



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

INTERLINK COMMUNICATION PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



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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 COMMUNICATION PUBLIC COMPANY LIMITED

Symbol : ILINK

Address : 48 Interlink building Soi Rung-Rueng, Ratchadapisek Road.,
Samsennok, Huay Khwang

Province : Bangkok

Postcode : 10310

Business : The Company operates 3 main businesses as follows:

- 1) Distribution
- 2) Telecom
- 3) Engineering

Registration Number : 0107547000222

Telephone : 0-2666-1111

Fax (if applicable) : 0-2666-1199

Website : <http://www.interlink.co.th>

Email : info@interlink.co.th

Total Shares Sold (shares)

Common Stock : 543,632,325

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	5,200.21	6,109.96	7,095.66
Revenue from Distribution (Thousand baht)	2,030.18	2,172.92	2,462.04
Revenue from Telecom and Data Center (Thousand baht)	2,017.27	2,462.31	3,390.10
Revenue from Engineering (Thousand baht)	1,106.21	1,422.47	1,186.34
Others (Thousand baht)	46.55	52.26	57.18

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Revenue from Distribution (%)	39.04	35.56	34.70
Revenue from Telecom and Data Center (%)	38.79	40.30	47.78
Revenue from Engineering (%)	21.27	23.28	16.72
Others (%)	0.90	0.86	0.81

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	5,200.21	6,109.96	7,095.66
Domestic (Thousand baht)	5,200.21	6,109.96	7,095.66
International (Thousand baht)	0.00	0.00	0.00
Thailand (Thousand baht)	5,200.21	6,109.96	7,095.66

	2020	2021	2022
Total (%)	100.00	100.00	100.00

Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00
Thailand (%)	0.00	0.00	0.00

*Excluding the profit margins in the associated companies

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)	2020	2021	2022
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)

1. Emerging Risk/Crisis Management & Response

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

- Safety, occupational health, and working environment
- Climate change and disasters

2. Technology risk

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Operational Risk

- Information security and cyber-attack

3. Strategy and Brand Risks and Image

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- 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

- Loss or damage from non-compliance of partners or counterparties

4. Risk of operations and supply chain management

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

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

5. Financial and liquidity risks

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

6. Compliance risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Compliance Risk

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

7. Sustainability risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Corporate Governance

Risk to Securities Holder (2.2.2)

Risk for investment of securities holders

Risk Management Measures: Yes

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://investors.interlink.co.th/>

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://investors.interlink.co.th/>

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

Results with Respect to the Environmental Aspect (3.3.2)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	608,000.00	524,000.00	499,000.00

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	3,463.00	3,069.00	3,463.00

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	422,397.00	342,111.00	294,846.00
Scope 1 (Tons of carbon dioxide equivalents)	363,948.00	313,666.00	298,701.00
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 (Tons of carbon dioxide equivalents)	363,948.00	313,666.00	298,701.00

• 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 : Yes

URL of human rights policy : https://investors.interlink.co.th/upload/Corporate_Governance/Human_Rights_Policy.pdf

Company human right guideline : Employee Rights, Migrant Workers, 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

	2020	2021	2022
Number of male employees (persons)	0	203	193
Number of female employees (persons)	0	231	242
Total (persons)	0	434	435

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	N/A	12	12

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	0

• Significant labor dispute

	2020	2021	2022
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://investors.interlink.co.th/upload/Corporate_Governance/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	12	100.00
Number of male directors	4	33.33
Number of female directors	8	66.67
Number of executive directors	8	66.67
Number of non-executive directors	4	33.33
Number of independent directors	4	33.33

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
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1.	<p>Mr. SOMBAT ANUNTARUMPORN</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the board (Executive)</p> <p>Director type: Original director</p>	18 Mar 2004	<p>Industrial Materials & Machinery, Construction Services, Energy & Utilities, Transportation & Logistics, Information & Communication Technology, Law, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Digital Marketing, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p>
2.	<p>Mrs. CHALIDA ANUNTARUMPORN</p> <p>Gender: Female</p> <p>Age: 64 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Vice Chairman (Executive)</p> <p>Director type: Original director</p>	18 Mar 2004	<p>Information & Communication Technology, Law, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Negotiation, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>

3.	<p>Ms. KWANTA MEESOMPORN</p> <p>Gender: Female</p> <p>Age: 53 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 (Executive)</p> <p>Director type: Original director</p>	18 Mar 2004	<p>Transportation & Logistics, Information & Communication Technology, Law, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance</p>
4.	<p>Mrs. THANYARAD REUNGBANDID</p> <p>Gender: Female</p> <p>Age: 47 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	18 Mar 2004	<p>Law, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, Data Management, Data Analysis, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance</p>

