



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

INTERNATIONAL NETWORK SYSTEM 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 : INTERNATIONAL NETWORK SYSTEM PUBLIC COMPANY LIMITED

Symbol : ITNS

Address : 3300/106-107, Elephant Building, Building B, 20th Floor,
Phahonyothin Road, Chomphon, Chatuchak

Province : Bangkok

Postcode : 10900

Business : Business operators in information and communication technology business which is the designer and installer of a network system and a complete communication system (System Integrator), including selling equipment used in information technology and communication, providing service on equipment repair and maintenance as well as equipment rental business.

Registration Number : 0107565000298

Telephone : 0-2513-7637

Fax (if applicable) : 0-2513-7686

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

Email : info@itns.co.th

Total Shares Sold (shares)

Common Stock : 220,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	375,387.74	370,952.49	551,958.25
Revenue From Sales And Rendering Services (Thousand baht)	374,392.70	369,422.91	548,394.14
Other income (Thousand baht)	995.04	1,529.58	3,564.11

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Revenue From Sales And Rendering Services (%)	99.73	99.59	99.35
Other income (%)	0.27	0.41	0.65

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	375,387.74	370,952.49	551,958.25
Domestic (Thousand baht)	375,387.74	370,952.49	551,958.25
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

*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)

The risk of not being able to renew the business alliance contract with Cisco

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Business operations of partners in the supply chain

Risk of relying on distributors

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

Risk of relying on large customers

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers

Risk from technology change

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

The risk of the discontinuity of revenue

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding

The risk of late delivery of work and fines

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

- Human error in business operations
- Delays in the development of future projects

Risk of relying on executives and experienced personnel

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

The risk of the outbreak of COVID-19

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Operational Risk

- Delays in the development of future projects
- Safety, occupational health, and working environment
- Impact from population structure

Risk to Securities Holder (2.2.2)

Risk of the Company's financial liquidity

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk of having a large shareholder holding more than 50 percent

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

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

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, 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)	19	17	19
Number of female employees (persons)	12	12	16
Total (persons)	31	29	35

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	23,882,337.65	22,903,192.32	27,670,358.43

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	2	1	3
Employee development and training expenses (baht)	695,266.97	353,380.81	780,328.64

• Health, safety and work environment

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

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	12.90	20.69	5.71

• **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

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	6	100.00
Number of male directors	5	83.33
Number of female directors	1	16.67
Number of executive directors	2	33.33
Number of non-executive directors	4	66.67
Number of independent directors	3	50.00

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: 74 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	21 Jul 2021	Economics, Transportation & Logistics, Information & Communication Technology, Data Analysis, Statistics, Corporate Management, Leadership, Strategic Management, Budgeting, Governance/ Compliance

2.	Ms. NATTAYA NANTHAWANID Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	22 Apr 2002	Corporate Management, Finance, Human Resource Management, Information & Communication Technology, Data Management, Data Analysis, Negotiation, Project Management, Leadership, Risk Management, Budgeting, Governance/ Compliance
3.	Mr. SOMCHAI OUMKRATUM Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	2 Jan 2012	Information & Communication Technology, Leadership, Strategic Management, Negotiation
4.	Mr. SARAN SUPAKSARAN Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	21 Jul 2021	Accounting, Finance, Data Analysis, Strategic Management, Risk Management, Audit, Internal Control, Budgeting
5.	Mr. ADISORN THAVORNTHANASARN Gender: Male Age: 44 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	21 Jul 2021	Banking, Finance, Budgeting, Economics, Data Analysis, Project Management, Corporate Management, Risk Management, Internal Control

6.	Mr. UDOM THANURATPONG	Director	21 Jul 2021	Accounting, Audit
	Gender: Male	(Non-executive,		
	Age: 44 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Original		
	Major: Accounting	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.	Mr. WOODTIPONG MOLEECHAD Gender: Male Age: 74 years old Highest level of education: Bachelor's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	21 Jul 2021	Economics, Transportation & Logistics, Information & Communication Technology, Data Analysis, Statistics, Corporate Management, Leadership, Strategic Management, Budgeting, Governance/ Compliance
2.	Mr. ADISORN THAVORNTHANASARN Gender: Male Age: 44 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	21 Jul 2021	Banking, Finance, Budgeting, Economics, Data Analysis, Project Management, Corporate Management, Risk Management, Internal Control
3.	Mr. UDOM THANURATPONG [1] Gender: Male Age: 44 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	21 Jul 2021	Accounting, Audit

