



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

SABUY TECHNOLOGY 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 : 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

Total Shares Sold (shares)

Common Stock : 1,605,985,848

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	1,512,719.01	2,339,110.81	5,325,384.59
Connex (Thousand baht)	568,157.01	1,063,386.74	2,908,020.51
Enterprise & Life (Thousand baht)	60,924.00	413,504.68	1,562,432.02
Payments & Wallet (Thousand baht)	883,638.00	862,212.91	794,047.38
Financial Inclusion (Thousand baht)	0.00	6.48	42,400.81
InnoTainment (Thousand baht)	0.00	0.00	18,483.87

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Connex (%)	37.56	45.46	54.61
Enterprise & Life (%)	4.03	17.68	29.34
Payments & Wallet (%)	58.41	36.86	14.91
Financial Inclusion (%)	0.00	0.00	0.80
InnoTainment (%)	0.00	0.00	0.35

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	1,512,719.01	2,339,110.81	5,325,384.59
Domestic (Thousand baht)	1,512,719.01	2,339,110.81	5,325,384.59

International (Thousand baht)	0.00	0.00	0.00
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	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 : Yes

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	N/A	88,118.12	249,496.42

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 in Water Purifier Business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers

Risk of the Competition in the Top-Up Machine Industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates

Risk of Purchasing Materials and Hiring External Parties to Assemble Top-up Machines and Ordering Vending Machines

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Risk of Repayment of Installment Debtors for the Sale of Installment Top-up Machines

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Financial Risk

- Default on payment or exchange of goods

Risk of the Foreclosing Top-up Machines from Installment Sales

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Financial Risk

- Default on payment or exchange of goods

Risk of Changing in Top-Up Behavior of Consumers

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Risk of Dependence on Mobile Operators of Top-up Business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Risk of Loss or Damage of Top-up and Automatic Vending Machines

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk of Using the Service of Top-up Machine Installation Agents and Business Partners

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risk of Being Unable to Renew Important Business Licenses

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risk of Facing Litigations from Customers or Users

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

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

Industry Risk from Pick-up and Drop-off Business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Reliance on large partners / distributors or few partners / distributors

Risk in the Laundry Business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Industry Risk in Smart Locker Business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risk of the Smart Parking Business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Risk of Changing in Consumers in the Plastic Card Industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Risk of Competition in the Automatic Vending Machine Business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Risk of Purchasing Raw Materials, Hiring Third Parties to Assemble the Machines and Purchasing Automatic Vending Machines

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Risk from Obsolete Inventories in Case of Products that are Sold in the Automatic Vending Machines

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Product obsolescence

Risk of Distribution Channel

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk in Equipment Procurement

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

Risk in the Maintenance of Hardware and System to Ensure Continued Operations

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk of Customer Default

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Financial Risk

- Default on payment or exchange of goods

Risk in Storage of Equipment and Products

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk of Competition in the POS Industry

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

Risk of the Human Resource Business

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Shortage or reliance on skilled workers
- Human error in business operations

Risk of the Inventory Management Business

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk of ATM & CDM Theft/ Hacking/ Skimming via Malware Softwares

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risk of Competition in the Credit Industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers

Financial Risk

- 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

Risk of Competition in the Insurance Brokerage Industry

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers

Financial Risk

- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate

Risk in Changing Information of the Insurance Agent Business

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Damage to company image and reputation

Operational Risk

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

Risk of Employees Recruitment

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risk of Government Intervention in the Digital Asset Business

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Risk of Digital Currency Exchange via Third Parties

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risk of Digital Asset Issuance in the Form of Token

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers

Risk of Technology Change

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Risk of Online Business

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Delays in the development of future projects

Financial Risk

- Fluctuation in return on assets or investment

Risk of Operational Error or Misconduct from Cash Collectors of Top-Up and Vending Machines

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Human error in business operations

Risk of Specialist Reliance

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risk of COVID-19 Virus Pandemic

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risk in Cyber Security Threats

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack

Risk of Technology System Stability

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies
- Other

Operational Risk

- Information security and cyber-attack
- Other

Risk of Technological Advances

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Risk of Changes in Interest Rate

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk of Investment Not Performing as Business Plan Unachievable Business Goals