5.	<p>Mrs. PENSRI CHANTAKAD</p> <p>Gender: Female</p> <p>Age: 55 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</p> <p>(Executive)</p> <p>Director type: Original director</p>	3 Apr 2006	<p>Banking, Finance & Securities, Property Fund & REITs, Law, Accounting, Finance, Corporate Social Responsibility, Sustainability, Fund Management, Data Management, Data Analysis, Statistics, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance</p>
6.	<p>Mr. CHUSAK DIREKWATTANACHAI</p> <p>Gender: Male</p> <p>Age: 77 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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	2 Apr 2010	<p>Economics, Finance & Securities, Insurance, Property Fund & REITs, Commerce, Law, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, Data Management, Data Analysis, Statistics, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance</p>

7.	Mr. NUTTANAI ANUNTARUMPORN	Director (Executive)	21 Nov 2012	Economics, Banking, Finance & Securities, Construction Services, Property Fund & REITs, Energy & Utilities, Commerce, Transportation & Logistics, Electronic Components, Information & Communication Technology, Law, Marketing, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Design, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance
	Gender: Male			
	Age: 35 years old			
	Highest level of education:	Director type: Original		
	Master's degree	director		
	Major: Economics			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

8.	Khunying JADA WATTANASIRITHAM	Director (Non-executive, Independent director)	14 May 2019	Economics, Food & Beverage, Banking, Finance & Securities, Insurance, Property Fund & REITs, Commerce, Professional Services, Law, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance
	Gender: Female			
	Age: 77 years old			
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Economics	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			
9.	Mrs. PATAREEYA BENJAPOLCHAI	Director (Non-executive, Independent director)	14 Jan 2020	Economics, Banking, Finance & Securities, Insurance, Property Fund & REITs, Commerce, Law, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance
	Gender: Female			
	Age: 68 years old			
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Business Administration	director		
	Thai nationality: Yes			
	Residing in Thailand: Yes			

10.	Ms. LILLADA ANUNTARUMPORN Gender: Female Age: 37 years old Highest level of education: Doctoral degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Additional and newly-appointed directors	27 Apr 2022	Health Care Services, Corporate Social Responsibility, Human Resource Management, Sustainability, Change Management, Leadership, Strategic Management, Governance/ Compliance
11.	Ms. VARISA ANUNTARUMPORN Gender: Female Age: 31 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Additional and newly-appointed directors	27 Apr 2022	Economics, Banking, Finance & Securities, Property Fund & REITs, Commerce, Information & Communication Technology, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance
12.	Mr. SUKHUM KARNCHANAPIMAI Gender: Male Age: 62 years old Highest level of education: Doctoral degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Additional and newly-appointed directors	27 Apr 2022	Health Care Services, Law, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : Yes

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. CHUSAK DIREKWATTANACHAI [1] Gender: Male Age: 77 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	12 May 2011	Economics, Finance & Securities, Insurance, Property Fund & REITs, Commerce, Law, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, Data Management, Data Analysis, Statistics, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance

2.	<p>Khunying JADA WATTANASIRITHAM [1]</p> <p>Gender: Female</p> <p>Age: 77 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee (Non-executive, Independent director)</p> <p>Director type: Original director</p>	14 May 2019	<p>Economics, Food & Beverage, Banking, Finance & Securities, Insurance, Property Fund & REITs, Commerce, Professional Services, Law, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance</p>
3.	<p>Mrs. PATAREEYA BENJAPOLCHAI [1]</p> <p>Gender: Female</p> <p>Age: 68 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 (Non-executive, Independent director)</p> <p>Director type: Original director</p>	14 Jan 2020	<p>Economics, Banking, Finance & Securities, Insurance, Property Fund & REITs, Commerce, Law, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Governance/ Compliance</p>

4.	Mr. SUKHUM KARNCHANAPIMAI	Audit committee	13 May 2022	Health Care Services, Law,
	Gender: Male	(Non-executive,		Corporate Social
	Age: 62 years old	Independent director)		Responsibility, Human
	Highest level of education:			Resource Management,
	Doctoral degree	Director type: Original		Sustainability, Data
	Major: Medicine	director		Management, Data Analysis,
	Thai nationality: Yes			Statistics, Corporate
	Residing in Thailand: Yes			Management, Change
				Management, Leadership,
				Strategic Management, Risk
				Management, Audit,
				Governance/ Compliance

