

Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SYMPHONY COMMUNICATION PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022

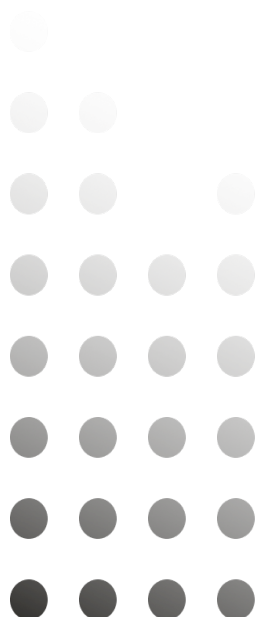


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Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : 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 : The Company provides telecommunications service, including
fiber optic connectivity service, internet service, Cloud
service, data center and IT solution management

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*

	2020	2021	2022
Total (Thousand baht)	1,321,539.74	1,525,179.05	1,699,009.17
Revenue from sale of goods and rendering of services (Thousand baht)	1,303,228.26	1,466,792.24	1,688,201.94
Other income (Thousand baht)	18,311.48	58,386.81	10,807.23

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Revenue from sale of goods and rendering of services (%)	98.61	96.17	99.36
Other income (%)	1.39	3.83	0.64

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	1,321,539.74	1,525,179.05	1,699,009.17
Domestic (Thousand baht)	1,154,969.48	1,241,409.81	1,300,602.23
International (Thousand baht)	166,570.26	283,769.24	398,406.94

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	87.40	81.39	76.55
International (%)	12.60	18.61	23.45

*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)

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>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Results with Respect to the Environmental Aspect (3.3.2)

Greenhouse gas management

• Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	N/A
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 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A

• 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

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

	2020	2021	2022
Number of male employees (persons)	246	242	238
Number of female employees (persons)	149	161	176
Total (persons)	395	403	414

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	N/A	N/A	N/A
Employee development and training expenses (baht)	1,519,718.18	1,097,310.38	2,981,898.52

• 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 : <http://www.symphony.net.th/sustainability/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	4	50.00
Number of non-executive directors	4	50.00
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: 76 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	4 Dec 2009	Economics, Transportation & Logistics, Information & Communication Technology, Corporate Social Responsibility, Governance/ Compliance, Leadership, Change Management, Corporate Management, Negotiation, Data Analysis, Internal Control

2.	Mr. TEERARAT PANTARASUTRA Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	24 Nov 2005	Information & Communication Technology, Law, Corporate Social Responsibility, Corporate Management, Risk Management, Governance/ Compliance, IT Management, Data Management, Negotiation, Change Management, Leadership, Strategic Management
3.	Mr. KRANPHOL ASAWASUWAN 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	29 Mar 2007	Information & Communication Technology, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance
4.	Mr. AKARAT NA RANONG Gender: Male Age: 69 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	9 Nov 2017	Economics, Banking, Insurance, Accounting, Finance, Data Analysis, Leadership, Audit, Internal Control, Governance/ Compliance, Corporate Social Responsibility, Negotiation, Change Management, Strategic Management, Risk Management

5.	Mr. AFZAL BIN ABDUL RAHIM Gender: Male Age: 44 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: No Residing in Thailand: No	Director (Executive) Director type: Original director	9 Nov 2017	Information & Communication Technology, IT Management, Data Management, Data Analysis, Digital Marketing, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Marketing, Finance, Budgeting
6.	Mr. PATRICK CORSO Gender: Male Age: 49 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 & Securities, Information & Communication Technology, Finance, Data Management, Data Analysis, Project Management, Corporate Management, Change Management, Leadership, Governance/ Compliance, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Negotiation, Strategic Management, Risk Management, Budgeting
7.	Mr. CHI KWAN LOH Gender: Male Age: 44 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	Information & Communication Technology, Accounting, Marketing, Finance, Human Resource Management, Sustainability, Procurement, IT Management, Data Management, Data Analysis, Brand Management, Negotiation, Project Management, Corporate Management, Change Management, Strategic Management, Risk Management, Budgeting, Corporate Social Responsibility, Leadership

8.	Associate Professor Dr. SUJATE JANTARANG Gender: Male Age: 59 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, Data Management, Data Analysis, Engineering, Leadership, Internal Control, Governance/ Compliance, Electronic Components, Corporate Social Responsibility, Human Resource Management, Negotiation, Project Management, Corporate Management, Change Management, Strategic Management, Risk Management
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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: 69 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, Insurance, Accounting, Finance, Data Analysis, Leadership, Audit, Internal Control, Governance/ Compliance, Corporate Social Responsibility, Negotiation, Change Management, Strategic Management, Risk Management
2.	Mr. WOODTIPONG MOLEECHAD [1] Gender: Male Age: 76 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	26 Apr 2010	Economics, Transportation & Logistics, Information & Communication Technology, Corporate Social Responsibility, Governance/ Compliance, Leadership, Change Management, Corporate Management, Negotiation, Data Analysis, Internal Control

3.	Associate Professor Dr. SUJATE JANTARANG [1] Gender: Male Age: 59 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, Data Management, Data Analysis, Engineering, Leadership, Internal Control, Governance/ Compliance, Electronic Components, Corporate Social Responsibility, Human Resource Management, Negotiation, Project Management, Corporate Management, Change Management, Strategic Management, Risk Management
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[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. KRANPHOL ASAWASUWAN Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	9 Nov 2017
2. Mr. TEERARAT PANTARASUTRA Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	9 Mar 2023

