



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

INFORMATION AND COMMUNICATION NETWORKS 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 : INFORMATION AND COMMUNICATION NETWORKS PUBLIC COMPANY LIMITED

Symbol : ICN

Address : 393 DKJ Bldg. 5 Fl. Sukhonthasawat Rd., Lat Phrao, Lat Phrao

Province : Bangkok

Postcode : 10230

Business : 1. Turnkey Project : the company operates as a system integrator providing a full range of service regarding telecommunication systems and also provides consulting and designing services with regard to construction and electrical systems. 2. Supply and Maintenance : the Company supplies equipment related to all types of telecommunication business and telecommunication maintenance services

Registration Number : 0107560000184

Telephone : 0-2553-0755-6

Fax (if applicable) : 0-2553-0757

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

Email : icn_ir@icn.co.th

Total Shares Sold (shares)

Common Stock : 672,100,443

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)	1,762.11	1,443.01	1,858.45
Sales Revenue from Turnkey Business (Thousand baht)	1,256.14	763.06	1,011.82
Sales Revenue from Supply and Maintenance (Thousand baht)	505.97	679.95	846.63
Other Income (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Sales Revenue from Turnkey Business (%)	71.29	52.88	54.44
Sales Revenue from Supply and Maintenance (%)	28.71	47.12	45.56
Other Income (%)	0.00	0.00	0.00

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	1,762.11	1,443.01	1,858.45
Domestic (Thousand baht)	1,762.11	1,443.01	1,858.45
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)	2.12	0.85	1.75
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	2.12	0.85	1.75

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	0.00	0.00	0.00

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.icn.co.th/newweb/page_b.php?cid=155

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.icn.co.th/a/page_b.php?cid=163

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2021	2022	2023
Jet fuel (Litres)	0.00	0.00	N/A
Diesel (Litres)	12,345.30	15,238.04	14,972.91
Gasoline (Litres)	10,085.03	12,394.11	10,809.63
Fuel oil (Litres)	0.00	0.00	N/A
Crude oil (Barrels)	0.00	0.00	N/A
Natural gas (Standard cubic feet)	0.00	0.00	N/A
LPG (Kilograms)	0.00	0.00	N/A
Steam (Metric tonnes)	0.00	0.00	N/A
Coal (Metric tonnes)	0.00	0.00	N/A

• **Electricity consumption**

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	114,154.84	111,166.52	118,431.87

Water management

• **Water consumption**

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

Waste management

• **Waste from operations**

	2021	2022	2023
Non-hazardous waste (Kilograms)	0.00	0.00	N/A
Hazardous waste (Kilograms)	0.00	0.00	N/A
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)	0.00	0.00	N/A
Scope 1 (Tons of carbon dioxide equivalents)	0.00	0.00	N/A
Scope 2 (Tons of carbon dioxide equivalents)	0.00	0.00	N/A
Scope 3 (Tons of carbon dioxide equivalents)	0.00	0.00	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 : No

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)	103	171	160
Number of female employees (Persons)	97	180	190
Total number of employees (Persons)	200	351	350

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	132,406,300.00	137,050,200.00	147,279,203.89

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	6.00	5.48	6.87
Employee development and training expenses (baht)	112,372.80	415,836.99	553,923.16

• Health, safety and work environment

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

• Employee retention

	2021	2022	2023
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Percentage of employees who voluntarily resigned (%)	2.50	1.71	2.29
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• 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.icn.co.th/newweb/download.php?cid=103>

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	7	100.00
Number of female directors	0	0.00
Number of executive directors	1	14.29
Number of non-executive directors	6	85.71
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. SEGSAN ROYLAPCHAROENPORN Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Original director	18 Apr 2017	Information & Communication Technology, Audit

2.	Mr. PIRA LAOHASOMBOON Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Original director	13 Sep 2007	Information & Communication Technology, Business Administration
3.	Mr. Monchai Manepairoj Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	1 May 2014	Information & Communication Technology, Engineering, Risk Management
4.	Mr. RONAPOOM RUNGRUANGPOL Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Industrial Education Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	30 Nov 2016	Information & Communication Technology, Property Development, Risk Management, Law
5.	Mr. NITHI NAKAGES Gender: Male Age: 63 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	19 Feb 2020	Finance, Economics, Agribusiness, Property Development, Audit

6.	Mr. PORNCHAI KRIVICHIAN Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	22 Apr 2021	Information & Communication Technology, Business Administration, Corporate Social Responsibility, Sustainability, Leadership, Risk Management, Negotiation
7.	Mr. APINUN RATCHATASOMBAT Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	1 Jul 2022	Accounting, Audit, Steel, Finance

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. SEGSAN ROYLAPCHAROENPORN Gender: Male Age: 79 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	18 Apr 2017	Information & Communication Technology, Audit
2. Mr. NITHI NAKAGES Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	19 Feb 2020	Finance, Economics, Agribusiness, Property Development, Audit
3. Mr. APINUN RATCHATASOMBAT [1] Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	1 Jul 2022	Accounting, Audit, Steel, Finance

[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. Monchai Manepairoj Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 May 2014
2. Mr. RONAPOOM RUNGRUANGPOL Gender: Male Age: 73 years old Highest level of education: Master's degree Major: Industrial Education Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	2 Dec 2016
3. Mr. PORNCHEI KRIVICHIAN Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Dec 2020
4. Mr. CHANACHAI KULNOPPALEARK Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jul 2022

5.	Mr. Thammawat Uchupaiboonwong Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	2 Jan 2015
6.	Mr. Suwat Youcharoen Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	2 Jan 2018
7.	Mr. Sirisak Viriyamanpong Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 May 2023

