

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

INTERLINK TELECOM PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

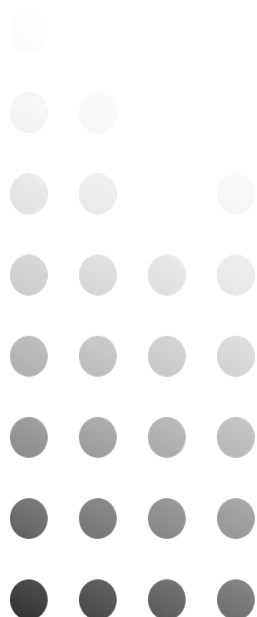


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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : INTERLINK TELECOM PUBLIC COMPANY LIMITED

Symbol : ITEL

Address : 48/66 Soi Rung Rueang, Ratchadapisek Road, Samsennok, Huai Kwang

Province : Bangkok

Postcode : 10310

Business : ITEL provides 1. Fiber optic network services 2. Service of design, construction and contracting for fiber optic project and telecommunications project.3. Data center service

Registration Number : 0107558000211

Telephone : 0-2666-2222

Fax (if applicable) : 0-2666-2299

Website : www.interlinktelecom.co.th

Email : info@interlinktelecom.co.th

Total Shares Sold (shares)

Common Stock : 1,388,929,798

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)	3,437,775.66	2,759,938.63	2,712,282.37
Service income from network rendering (Thousand baht)	1,310,728.33	1,466,321.60	1,263,329.39
Service income from network installation service (Thousand baht)	1,994,519.79	1,154,486.97	1,005,966.49
Service income from data center space service (Thousand baht)	87,343.17	92,767.59	98,467.61
Sales and service income from medical equipment service (Thousand baht)	0.00	0.00	110,077.42
Other (Thousand baht)	45,184.37	46,362.47	234,441.46

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Service income from network rendering (%)	38.13	53.13	46.58
Service income from network installation service (%)	58.02	41.83	37.09
Service income from data center space service (%)	2.54	3.36	3.63
Sales and service income from medical equipment service (%)	0.00	0.00	4.06
Other (%)	1.31	1.68	8.64

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	3,437,775.66	2,759,938.63	2,712,282.37
Domestic (Thousand baht)	3,437,775.66	2,759,938.63	2,712,282.37
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)	45,184.37	46,362.47	234,441.46
Other income from operations (Thousand baht)	40,841.21	42,978.58	39,995.11
Other income not from operations (Thousand baht)	4,343.16	3,383.89	194,446.35
Gain on disposal of investment in a joint venture, net (Thousand baht)	0.00	0.00	140,086.18
Gain from a bargain purchase, net (Thousand baht)	0.00	0.00	54,360.17

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

	2022	2023	2024
Share of profit (Thousand baht)	-4,739.01	-3,713.21	708.90

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	0.00	0.00	0.00

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 of technological and consumer behavior changes

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies

Risk from competition in the telecommunications network service business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Risks from operation of network equipment, operation system and computer system

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Legal risks and government policies related to telecommunications

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

Compliance Risk

- Change in laws and regulations

Risk from the period of the type 3 telecommunication license granted to be shorter than the rental period from the railway

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Property lease agreement execution

Compliance Risk

- Change in laws and regulations

Risks from not be able to install fiber optic cable networks

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Laws and regulations is not favorable for doing business

Risk from inconsistency in revenue from network installation services business

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Delays in the development of future projects

Risk of Data security Information systems and cyber threats

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risk from personnel readiness preparation to support the transition to the digital age

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Shortage or reliance on skilled workers
- Human error in business operations

Climate change risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Climate change and disasters
- Impact on the environment

Risk from economic and political factors economic and political changes

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Other

Financial Risk

- Other

Risk from CORONA VIRUS new variant 2019 (Covid-19)

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- 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.interlinktelecom.co.th/sustainability-business>
(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://ir.interlinktelecom.co.th/corporate-sustainability>
(if applicable)

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

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	186,000.00	207,000.00	217,000.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	2,161.00	2,537.00	2,924.00

Waste management

• Waste from operations

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	N/A

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 : 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://www.interlinktelecom.co.th/assets/pdf/sustainability/Human%20Rights%20Policy%20\(in%20Thai%20only\).pdf](https://www.interlinktelecom.co.th/assets/pdf/sustainability/Human%20Rights%20Policy%20(in%20Thai%20only).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)	570	587	601
Number of female employees (Persons)	158	188	197
Total number of employees (Persons)	728	775	798

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	308,463,306.22	336,675,405.56	360,418,528.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	32.00	7.00	7.00

• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	0	0

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	N/A	N/A	7.14

• **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.interlinktelecom.co.th/assets/pdf/sustainability/Corporate%20Governance%20Policy_TH.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

