



# **Annual Registration Statement / Annual Report**

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

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

**SABUY TECHNOLOGY PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2023



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# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : SABUY TECHNOLOGY PUBLIC COMPANY LIMITED

Symbol : SABUY

Address : 230 Bang Khun Tian-Chai Talay Road, Samae Dam Sub-District,  
Bang Khun Tian District

Province : Bangkok

Postcode : 10150

Business : SABUY TECHNOLOGY PUBLIC COMPANY LIMITED, the company inaugurated by Thai owners – started business with online top-up machines. Afterwards, the company keeps expanding business with an objective to be the FinTech leader in Thailand by providing products and channels that can access all touchpoints and having a practical ecosystem which answers to the demands of the Thai market.

Today SABUY is continually growing into many business fields. SABUY applies technologies to products and services, suitable to nowadays Thai lifestyles and ready to surpass any limitations “TO BECOME THE LEADER OF FUTURE FINTECH BUSINESS.” Presently, SABUY has developed its own ecosystem to address customer needs and support its operations, which consists of 6 main business sectors as follow 1.Payments and Wallet 2. Enterprise & Life 3.Connnext 4.Financial Inclusion 5. InnoTainment and 6.Venture.

Registration Number : 0105564007912

Telephone : 0-2451-5335

Fax (if applicable) : 0-2451-5338

Website : <http://www.sabuytechnology.com>

Email : [contact@sabuytech.com](mailto:contact@sabuytech.com)

#### Total Shares Sold (shares)

Common Stock : 1,766,496,504

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	2,339,110.81	5,325,384.59	9,629,817.38
Connex (Thousand baht)	1,063,386.74	2,908,020.51	5,436,778.45
Enterprise & Life (Thousand baht)	413,504.68	1,562,432.02	3,060,422.03
Payments & Wallet (Thousand baht)	862,212.91	794,047.38	571,502.29
Financial Inclusion (Thousand baht)	6.48	42,400.81	507,996.21
InnoTainment (Thousand baht)	0.00	18,483.87	53,118.40

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Connex (%)	45.46	54.61	56.46
Enterprise & Life (%)	17.68	29.34	31.78
Payments & Wallet (%)	36.86	14.91	5.93
Financial Inclusion (%)	0.00	0.80	5.28
InnoTainment (%)	0.00	0.35	0.55

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	2,339,110.81	5,325,384.59	9,629,817.38
Domestic (Thousand baht)	2,339,110.81	5,325,384.59	9,629,817.38
International (Thousand baht)	0.00	0.00	0.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	100.00	100.00	100.00
International (%)	0.00	0.00	0.00

#### Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	0.00	0.00	0.00
Other income from operations (Thousand baht)	0.00	0.00	0.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

#### Share of profit of joint ventures and associates accounted for using equity method

	2021	2022	2023
Share of profit (Thousand baht)	0.00	19,086.01	175,453.06

## 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 : Yes

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	88,118.12	249,496.42	252,032.20

# 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 Management

**Risk Management Measures:** Yes

### Related Risk Topics

#### Strategic Risk

- Volatility in the industry in which the company operates
- Government policy
- Competition risk
- Economic risk
- New business risk
- Corporate ownership structure risk

#### Operational Risk

- Systems or internal control system
- Human error in business operations
- Corruption

#### Compliance Risk

- Change in laws and regulations
- Violations of laws and regulations
- Corporate Governance
- Legal risk

#### Financial Risk

- Insufficient sources of funding
- Change in financial and investment policies of financial institutions that affect business operations
- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate
- Fluctuation in return on assets or investment
- Liquidity risk
- Income volatility

# 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://sabuytech.com/%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9E%E0%B8%B1%E0%B8%92%E0%B8%99%E0%B8%B2%E0%B8%AD%E0%B8%A2%E0%B9%88%E0%B8%B2%E0%B8%87%E0%B8%A2%E0%B8%B1%E0%B9%88%E0%B8%87%E0%B8%A2%E0%B8%B7%E0%B8%99/>

## 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://sabuytech.com/wp-content/uploads/2023/03/Performance-in-the-Environmental-Dimension-1.pdf>

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)

#### Energy management

- Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	328,636.50	425,174.81	0.00

#### Water management

- Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	4,404.18	4,352.36	0.00

## Waste management

### • Waste from operations

	2021	2022	2023
Total waste generated (Kilograms)	0.00	0.00	0.00

## Greenhouse gas management

### • Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	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 GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

### • Verification of greenhouse gas emissions over the past year

Third-party verification : No

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://sabuytech.com/wp-content/uploads/2023/03/Performance-in-the-Social-Dimension.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

	2021	2022	2023
Number of male employees (Persons)	521	1,726	1,647
Number of female employees (Persons)	462	1,342	1,302
<b>Total number of employees (Persons)</b>	<b>983</b>	<b>3,068</b>	<b>2,949</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	126,310,000.00	427,430,000.00	607,448,950.82