[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. Mrs. CHALIDA ANUNTARUMPORN Gender: Female Age: 64 years old Highest level of education: Doctoral degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	18 Mar 2004
2. Mr. SOMBAT ANUNTARUMPORN Gender: Male Age: 63 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	18 Mar 2004

3.	<p>Ms. KWANTA MEESOMPORN</p> <p>Gender: Female</p> <p>Age: 53 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>Member of the executive committee</p>	18 Mar 2004
4.	<p>Mr. NUTTANAI ANUNTARUMPORN</p> <p>Gender: Male</p> <p>Age: 35 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Economics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	21 Nov 2012
5.	<p>Mrs. THANYARAD REUNGBANDID</p> <p>Gender: Female</p> <p>Age: 47 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	18 Mar 2004
6.	<p>Mrs. PENSRI CHANTAKAD</p> <p>Gender: Female</p> <p>Age: 55 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>Member of the executive committee</p>	3 Apr 2006
7.	<p>Ms. LILLADA ANUNTARUMPORN</p> <p>Gender: Female</p> <p>Age: 37 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Medicine</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	27 Apr 2022

8.	Ms. VARISA ANUNTARUMPORN	Member of the executive committee	27 Apr 2022
	Gender: Female		
	Age: 31 years old		
	Highest level of education: Master's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
2. Audit Committee	Mr. CHUSAK DIREKWATTANACHAI	Chairman
	Khunying JADA WATTANASIRITHAM	Member
	Mrs. PATAREEYA BENJAPOLCHAI	Member
	Mr. SUKHUM KARNCHANAPIMAI	Member
2. Risk Management and Sustainability Committee	Mrs. PATAREEYA BENJAPOLCHAI	Chairman
	Mr. CHUSAK DIREKWATTANACHAI	Member
	Khunying JADA WATTANASIRITHAM	Member
	Mrs. THANYARAD REUNGBANDID	Member
	Mrs. PENSRI CHANTAKAD	Member
	Ms. VARISA ANUNTARUMPORN	Member
3. Corporate Governance, Nomination and Remuneration Committee	Khunying JADA WATTANASIRITHAM	Chairman
	Mr. CHUSAK DIREKWATTANACHAI	Member
	Mrs. CHALIDA ANUNTARUMPORN	Member

Roles of Sub-committees

Sub-committees responsible for risk management	: 2. Risk Management and Sustainability Committee
Sub-committees responsible for nomination	: 3. Corporate Governance, Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: 3. Corporate Governance, Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: 3. Corporate Governance, Nomination and Remuneration Committee
Sub-committees responsible for corporate sustainability development	: 3. Corporate Governance, Nomination and Remuneration 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. Mrs. CHALIDA ANUNTARUMPORN Gender: Female Age: 64 years old Highest level of education: Doctoral degree Major: Management	CEO	29 Apr 2010	Information & Communication Technology, Law, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Negotiation, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Internal Control, Budgeting, Governance/ Compliance
2. Ms. KWANTA MEESOMPORN Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Political Science	MANAGING DIRECTOR	20 Jan 2022	Transportation & Logistics, Information & Communication Technology, Law, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Procurement, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance

[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

	2020	2021	2022
Total executive remuneration (baht)	25,816,091.00	23,618,588.20	24,598,510.18

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) : 193

Number of female employees (persons) : 242

Total (persons) : 435

Provident fund

Total number of employees (persons) : 435

Number of employees contributing to the PVD (persons) : 0

Percentage of employees who are members (%) : 0.00

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)

List of new directors appointed in the past year

• List of newly appointed director (not being replaced the ex-director)

General information		Position	Date position was assumed	Experience and expertise
1.	<p>Ms. LILLADA ANUNTARUMPORN</p> <p>Gender: Female</p> <p>Age: 37 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Medicine</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Additional and newly-appointed directors</p>	<p>Date position was assumed: 27 Apr 2022</p>	<p>Health Care Services, Corporate Social Responsibility, Human Resource Management, Sustainability, Change Management, Leadership, Strategic Management, Governance/ Compliance</p>
2.	<p>Ms. VARISA ANUNTARUMPORN</p> <p>Gender: Female</p> <p>Age: 31 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 (Executive)</p> <p>Director type: Additional and newly-appointed directors</p>	<p>Date position was assumed: 27 Apr 2022</p>	<p>Economics, Banking, Finance & Securities, Property Fund & REITs, Commerce, Information & Communication Technology, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Fund Management, IT Management, Data Management, Data Analysis, Statistics, Digital Marketing, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance</p>

