



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**INTERLINK TELECOM 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 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](http://www.interlinktelecom.co.th)

Email : [info@interlinktelecom.co.th](mailto:info@interlinktelecom.co.th)

Total Shares Sold (shares)

Common Stock : 1,364,518,136

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping\*

	2020	2021	2022
Total (Thousand baht)	2,058,890.68	2,509,180.25	3,437,775.66
Service income from network rendering (Thousand baht)	1,111,142.37	1,281,306.97	1,310,728.33
Service income from network installation service (Thousand baht)	823,967.28	1,092,780.48	1,994,519.79
Service income from data center space service (Thousand baht)	85,420.87	91,797.48	87,343.17
Other income (Thousand baht)	38,360.16	43,295.32	45,184.37

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Service income from network rendering (%)	53.97	51.06	38.13
Service income from network installation service (%)	40.02	43.55	58.02
Service income from data center space service (%)	4.15	3.66	2.54
Other income (%)	1.86	1.73	1.31

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	2,058,890.68	2,509,180.25	3,437,775.66
Domestic (Thousand baht)	2,058,890.68	2,509,180.25	3,437,775.66
International (Thousand baht)	0.00	0.00	0.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00

International (%)	0.00	0.00	0.00
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\*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	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 from dependence on product supplier**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Business operations of partners in the supply chain

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

### **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 relying on main customers**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Strategic Risk

- Reliance on large customers or few customers



### **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

### **Exchange risk**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

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

### **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 from relying on the parent company**

**Risk Management Measures:** Yes

#### **Related Risk Topics**

Financial Risk

- Insufficient sources of funding

### **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 : No

### Environmental Aspect (3.3)

#### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

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)

##### 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
<b>Total (Tons of carbon dioxide equivalents)</b>	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

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, Community and Environment Rights, 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)	574	567	570
Number of female employees (persons)	175	162	158
<b>Total (persons)</b>	<b>749</b>	<b>729</b>	<b>728</b>

##### • Employee development and training

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

##### • Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	N/A	N/A	N/A

##### • 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://www.interlinktelecom.co.th/assets/pdf/sustainability/Corporate%20Governance%20Policy\\_TH.pdf](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: 80 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	

2.	Mr. SOMBAT ANUNTARUMPORN	Vice Chairman (Non-executive)	3 Jan 2007
	Gender: Male		
	Age: 63 years old		
	Highest level of education:	Director type: Original	
	Honorary degree	director	
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
3.	Mrs. CHALIDA ANUNTARUMPORN	Director (Non-executive)	3 Jan 2007
	Gender: Female		
	Age: 64 years old		
	Highest level of education:	Director type: Original	
	Doctoral degree	director	
	Major: Management		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
4.	Mr. NUTTANAI ANUNTARUMPORN	Director (Executive)	16 Oct 2012
	Gender: Male		
	Age: 35 years old		
	Highest level of education:	Director type: Re-elected	
	Master's degree	as director	
	Major: Finance		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
5.	Ms. LILLADA ANUNTARUMPORN	Director (Non-executive)	26 Dec 2014
	Gender: Female		
	Age: 37 years old		
	Highest level of education:	Director type: Original	
	Bachelor's degree	director	
	Major: Medicine		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

6.	Mr. SUWICHAN NILANAN Gender: Male Age: 63 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	26 Dec 2014
7.	Mr. SUWAT PUNNACHAIYA Gender: Male Age: 60 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
8.	Pol.Lt.Gen. SUCHAT MUANKAEW Gender: Male Age: 71 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: Re-elected as director	26 Dec 2014
9.	Mrs. KESARA MANCHUSREE Gender: Female Age: 62 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: Re-elected as director	26 Jul 2018

10.	Ms. VARISA ANUNTARUMPORN	Director	17 Jan 2019
	Gender: Female	(Non-executive)	
	Age: 31 years old		
	Highest level of education:	Director type: Original	
	Master's degree	director	
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
11.	Mr. CHAVALIT CHUKAJORN	Director	12 Jul 2019
	Gender: Male	(Non-executive,	
	Age: 65 years old	Independent director)	
	Highest level of education:		
	Master's degree	Director type: Original	
	Major: Law	director	
	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	: 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. Mrs. KESARA MANCHUSREE [1] Gender: Female Age: 62 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: Re-elected as director	18 Jul 2018	
2. Pol.Lt.Gen. SUCHAT MUANKAEW Gender: Male Age: 71 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: Re-elected as director	26 Dec 2014	
3. Mr. CHAVALIT CHUKAJORN Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	12 Jul 2019	