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	1.05	6.00	6.00
Employee development and training expenses (baht)	133,400.00	31,000.00	1,254,543.00

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

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	0	26	7
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	18.11	38.40	107.70

• **Significant labor dispute**

	2021	2022	2023
Significant labor dispute	No	No	No

# Corporate Governance Policy



## Corporate Governance Policy

### Overview of the Corporate Governance Policy and Guideline (6.1)

#### Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://sabuytech.com/sustainability/corporate-governance/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, 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

**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	9	100.00
Number of male directors	8	88.89
Number of female directors	1	11.11
Number of executive directors	3	33.33
Number of non-executive directors	6	66.67
Number of independent directors	4	44.44

#### 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. CHAKKRIT PARAPUNTAKUL Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director)  Director type: Original director	26 Feb 2019	Accounting, Business Administration, Governance/ Compliance, Economics, Risk Management, Strategic Management, Finance

2.	Mr. WORAVIT CHAILIMPAMONTRI Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive)  Director type: Original director	26 Feb 2019	Risk Management, Governance/ Compliance, Audit
3.	Mr. CHOOKIAT RUJANAPORNPAJEE Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	26 Feb 2019	Economics, Strategic Management
4.	Mr. SARAN SUPAKSARAN Gender: Male Age: 50 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	26 Feb 2019	Business Administration, Accounting, Audit
5.	Mrs. UMAWADEE RATTANA-UDOM Gender: Female Age: 60 years old Highest level of education: Bachelor's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	26 Feb 2019	Governance/ Compliance, Human Resource Management, Law, Risk Management

6.	Mr. WACHIRATHON KONGSUK Gender: Male Age: 57 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	26 Feb 2019	Law, Human Resource Management, Accounting, Business Administration
7.	Mr. WIRACH MORAKOTKARN Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Management science Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	11 Jan 2021	Business Administration, Accounting, Governance/ Compliance, Economics, Finance, IT Management, Strategic Management
8.	Mr. JUTIPHAN MONGKOLSUTHREE Gender: Male Age: 37 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	9 Aug 2022	Business Administration, Information & Communication Technology, IT Management
9.	Mr. KHANAT KRUTHKUL Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	9 Aug 2022	Health Care Services, Strategic Management, IT Management, Human Resource Management, Finance, Economics, Governance/ Compliance

## 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. CHAKKRIT PARAPUNTAKUL Gender: Male Age: 64 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: Original director	20 Feb 2019	Accounting, Business Administration, Governance/ Compliance, Economics, Risk Management, Strategic Management, Finance
2. Mr. SARAN SUPAKSARAN [1] Gender: Male Age: 50 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	20 Feb 2019	Business Administration, Accounting, Audit

3.	Mrs. UMAWADEE RATTANA-UDOM	Audit committee	20 Feb 2019	Governance/ Compliance, Human Resource Management, Law, Risk Management
	Gender: Female	(Non-executive, Independent director)		
	Age: 60 years old			
	Highest level of education: Bachelor's degree	Director type: Original director		
	Major: Law			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

[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. CHOOKIAT RUJANAPORNPAJEE Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	2 Oct 2018
2.	Mr. WORAVIT CHAILIMPAMONTRI Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	20 Feb 2019
3.	Mr. WIRACH MORAKOTKARN Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Management science Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	8 Jan 2021

4.	Mr. Santithorn Bunchua Gender: Male Age: 49 years old Highest level of education: Doctoral degree Major: electrical and computer engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	4 Feb 2019
5.	Ms. Thatchanan Kangwantrakoon Gender: Female Age: 55 years old Highest level of education: Doctoral degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	14 May 2019
6.	Mr. Narongchai Wongthanavimok Gender: Male Age: 61 years old Highest level of education: Master's degree Major: Information Systems Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	10 May 2021
7.	Mr. Poonpat Sripleng Gender: Male Age: 59 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	20 Oct 2021

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
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The Nomination and Remuneration Committee	Mr. SARAN SUPAKSARAN	Chairman
	Mrs. UMAWADEE RATTANA-UDOM	Member
	Mr. WORAVIT CHAILIMPAMONTRI	Member
The Risk Management Committee	Mr. WORAVIT CHAILIMPAMONTRI	Chairman
	Mr. CHOOKIAT RUJANAPORNPAJEE	Vice chairman
	Mr. WACHIRATHON KONGSUK	Member
	Mr. WIRACH MORAKOTKARN	Member
	Mr. Santithorn Bunchua	Member
	Mr. Poonpat Sripleng	Member
	Mr. Narongchai Wongthanavimok	Member

#### **Roles of Sub-committees**

Sub-committees responsible for risk management	: The Risk Management Committee
Sub-committees responsible for nomination	: The Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: The 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. CHOOKIAT RUJANAPORNPAJEE Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Finance	CHIEF EXECUTIVE OFFICE	22 Jan 2016	Economics, Strategic 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 : Yes