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	11	100.00
Number of male directors	7	63.64
Number of female directors	4	36.36
Number of executive directors	1	9.09
Number of non-executive directors	10	90.91
Number of independent directors	4	36.36

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. PAKORN MALAKUL NA AYUDHYA Gender: Male Age: 82 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	26 Dec 2014	Economics

2.	Mr. SOMBAT ANUNTARUMPORN Gender: Male Age: 65 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Re-elected as director	3 Jan 2007	Business Administration
3.	Dr. CHALIDA ANUNTARUMPORN Gender: Female Age: 66 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	3 Jan 2007	Business Administration
4.	Dr. NUTTANAI ANUNTARUMPORN Gender: Male Age: 37 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	16 Oct 2012	Business Administration, Economics
5.	Ms. LILLADA ANUNTARUMPORN Gender: Female Age: 39 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	26 Dec 2014	Business Administration, Health Care Services

6.	Mr. SUWICHAN NILANAN Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Dec 2014	Business Administration
7.	Mr. SUWAT PUNNACHAIYA Gender: Male Age: 62 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	26 Dec 2014	Engineering, Business Administration
8.	Mrs. KESARA MANCHUSREE Gender: Female Age: 64 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	26 Jul 2018	Finance
9.	Ms. VARISA ANUNTARUMPORN Gender: Female Age: 33 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	17 Jan 2019	Business Administration

10.	GEN. PONPIPAAT BENYASRI	Director (Non-executive, Independent director)	13 Jul 2023	Business Administration
	Gender: Male			
	Age: 64 years old			
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Business Administration	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			
11.	Mr. AMNUAY PREEMONWONG	Director (Non-executive, Independent director)	24 Feb 2024	Business Administration, Law
	Gender: Male			
	Age: 66 years old			
	Highest level of education:			
	Master's degree	Director type: Newly		
	Major: Political Science	appointed director to		
	Thai nationality: Yes	replace ex-director		
	Residing in Thailand: Yes			

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

General information	Position	Tenure	Replacement Director
1. Mr. CHAVALIT CHUKAJORN	Director	Date position was	Mr. AMNUAY PREEMONWONG
Gender: Male	(Non-executive,	assumed:	Date position was assumed:
Age: 67 years old	Independent director)	12 Jul 2019	24 Feb 2024
Highest level of education:		Date directorship	
Master's degree		ended:	
Major: Law		19 Jan 2024	
Thai nationality: Yes			
Residing in Thailand: Yes			

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. Mrs. KESARA MANCHUSREE [1] Gender: Female Age: 64 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	18 Jul 2018	Finance
2. GEN. PONPIPAAT BENYASRI Gender: Male Age: 64 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: Newly appointed director to replace ex-director	13 Jul 2023	Business Administration
3. Mr. AMNUAY PREEMONWONG Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Additional and newly-appointed directors	24 Feb 2024	Business Administration, Law

[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. Mr. CHAVALIT CHUKAJORN Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 12 Jul 2019 Date directorship ended: 19 Jan 2024	Mr. AMNUAY PREEMONWONG Date position was assumed: 24 Feb 2024

[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
Risk Management Committee	Dr. NUTTANAI ANUNTARUMPORN	Member
	Mr. SUWICHAN NILANAN	Member
	Mr. SUWAT PUNNACHAIYA	Member
	Mr. AMNUAY PREEMONWONG	Member
	GEN. PONPIPAAT BENYASRI	Chairman
Corporate Governance, Nomination and Remuneration Committee	Mr. SUWAT PUNNACHAIYA	Chairman
	Mr. SUWICHAN NILANAN	Member
	Ms. VARISA ANUNTARUMPORN	Member
	GEN. PONPIPAAT BENYASRI	Member
	Mr. AMNUAY PREEMONWONG	Member
Corporate Governance Committee	Dr. CHALIDA ANUNTARUMPORN	Member
	Ms. LILLADA ANUNTARUMPORN	Member
	Mr. AMNUAY PREEMONWONG	Chairman
	GEN. PONPIPAAT BENYASRI	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Committee

Sub-committees responsible for nomination	: Corporate Governance, Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: Corporate Governance, Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: None
Sub-committees responsible for corporate sustainability development	: Corporate Governance 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. Dr. NUTTANAI ANUNTARUMPORN Gender: Male Age: 37 years old Highest level of education: Master's degree Major: Finance	CHIEF EXECUTIVE OFFICER	16 Jul 2020	Business Administration, Economics
2. Dr. BUNDIT RUNGCHAROENPORN Gender: Male Age: 54 years old Highest level of education: Doctoral degree Major: Educational Communications and Technology	MANAGING DIRECTOR	16 Jul 2020	Business Administration

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Employees (7.5)

Information about company employees

Employees

Number of male employees (persons)	: 601
Number of female employees (persons)	: 197
Total number of employees (persons)	: 798

