

6.	Ms. Chanamon Charoenthaweepanukul Gender: Female Age: 45 years old Highest level of education: Master's degree Major: Management	Senior Vice President – Human Resource Division	1 Mar 2023	Human Resource Management, Corporate Management, Strategic Management
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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) : No

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons) : 294

Number of female employees (persons) : 192

Total number of employees (persons) : 486

Employee Remuneration

Total employee remuneration : 391,873,791.33

Provident fund

Total number of employees (persons) : 486

Number of employees contributing to the PVD (persons) : 303

Percentage of employees who are members (%) : 62.35

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. WOODTIPONG MOLEECHAD	Chairman of the board	Non-participating
Mr. TEERARAT PANTARASUTRA	Director	Non-participating
Mr. KRANPHOL ASAWASUWAN	Director	Participating
Mr. AKARAT NA RANONG	Director	Non-participating
Mr. Afzal Bin Abdul RAHIM	Director	Non-participating
Mr. PATRICK CORSO	Director	Non-participating
Mr. CHI KWAN LOH	Director	Non-participating
Mr. SUJATE JANTARANG	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) : 6

Date of AGM meeting : 19 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. WOODTIPONG MOLEECHAD (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Mr. TEERARAT PANTARASUTRA (Director)	-	6/6	Participating	Did not hold the meeting
3.	Mr. KRANPHOL ASAWASUWAN (Director)	-	6/6	Participating	Did not hold the meeting
4.	Mr. AKARAT NA RANONG (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. Afzal Bin Abdul RAHIM (Director)	-	5/6	Participating	Did not hold the meeting
6.	Mr. PATRICK CORSO (Director)	-	6/6	Participating	Did not hold the meeting
7.	Mr. CHI KWAN LOH (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. SUJATE JANTARANG (Director)	-	6/6	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. WOODTIPONG MOLEECHAD (Chairman of the board)	-	250,000.00	360,000.00	No
2.	Mr. TEERARAT PANTARASUTRA (Director)	-	0.00	0.00	No
3.	Mr. KRANPHOL ASAWASUWAN (Director)	-	0.00	0.00	No
4.	Mr. AKARAT NA RANONG (Director)	-	250,000.00	300,000.00	No
5.	Mr. Afzal Bin Abdul RAHIM (Director)	-	0.00	0.00	No
6.	Mr. PATRICK CORSO (Director)	-	0.00	0.00	No

7.	Mr. CHI KWAN LOH (Director)	-	0.00	0.00	No
8.	Mr. SUJATE JANTARANG (Director)	-	190,000.00	300,000.00	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. AKARAT NA RANONG (Chairman of the audit committee)	-	4/4
2.	Mr. WOODTIPONG MOLEECHAD (Audit committee)	-	4/4
3.	Mr. SUJATE JANTARANG (Audit committee)	-	4/4