[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	Pol.Lt.Gen. SUCHAT MUANKAEW	Chairman
	Mr. CHAVALIT CHUKAJORN	Member
	Mr. NUTTANAI ANUNTARUMPORN	Member
	Mr. SUWICHAN NILANAN	Member
	Mr. SUWAT PUNNACHAIYA	Member
Corporate Governance, Nomination and Remuneration Committee	Mr. SUWAT PUNNACHAIYA	Chairman
	Pol.Lt.Gen. SUCHAT MUANKAEW	Member
	Mr. CHAVALIT CHUKAJORN	Member
	Mr. SUWICHAN NILANAN	Member
	Ms. VARISA ANUNTARUMPORN	Member
Corporate Governance Committee	Mr. CHAVALIT CHUKAJORN	Chairman
	Pol.Lt.Gen. SUCHAT MUANKAEW	Member
	Mrs. CHALIDA ANUNTARUMPORN	Member
	Ms. LILLADA ANUNTARUMPORN	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	: Corporate Governance Committee
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. NUTTANAI ANUNTARUMPORN Gender: Male Age: 35 years old Highest level of education: Master's degree Major: Finance	CHIEF EXECUTIVE OFFICER	16 Jul 2020	
2. Dr. BUNDIT RUNGCHAROENPORN Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Educational Communications and Technology	MANAGING DIRECTOR	16 Jul 2020	
3. Mr. Sumit Jaroenpornpiti [1][2] Gender: Male Age: 35 years old Highest level of education: Master's degree Major: Business Administration	Deputy of Chief Financial Officer	30 Nov 2018	

[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)	22,101,284.00	28,118,534.00	29,110,791.00

## 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) : 570

Number of female employees (persons) : 158

Total (persons) : 728

#### Provident fund

Total number of employees (persons) : 728

Number of employees contributing to the PVD (persons) : 685

Percentage of employees who are members (%) : 94.09

# 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. NUTTANAI ANUNTARUMPORN Gender: Male Age: 35 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Re-elected as director	Date position was assumed: 16 Oct 2012	
2. Mr. SUWICHAN NILANAN Gender: Male Age: 63 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: 26 Dec 2014	
3. Pol.Lt.Gen. SUCHAT MUANKAEW Gender: Male Age: 71 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: Re-elected as director	Date position was assumed: 26 Dec 2014	

4.	Mrs. KESARA MANCHUSREE	Director	Date position was assumed:
	Gender: Female	(Non-executive,	
	Age: 62 years old	Independent director)	26 Jul 2018
	Highest level of education:		
	Master's degree	Director type: Re-elected	
	Major: Finance	as director	
	Thai nationality: Yes		
	Residing in Thailand: Yes		

#### 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
Mrs. CHALIDA ANUNTARUMPORN	Director	Non-participating
Mr. NUTTANAI ANUNTARUMPORN	Director	Non-participating
Ms. LILLADA ANUNTARUMPORN	Director	Non-participating
Mr. SUWICHAN NILANAN	Director	Non-participating
Mr. SUWAT PUNNACHAIYA	Director	Non-participating
Pol.Lt.Gen. SUCHAT MUANKAEW	Director	Non-participating
Mrs. KESARA MANCHUSREE	Director	Participating
Ms. VARISA ANUNTARUMPORN	Director	Non-participating
Mr. CHAVALIT CHUKAJORN	Director	Non-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) : 8

Date of AGM meeting : 27 Apr 2022

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)	-	8/8	Participating	Participating
2. Mr. SOMBAT ANUNTARUMPORN (Vice Chairman)	-	8/8	Participating	Participating
3. Mrs. CHALIDA ANUNTARUMPORN (Director)	-	8/8	Participating	Participating
4. Mr. 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. Pol.Lt.Gen. SUCHAT MUANKAEW (Director)	-	8/8	Participating	Participating
9. Mrs. KESARA MANCHUSREE (Director)	-	8/8	Participating	Participating
10. Ms. VARISA ANUNTARUMPORN (Director)	-	8/8	Participating	Participating
11. Mr. CHAVALIT CHUKAJORN (Director)	-	8/8	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	80,000.00	No
2. Mr. SOMBAT ANUNTARUMPORN (Vice Chairman)	-	60,000.00	65,000.00	No
3. Mrs. CHALIDA ANUNTARUMPORN (Director)	-	63,000.00	65,000.00	No
4. Mr. NUTTANAI ANUNTARUMPORN (Director)	-	66,000.00	65,000.00	No

5.	Ms. LILLADA ANUNTARUMPORN (Director)	-	66,000.00	65,000.00	No
6.	Mr. SUWICHAN NILANAN (Director)	-	69,000.00	65,000.00	No
7.	Mr. SUWAT PUNNACHAIYA (Director)	-	73,000.00	65,000.00	No
8.	Pol.Lt.Gen. SUCHAT MUANKAEW (Director)	-	101,000.00	65,000.00	No
9.	Mrs. KESARA MANCHUSREE (Director)	-	96,000.00	65,000.00	No
10.	Ms. VARISA ANUNTARUMPORN (Director)	-	66,000.00	65,000.00	No
11.	Mr. CHAVALIT CHUKAJORN (Director)	-	103,000.00	65,000.00	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.	Pol.Lt.Gen. SUCHAT MUANKAEW (Audit committee)	-	4/4
3.	Mr. CHAVALIT CHUKAJORN (Audit committee)	-	4/4