#### Remuneration

	2021	2022	2023
Total executive remuneration (baht)	71,050,000.00	154,140,000.00	141,160,000.00

#### Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : Yes

Employee Joint Investment Program (EJIP) : No

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons)	: 1,647
Number of female employees (persons)	: 1,302
<b>Total number of employees (persons)</b>	<b>: 2,949</b>

#### Employee Remuneration

Total employee remuneration	: 607,448,950.82
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#### Provident fund

Total number of employees (persons)	: 2,949
Number of employees contributing to the PVD (persons)	: 704
Percentage of employees who are members (%)	: 23.87

## 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. Nutthamont Jindathananth	nutthanmont.j@sabuytech.com	0624985466

- Company secretary

General information	Email	Telephone
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1.	Ms. Duangruthai Sriwarom	duangruthai.s@sabuytech.com	0939919424
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• Head of internal audit

General information	Email	Telephone
1. Mr. Jatuporn Wanthem	jatuporn.w@sabuytech.com	0870618161

• Head of compliance unit

General information	Email	Telephone
1. Ms. Duangruthai Sriwarom	duangruthai.s@sabuytech.com	0939919424

• Head of investor relations

General information	Email	Telephone
1. Ms. Pimphat Invasa	pimphat.n@sabuytech.com	0892451696

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KPMG PHOOMCHAI AUDIT COMPANY LIMITED	<p>1. Mr. Watchara Phatarapitak Email: watcharap@kpmg.co.th Telephone: -</p> <p>2. Ms. Pornthip Rimdusit Email: pornthipr@kpmg.co.th Telephone: -</p> <p>3. Mr. Waiyawat Kosamarnchaiyakij Email: waiyawatk@kpmg.co.th Telephone: -</p>	3,500,000.00	-

# 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. CHAKKRIT PARAPUNTAKUL	Chairman of the board	Non-participating
Mr. WORAVIT CHAILIMPAMONTRI	Vice Chairman	Non-participating
Mr. CHOOKIAT RUJANAPORNPAJEE	Director	Non-participating
Mr. SARAN SUPAKSARAN	Director	Non-participating
Mrs. UMAWADEE RATTANA-UDOM	Director	Non-participating
Mr. WACHIRATHON KONGSUK	Director	Non-participating
Mr. WIRACH MORAKOTKARN	Director	Non-participating
Mr. JUTIPHAN MONGKOLSUTHREE	Director	Non-participating
Mr. KHANAT KRUTHKUL	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) : 18

Date of AGM meeting : 26 Apr 2023

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. CHAKKRIT PARAPUNTAKUL (Chairman of the board)	-	18/18	Participating	Participating
2. Mr. WORAVIT CHAILIMPAMONTRI (Vice Chairman)	-	18/18	Participating	Participating
3. Mr. CHOOKIAT RUJANAPORNPAJEE (Director)	-	18/18	Participating	Participating
4. Mr. SARAN SUPAKSARAN (Director)	-	17/18	Participating	Participating
5. Mrs. UMAWADEE RATTANA-UDOM (Director)	-	18/18	Participating	Participating
6. Mr. WACHIRATHON KONGSUK (Director)	-	18/18	Participating	Participating
7. Mr. WIRACH MORAKOTKARN (Director)	-	18/18	Participating	Participating
8. Mr. JUTIPHAN MONGKOLSUTHREE (Director)	-	17/18	Participating	Participating
9. Mr. KHANAT KRUTHKUL (Director)	-	18/18	Participating	Participating

#### Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mr. CHAKKRIT PARAPUNTAKUL (Chairman of the board)	-	650,000.00	N/A	No
2. Mr. WORAVIT CHAILIMPAMONTRI (Vice Chairman)	-	908,000.00	N/A	No
3. Mr. CHOOKIAT RUJANAPORNPAJEE (Director)	-	0.00	N/A	No
4. Mr. SARAN SUPAKSARAN (Director)	-	702,000.00	N/A	No
5. Mrs. UMAWADEE RATTANA-UDOM (Director)	-	650,000.00	N/A	N/A
6. Mr. WACHIRATHON KONGSUK (Director)	-	N/A	N/A	No
7. Mr. WIRACH MORAKOTKARN (Director)	-	N/A	N/A	No
8. Mr. JUTIPHAN MONGKOLSUTHREE (Director)	-	350,000.00	N/A	No

9.	Mr. KHANAT KRUTHKUL (Director)	-	360,000.00	N/A	No
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## 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) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. CHAKKRIT PARAPUNTAKUL (Chairman of the audit committee)	-	5/5
2.	Mr. SARAN SUPAKSARAN (Audit committee)	-	5/5
3.	Mrs. UMAWADEE RATTANA-UDOM (Audit committee)	-	5/5