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Delays in the development of future projects

Financial Risk

- Fluctuation in return on assets or investment

Risk of Increasing Debt and Risk of Debt Solvency

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Default on payment or exchange of goods
- Fluctuation in exchange rates, interest rates, or the inflation rate

Risk of Maintaining Financial Ratios

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

Risk to Securities Holder (2.2.2)

Risk of Changes in Shareholding Proportion from the Share Management Initiatives

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder

Risk to Securities Holder from Investing in Foreign Securities (Applicable to only foreign companies) (2.2.3)

Risk of International Investment

Risk Management Measures: Yes

Related Risk Topics

- Investment risk

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 : Yes

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)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	379,960.00	328,636.50	425,174.81

Water management

• Water consumption

	2020	2021	2022
Water consumption (cubic meters)	4,325.87	4,404.18	4,352.36

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, 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)	357	521	1,726
Number of female employees (persons)	283	462	1,342
Total (persons)	640	983	3,068

• Employee remuneration

	2020	2021	2022
Employee remuneration (baht)	108,890,000.00	126,310,000.00	427,430,000.00

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	2	1	6
Employee development and training expenses (baht)	25,680.00	133,400.00	31,000.00

• Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	0	0	26

• **Employee retention**

	2020	2021	2022
Percentage of employees who voluntarily resigned (%)	52.71	18.11	38.40

• **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://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: 63 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	9 Jul 2018	

2.	Mr. WORAVIT CHAILIMPAMONTRI	Vice Chairman (Non-executive)	10 Mar 2021
	Gender: Male		
	Age: 53 years old		
	Highest level of education:	Director type: Original	
	Master's degree	director	
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
3.	Mr. CHOOKIAT RUJANAPORNPAJEE	Director (Executive)	22 Jan 2016
	Gender: Male		
	Age: 49 years old	Director type: Original	
	Highest level of education:	director	
	Bachelor's degree		
	Major: Finance		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
4.	Mr. SARAN SUPAKSARAN	Director (Non-executive, Independent director)	9 Jul 2018
	Gender: Male		
	Age: 49 years old		
	Highest level of education:	Director type: Original	
	Master's degree	director	
	Major: Finance		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
5.	Mrs. UMAWADEE RATTANA-UDOM	Director (Non-executive, Independent director)	9 Jul 2018
	Gender: Female		
	Age: 59 years old		
	Highest level of education:	Director type: Original	
	Bachelor's degree	director	
	Major: Law		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

6.	Mr. WACHIRATHON KONGSUK	Director (Executive)	26 Feb 2019
	Gender: Male		
	Age: 56 years old		
	Highest level of education:	Director type: Original	
	Doctoral degree	director	
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
7.	Mr. WIRACH MORAKOTKARN	Director (Executive)	11 Jan 2021
	Gender: Male		
	Age: 54 years old		
	Highest level of education:	Director type: Original	
	Master's degree	director	
	Major: Management science		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
8.	Mr. JUTIPHAN MONGKOLSUTHREE	Director (Non-executive)	9 Aug 2022
	Gender: Male		
	Age: 36 years old		
	Highest level of education:	Director type: Additional	
	Master's degree	and newly-appointed	
	Major: Business Administration	directors	
	Thai nationality: Yes		
	Residing in Thailand: Yes		
9.	Mr. KHANAT KRUTHKUL	Director (Non-executive, Independent director)	9 Aug 2022
	Gender: Male		
	Age: 49 years old		
	Highest level of education:	Director type: Additional	
	Bachelor's degree	and newly-appointed	
	Major: Medicine	directors	
	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. CHAKKRIT PARAPUNTAKUL Gender: Male Age: 63 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)	9 Jul 2018	
2. Mr. SARAN SUPAKSARAN [1] Gender: Male Age: 49 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	9 Jul 2018	

3.	Mrs. UMAWADEE RATTANA-UDOM	Audit committee	9 Jul 2018
	Gender: Female	(Non-executive,	
	Age: 59 years old	Independent director)	
	Highest level of education:		
	Bachelor's degree	Director type: Original	
	Major: Law	director	
	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: 49 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 1973
2.	Mr. WORAVIT CHAILIMPAMONTRI Gender: Male Age: 53 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: 54 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: 48 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: 54 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: 60 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: 58 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