[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. SOMCHAI OUMKRATUM Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Science Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	2 Jan 2012
2. Ms. NATTAYA NANTHAWANID Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jul 2021
3. Mr. Sittha Rattanalangkarn Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jan 2022
4. Ms. SANGMANEE TAKSINJAREAN Gender: Female Age: 33 years old Highest level of education: Bachelor's degree Major: Food Science and Technology Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Jul 2021

5.	Mr. Natthawut Jindapon	Member of the	14 Jun 2022
	Gender: Male	executive committee	
	Age: 44 years old		
	Highest level of education: Bachelor's degree		
	Major: Engineering		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Management Committee	Mr. SOMCHAI OUMKRATUM	Chairman
	Mr. SARAN SUPAKSARAN	Member
	Mr. ADISORN THAVORNTHANASARN	Member
	Mr. Sittha Rattanalangkarn	Member
Nomination and Remuneration Committee	Mr. ADISORN THAVORNTHANASARN	Chairman
	Mr. SARAN SUPAKSARAN	Member
	Mr. UDOM THANURATPONG	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Management Committee

Sub-committees responsible for nomination : Nomination and Remuneration Committee

Sub-committees responsible for remuneration : Nomination and Remuneration Committee

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. SOMCHAI OUMKRATUM Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Science	CHIEF EXECUTIVE OFFICER	2 Jan 2012	Information & Communication Technology, Leadership, Strategic Management, Negotiation
2. Ms. NATTAYA NANTHAWANID [1] Gender: Female Age: 45 years old Highest level of education: Bachelor's degree Major: Management	Chief Financial Officer	1 Jul 2021	Corporate Management, Finance, Human Resource Management, Information & Communication Technology, Data Management, Data Analysis, Negotiation, Project Management, Leadership, Risk Management, Budgeting, Governance/ Compliance
3. Mr. Natthawut Jindapon Gender: Male Age: 44 years old Highest level of education: Bachelor's degree Major: Engineering	Chief Sales and Marketing Officer	14 Jun 2022	Information & Communication Technology, Tourism & Leisure, Negotiation
4. Mr. Sittha Rattanalangkarn Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Engineering	Chief Service Officer	1 Jan 2022	Information & Communication Technology, IT Management, Project Management

5.	Ms. SANGMANEE TAKSINJAREAN	Chief General	1 Jul 2021	Information & Communication
	Gender: Female	Administration		Technology, Procurement,
	Age: 33 years old			Food & Beverage, Home & Office
	Highest level of education: Bachelor's degree			Products, Personal Products & Pharmaceuticals, Corporate
	Major: Food Science and Technology			Social Responsibility, Negotiation, Project 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

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) : 19

Number of female employees (persons) : 16

Total (persons) : 35

Employee Remuneration

Total employee remuneration : 27,670,358.43

Provident fund

Total number of employees (persons)	: 35
Number of employees contributing to the PVD (persons)	: 32
Percentage of employees who are members (%)	: 91.43

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
Ms. NATTAYA NANTHAWANID	Director	Participating
Mr. SOMCHAI OUMKRATUM	Director	Non-participating
Mr. SARAN SUPAKSARAN	Director	Non-participating
Mr. ADISORN THAVORNTHANASARN	Director	Participating
Mr. UDOM THANURATPONG	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) : 6

Date of AGM meeting : 18 Mar 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)	-	6/6	Participating	Did not hold the meeting
2.	Ms. NATTAYA NANTHAWANID (Director)	-	6/6	Participating	Did not hold the meeting
3.	Mr. SOMCHAI OUMKRATUM (Director)	-	6/6	Non-participating	Did not hold the meeting
4.	Mr. SARAN SUPAKSARAN (Director)	-	6/6	Participating	Did not hold the meeting
5.	Mr. ADISORN THAVORNTHANASARN (Director)	-	6/6	Non-participating	Did not hold the meeting
6.	Mr. UDOM THANURATPONG (Director)	-	6/6	Non-participating	Did not hold the meeting

Report on the Audit Committee's Performance for the Past Year (8.2)

Report on the audit committee's performance for the past year

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. WOODTIPONG MOLEECHAD (Chairman of the audit committee)	-	4/4
2.	Mr. ADISORN THAVORNTHANASARN (Audit committee)	-	4/4
3.	Mr. UDOM THANURATPONG (Audit committee)	-	4/4