3.	Mr. SUKHUM KARNCHANAPIMAI	Director (Non-executive, Independent director)	Date position was assumed: 27 Apr 2022	Health Care Services, Law, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Statistics, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Governance/ Compliance
	Gender: Male			
	Age: 62 years old			
	Highest level of education:			
	Doctoral degree	Director type: Additional		
	Major: Medicine	and newly-appointed		
	Thai nationality: Yes	directors		
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SOMBAT ANUNTARUMPORN	Chairman of the board	Non-participating
Mrs. CHALIDA ANUNTARUMPORN	Vice Chairman	Non-participating
Ms. KWANTA MEESOMPORN	Director	Non-participating
Mrs. THANYARAD REUNGBANDID	Director	Participating
Mrs. PENSRI CHANTAKAD	Director	Participating
Mr. CHUSAK DIREKWATTANACHAI	Director	Non-participating
Mr. NUTTANAI ANUNTARUMPORN	Director	Participating
Khunying JADA WATTANASIRITHAM	Director	Non-participating
Mrs. PATAREEYA BENJAPOLCHAI	Director	Non-participating
Ms. LILLADA ANUNTARUMPORN	Director	Non-participating
Ms. VARISA ANUNTARUMPORN	Director	Participating
Mr. SUKHUM KARNCHANAPIMAI	Director	Participating

Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment), Individual-director assessment (cross-assessment)

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times) : 7

Date of AGM meeting : 27 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. SOMBAT ANUNTARUMPORN (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2. Mrs. CHALIDA ANUNTARUMPORN (Vice Chairman)	-	7/7	Participating	Did not hold the meeting
3. Ms. KWANTA MEESOMPORN (Director)	-	7/7	Participating	Did not hold the meeting
4. Mrs. THANYARAD REUNGBANDID (Director)	-	7/7	Participating	Did not hold the meeting
5. Mrs. PENSRI CHANTAKAD (Director)	-	7/7	Participating	Did not hold the meeting
6. Mr. CHUSAK DIREKWATTANACHAI (Director)	-	7/7	Participating	Did not hold the meeting
7. Mr. NUTTANAI ANUNTARUMPORN (Director)	-	7/7	Participating	Did not hold the meeting
8. Khunying JADA WATTANASIRITHAM (Director)	-	7/7	Participating	Did not hold the meeting
9. Mrs. PATAREEYA BENJAPOLCHAI (Director)	-	7/7	Participating	Did not hold the meeting

10.	Ms. LILLADA ANUNTARUMPORN (Director)	-	4/4	Non-participating	Did not hold the meeting
11.	Ms. VARISA ANUNTARUMPORN (Director)	-	3/4	Participating	Did not hold the meeting
12.	Mr. SUKHUM KARNCHANAPIMAI (Director)	-	4/4	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. SOMBAT ANUNTARUMPORN (Chairman of the board)	-	192,500.00	N/A	No
2.	Mrs. CHALIDA ANUNTARUMPORN (Vice Chairman)	-	145,200.00	N/A	No
3.	Ms. KWANTA MEESOMPORN (Director)	-	145,200.00	N/A	No
4.	Mrs. THANYARAD REUNGBANDID (Director)	-	145,200.00	N/A	No
5.	Mrs. PENSRI CHANTAKAD (Director)	-	145,200.00	N/A	No
6.	Mr. CHUSAK DIREKWATTANACHAI (Director)	-	248,500.00	N/A	No
7.	Mr. NUTTANAI ANUNTARUMPORN (Director)	-	145,200.00	N/A	No
8.	Khunying JADA WATTANASIRITHAM (Director)	-	195,200.00	N/A	No
9.	Mrs. PATAREEYA BENJAPOLCHAI (Director)	-	183,200.00	N/A	No
10.	Ms. LILLADA ANUNTARUMPORN (Director)	-	90,134.00	N/A	No
11.	Ms. VARISA ANUNTARUMPORN (Director)	-	83,134.00	N/A	No
12.	Mr. SUKHUM KARNCHANAPIMAI (Director)	-	104,134.00	N/A	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.	Mr. CHUSAK DIREKWATTANACHAI (Chairman of the audit committee)	-	4/4
2.	Khunying JADA WATTANASIRITHAM (Audit committee)	-	4/4
3.	Mrs. PATAREEYA BENJAPOLCHAI (Audit committee)	-	4/4
4.	Mr. SUKHUM KARNCHANAPIMAI (Audit committee)	-	2/2