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: 49 years old Highest level of education: Bachelor's degree Major: Finance	CHIEF EXECUTIVE OFFICE	22 Jan 2016	
2. Mr. WACHIRATHON KONGSUK Gender: Male Age: 56 years old Highest level of education: Doctoral degree Major: Business Administration	Chief Central Administration Group Officer	1 Mar 2023	
3. Mr. Narongchai Wongthanavimok [1][2] Gender: Male Age: 60 years old Highest level of education: Master's degree Major: Information Systems	Chief Financial Officer	1 Mar 2023	
4. Mr. WIRACH MORAKOTKARN Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Management science	Chief Commerce and Investment Officer	1 Mar 2023	
5. Mr. Santithorn Bunchua Gender: Male Age: 48 years old Highest level of education: Doctoral degree Major: electrical and computer engineering	Chief Technology and Innovations Officer	1 Mar 2023	

[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)	22,650,000.00	71,050,000.00	154,140,000.00

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) : 1,726

Number of female employees (persons) : 1,342

Total (persons) : 3,068

Employee Remuneration

Total employee remuneration : 427,430,000.00

Provident fund

Total number of employees (persons) : 3,068

Number of employees contributing to the PVD (persons) : 704

Percentage of employees who are members (%) : 22.95

Other Significant Information (7.6)

Other significant information

Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mr. Nuttapark Nualkaew	nuttapark.n@sabuytech.com	0982655236

- Company secretary

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

- 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 Nopparatanawong	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>	10,000,000.00	<p>Details: Out of Pocket Expense Total service fee (baht): 184,569.00</p>

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. Mr. JUTIPHAN MONGKOLSUTHREE Gender: Male Age: 36 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Additional and newly-appointed directors	Date position was assumed: 9 Aug 2022	
2. Mr. KHANAT KRUTHKUL Gender: Male Age: 49 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: Additional and newly-appointed directors	Date position was assumed: 9 Aug 2022	

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) : 22

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. CHAKKRIT PARAPUNTAKUL (Chairman of the board)	-	22/22	Participating	Participating
2. Mr. WORAVIT CHAILIMPAMONTRI (Vice Chairman)	-	21/22	Participating	Participating
3. Mr. CHOOKIAT RUJANAPORNPAJEE (Director)	-	22/22	Participating	Participating
4. Mr. SARAN SUPAKSARAN (Director)	-	22/22	Participating	Participating
5. Mrs. UMAWADEE RATTANA-UDOM (Director)	-	22/22	Participating	Participating
6. Mr. WACHIRATHON KONGSUK (Director)	-	22/22	Participating	Participating
7. Mr. WIRACH MORAKOTKARN (Director)	-	22/22	Participating	Participating

8.	Mr. JUTIPHAN MONGKOLSUTHREE (Director)	-	9/9	Non-participating	Participating
9.	Mr. KHANAT KRUTHKUL (Director)	-	9/9	Non-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)	-	720,000.00	0.00	No
2.	Mr. WORAVIT CHAILIMPAMONTRI (Vice Chairman)	-	1,028,000.00	0.00	No
3.	Mr. CHOOKIAT RUJANAPORNPAJEE (Director)	-	0.00	0.00	No
4.	Mr. SARAN SUPAKSARAN (Director)	-	804,000.00	0.00	No
5.	Mrs. UMAWADEE RATTANA-UDOM (Director)	-	738,000.00	0.00	No
6.	Mr. WACHIRATHON KONGSUK (Director)	-	0.00	0.00	No
7.	Mr. WIRACH MORAKOTKARN (Director)	-	0.00	0.00	No
8.	Mr. JUTIPHAN MONGKOLSUTHREE (Director)	-	161,129.00	0.00	No
9.	Mr. KHANAT KRUTHKUL (Director)	-	161,129.00	0.00	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) : 8

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. CHAKKRIT PARAPUNTAKUL (Chairman of the audit committee)	-	8/8
2.	Mr. SARAN SUPAKSARAN (Audit committee)	-	8/8
3.	Mrs. UMAWADEE RATTANA-UDOM (Audit committee)	-	8/8