3.	Mr. AFZAL BIN ABDUL RAHIM	Member of the executive committee	9 Nov 2017
	Gender: Male		
	Age: 44 years old		
	Highest level of education: Bachelor's degree		
	Major: Engineering		
	Thai nationality: No		
	Residing in Thailand: No		

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination, Compensation and Corporate Governance Committee	Mr. WOODTIPONG MOLEECHAD	Chairman
	Mr. AKARAT NA RANONG	Member
	Associate Professor Dr. 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	Vice chairman
	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 and Corporate Governance Committee
Sub-committees responsible for remuneration	: Nomination, Compensation and Corporate Governance Committee
Sub-committees responsible for corporate governance	: Nomination, Compensation and Corporate Governance Committee
Sub-committees responsible for corporate sustainability development	: Nomination, Compensation and 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. Mr. KRANPHOL ASAWASUWAN Gender: Male Age: 58 years old Highest level of education: Master's degree Major: Engineering	PRESIDENT	1 Mar 2022	Information & Communication Technology, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, IT Management, Data Management, Data Analysis, Brand Management, Negotiation, Project Management, Corporate Management, Engineering, Change Management, Leadership, Strategic Management, Risk Management, Governance/ Compliance
2. Mr. CHI KWAN LOH [1] Gender: Male Age: 44 years old Highest level of education: Bachelor's degree Major: Finance and Accounting	Chief Operating Officer and Acting Chief Financial Officer	9 Nov 2017	Information & Communication Technology, Accounting, Marketing, Finance, Human Resource Management, Sustainability, Procurement, IT Management, Data Management, Data Analysis, Brand Management, Negotiation, Project Management, Corporate Management, Change Management, Strategic Management, Risk Management, Budgeting, Corporate Social Responsibility, Leadership

3.	Mr. Supornchai Chotputtikul Gender: Male Age: 56 years old Highest level of education: Master's degree Major: Business Administration	Executive Vice President - Service Operations Division	1 Jan 2010	Risk Management, Strategic Management, Engineering, Project Management, Data Management, Data Analysis, Information & Communication Technology, Negotiation, Change Management, Leadership, Governance/ Compliance
4.	Mr. Jesudass Paramchotti Gender: Male Age: 45 years old Highest level of education: Bachelor's degree Major: Science	First Senior Vice President - Network Division	1 Jan 2018	Information & Communication Technology, Data Management, Data Analysis, Project Management, Risk Management

[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 : No

Remuneration

	2020	2021	2022
Total executive remuneration (baht)	23,814,278.00	26,597,338.00	33,654,013.12

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) : 238

Number of female employees (persons) : 176

Total (persons) : 414

Provident fund

Total number of employees (persons) : 414

Number of employees contributing to the PVD (persons) : 257

Percentage of employees who are members (%) : 62.08

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Weerawan Suwantermee	weerawan@symphony.net.th	021011111

- Company secretary

General information	Email	Telephone
1. Ms. Atchara Aeampee	atchara.a@symphony.net.th	021011111

- Head of internal audit

General information	Email	Telephone
1. Ms. Thanita Kititaveesatian	thanita.k@symphony.net.th	021011111

- Head of compliance unit

General information	Email	Telephone
1. Ms. Atchara Aeampee	atchara.a@symphony.net.th	021011111

• Head of investor relations

General information	Email	Telephone
1. Mr. Chi Kwan Loh	alexloh@symphony.net.th	021011111

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Ms. Marisa Tharathornbunpaku Email: marisa@kpmg.co.th Telephone: -	2,050,000.00	Details: Fee for auditing for additional reports Total service fee (baht): 190,000.00

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. WOODTIPONG MOLEECHAD	Chairman of the board	Participating
Mr. TEERARAT PANTARASUTRA	Director	Participating
Mr. KRANPHOL ASAWASUWAN	Director	Participating
Mr. AKARAT NA RANONG	Director	Participating
Mr. AFZAL BIN ABDUL RAHIM	Director	Non-participating
Mr. PATRICK CORSO	Director	Non-participating
Mr. CHI KWAN LOH	Director	Non-participating
Associate Professor Dr. 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) : 8

Date of AGM meeting : 22 Apr 2022

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. WOODTIPONG MOLEECHAD (Chairman of the board)	-	8/8	Participating	Did not hold the meeting
2.	Mr. TEERARAT PANTARASUTRA (Director)	-	8/8	Participating	Did not hold the meeting
3.	Mr. KRANPHOL ASAWASUWAN (Director)	-	8/8	Participating	Did not hold the meeting
4.	Mr. AKARAT NA RANONG (Director)	-	8/8	Participating	Did not hold the meeting
5.	Mr. AFZAL BIN ABDUL RAHIM (Director)	-	6/8	Participating	Did not hold the meeting
6.	Mr. PATRICK CORSO (Director)	-	8/8	Participating	Did not hold the meeting
7.	Mr. CHI KWAN LOH (Director)	-	8/8	Participating	Did not hold the meeting
8.	Associate Professor Dr. SUJATE JANTARANG (Director)	-	8/8	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)	-	570,000.00	1,128,414.00	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)	-	580,000.00	1,068,414.00	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.	Associate Professor Dr. SUJATE JANTARANG (Director)	-	460,000.00	1,008,414.00	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.	Mr. AKARAT NA RANONG (Chairman of the audit committee)	-	4/4
2.	Mr. WOODTIPONG MOLEECHAD (Audit committee)	-	4/4
3.	Associate Professor Dr. SUJATE JANTARANG (Audit committee)	-	4/4