Employee Remuneration

Total employee remuneration	: 360,418,528.00
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Provident fund

Total number of employees (persons)	: 798
Number of employees contributing to the PVD (persons)	: 684
Percentage of employees who are members (%)	: 85.71

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. SOMBAT ANUNTARUMPORN Gender: Male Age: 65 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Re-elected as director	Date position was assumed: 3 Jan 2007	Business Administration
2. Ms. LILLADA ANUNTARUMPORN Gender: Female Age: 39 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 26 Dec 2014	Business Administration, Health Care Services
3. Ms. VARISA ANUNTARUMPORN Gender: Female Age: 33 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 17 Jan 2019	Business Administration

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. AMNUAY PREEMONWONG Gender: Male Age: 66 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	Date position was assumed: 24 Feb 2024	Business Administration, Law

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PAKORN MALAKUL NA AYUDHYA	Chairman of the board	Non-participating
Mr. SOMBAT ANUNTARUMPORN	Vice Chairman	Non-participating
Dr. CHALIDA ANUNTARUMPORN	Director	Non-participating
Dr. NUTTANAI ANUNTARUMPORN	Director	Non-participating
Ms. LILLADA ANUNTARUMPORN	Director	Non-participating
Mr. SUWICHAN NILANAN	Director	Non-participating
Mr. SUWAT PUNNACHAIYA	Director	Participating
Mrs. KESARA MANCHUSREE	Director	Non-participating
Ms. VARISA ANUNTARUMPORN	Director	Non-participating
GEN. PONPIPAAT BENYASRI	Director	Non-participating
Mr. AMNUAY PREEMONWONG	Director	Non-participating
Mr. CHAVALIT CHUKAJORN	Director	Non-participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 8

Date of AGM meeting : 24 Apr 2024

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. PAKORN MALAKUL NA AYUDHYA (Chairman of the board)	-	7/8	Participating	Participating
2. Mr. SOMBAT ANUNTARUMPORN (Vice Chairman)	-	8/8	Participating	Participating
3. Dr. CHALIDA ANUNTARUMPORN (Director)	-	8/8	Participating	Participating
4. Dr. NUTTANAI ANUNTARUMPORN (Director)	-	8/8	Participating	Participating
5. Ms. LILLADA ANUNTARUMPORN (Director)	-	8/8	Participating	Participating
6. Mr. SUWICHAN NILANAN (Director)	-	8/8	Participating	Participating
7. Mr. SUWAT PUNNACHAIYA (Director)	-	8/8	Participating	Participating
8. Mrs. KESARA MANCHUSREE (Director)	-	8/8	Participating	Participating
9. Ms. VARISA ANUNTARUMPORN (Director)	-	8/8	Participating	Participating
10. GEN. PONPIPAAT BENYASRI (Director)	-	8/8	Participating	Participating
11. Mr. AMNUAY PREEMONWONG (Director)	-	6/6	Participating	Participating
12. Mr. CHAVALIT CHUKAJORN (Director)	19 Jan 2024	1/1	Participating	Participating

Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mr. PAKORN MALAKUL NA AYUDHYA (Chairman of the board)	-	90,000.00	116,500.00	No
2. Mr. SOMBAT ANUNTARUMPORN (Vice Chairman)	-	70,000.00	93,200.00	No
3. Dr. CHALIDA ANUNTARUMPORN (Director)	-	70,000.00	93,200.00	No

4.	Dr. NUTTANAI ANUNTARUMPORN (Director)	-	70,000.00	93,200.00	No
5.	Ms. LILLADA ANUNTARUMPORN (Director)	-	70,000.00	93,200.00	No
6.	Mr. SUWICHAN NILANAN (Director)	-	70,000.00	93,200.00	No
7.	Mr. SUWAT PUNNACHAIYA (Director)	-	70,000.00	93,200.00	No
8.	Mrs. KESARA MANCHUSREE (Director)	-	56,000.00	93,200.00	No
9.	Ms. VARISA ANUNTARUMPORN (Director)	-	70,000.00	93,200.00	No
10.	GEN. PONPIPAAT BENYASRI (Director)	-	70,000.00	93,200.00	No
11.	Mr. AMNUAY PREEMONWONG (Director)	-	56,000.00	79,912.00	No
12.	Mr. CHAVALIT CHUKAJORN (Director)	19 Jan 2024	13,000.00	4,596.00	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.	Mrs. KESARA MANCHUSREE (Chairman of the audit committee)	-	4/4
2.	GEN. PONPIPAAT BENYASRI (Audit committee)	-	4/4
3.	Mr. AMNUAY PREEMONWONG (Audit committee)	-	3/3
4.	Mr. CHAVALIT CHUKAJORN (Audit committee)	19 Jan 2024	0/0