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. Monchai Manepairoj	Chairman
	Mr. Chavaron Benjatikul	Member
	Mr. Prem Atthawatewicha	Member
	Mr. Akekapot Boonyarattapun	Member
	Mr. Piyachet Rangsanyuthana	Member
	Mr. Kachornkit Chongsanguan	Member
	Mrs. Maenmaat Choowongpra-teep	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Committee
Sub-committees responsible for nomination	: None
Sub-committees responsible for remuneration	: None
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. PORNCHAI KRIVICHIAN Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Engineering	CHIEF EXECUTIVE OFFICER	1 Dec 2020	Information & Communication Technology, Business Administration, Corporate Social Responsibility, Sustainability, Leadership, Risk Management, Negotiation
2. Mr. Thammawat Uchupaiboonwong Gender: Male Age: 54 years old Highest level of education: Bachelor's degree Major: Engineering	Chief Technology Officer	2 Jan 2015	Engineering, Information & Communication Technology
3. Mr. Suwat Youcharoen Gender: Male Age: 51 years old Highest level of education: Master's degree Major: Engineering	Chief Operation Officer	2 Jan 2018	Information & Communication Technology, Engineering
4. Mr. CHANACHAI KULNOPPALEARK [1] Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Accounting	Chief Financial Officer	1 Jul 2022	Audit, Finance, Accounting, Internal Control
5. Mr. Sirisak Viriyamanpong Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Business Administration	Chief Marketing Officer	11 May 2023	Business Administration, 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 policy for executives

Remuneration policy for executives : Yes

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	37,368,220.00	42,907,807.91	38,574,351.22

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) : 160

Number of female employees (persons) : 190

Total number of employees (persons) : 350

Employee Remuneration

Total employee remuneration : 147,279,203.89

Provident fund

Total number of employees (persons) : 350

Number of employees contributing to the PVD (persons) : 51

Remark : 0

Percentage of employees who are members (%) : 14.57

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Wirat Rungruangboriboon	wirat.r@icn.co.th	025530755

- Company secretary

General information	Email	Telephone
1. Ms. Ratirat Netsomsawang	ratirat.n@icn.co.th	025530755

- Head of internal audit

General information	Email	Telephone
1. Ms. Monthira Praphachan	monthira.p@icn.co.th	025530755

- Head of compliance unit

General information	Email	Telephone
1. Ms. Monthira Praphachan	monthira.p@icn.co.th	025530755

- Head of investor relations

General information	Email	Telephone
1. Ms. Ratirat Netsomsawang	icn_ir@icn.co.th	025530755

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. DHARMNITI AUDITING COMPANY LIMITED	<p>1. Ms. Thanyaporn Tangthanopajai Email: thanyaporn.t@daa.co.th Telephone: 025960500</p> <p>2. Mr. Peradate Pongsathiansak Email: peradate.p@daa.co.th Telephone: 025960500</p> <p>3. Ms. Chotima Kitsirakorn Email: chotima.k@daa.co.th Telephone: 025960500</p> <p>4. Ms. Wannisa Ngambuathong Email: wannisa.n@daa.co.th Telephone: 025960500</p> <p>5. Ms. Arisa Chumwisut Email: arisa.c@daa.co.th Telephone: 025960500</p>	1,300,000.00	-

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. SEGSAN ROYLAPCHAROENPORN	Chairman of the board	Non-participating
Mr. PIRA LAOHASOMBOON	Vice Chairman	Participating
Mr. Monchai Manepairoj	Director	Participating
Mr. RONAPOOM RUNGRUANGPOL	Director	Non-participating
Mr. NITHI NAKAGES	Director	Non-participating
Mr. PORNCHAI KRIVICHIAN	Director	Participating
Mr. APINUN RATCHATASOMBAT	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors 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 : 20 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SEGSAN ROYLAPCHAROENPORN (Chairman of the board)	-	5/5	Participating	Did not hold the meeting
2.	Mr. PIRA LAOHASOMBOON (Vice Chairman)	-	5/5	Participating	Did not hold the meeting
3.	Mr. Monchai Manepairoj (Director)	-	5/5	Participating	Did not hold the meeting
4.	Mr. RONAPOOM RUNGRUANGPOL (Director)	-	5/5	Participating	Did not hold the meeting
5.	Mr. NITHI NAKAGES (Director)	-	5/5	Participating	Did not hold the meeting
6.	Mr. PORNCHAI KRIVICHIAN (Director)	-	5/5	Participating	Did not hold the meeting
7.	Mr. APINUN RATCHATASOMBAT (Director)	-	5/5	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. SEGSAN ROYLAPCHAROENPORN (Chairman of the board)	-	240,000.00	0.00	No
2.	Mr. PIRA LAOHASOMBOON (Vice Chairman)	-	60,000.00	0.00	No
3.	Mr. Monchai Manepairoj (Director)	-	60,000.00	0.00	No
4.	Mr. RONAPOOM RUNGRUANGPOL (Director)	-	60,000.00	960,000.00	No
5.	Mr. NITHI NAKAGES (Director)	-	120,000.00	0.00	No
6.	Mr. PORNCHAI KRIVICHIAN (Director)	-	60,000.00	0.00	No
7.	Mr. APINUN RATCHATASOMBAT (Director)	-	120,000.00	0.00	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) : 6

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. SEGSAN ROYLAPCHAROENPORN (Chairman of the audit committee)	-	6/6
2.	Mr. NITHI NAKAGES (Audit committee)	-	6/6
3.	Mr. APINUN RATCHATASOMBAT (Audit committee)	-	6/6