



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

BLUEBIK GROUP 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 : BLUEBIK GROUP PUBLIC COMPANY LIMITED

Symbol : BBIK

Address : 51, Naradhiwas Rajanagarindra Rd., Silom, Bangrak

Province : Bangkok

Postcode : 10500

Business : Strategic and digital technology consulting services and other related services for various business sector.

Registration Number : 0107564000065

Telephone : 0-2636-7011

Website : <https://www.bluebik.com>

Email : ir@bluebik.com

Total Shares Sold (shares)

Common Stock : 108,882,400

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	200,530.80	303,688.22	563,772.81
services (Thousand baht)	200,530.80	302,967.22	563,739.13
sales (Thousand baht)	0.00	721.00	33.68

	2020	2021	2022
Total (%)	100.00	100.00	100.00
services (%)	100.00	99.76	99.99
sales (%)	0.00	0.24	0.01

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	200,530.80	303,688.22	563,772.81
Domestic (Thousand baht)	200,530.80	261,854.75	518,759.46
International (Thousand baht)	0.00	41,833.47	45,013.35
Singapore (Thousand baht)	0.00	3,304.78	3,283.34
Indonesia (Thousand baht)	0.00	38,528.69	26,181.89
United Kingdom (Thousand baht)	0.00	0.00	15,548.12

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	100.00	86.22	92.02
International (%)	0.00	13.78	7.98

Singapore (%)	0.00	7.90	7.29
Indonesia (%)	0.00	92.10	58.16
United Kingdom (%)	0.00	0.00	34.54

*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	3,808.68

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 the effects of changes in external factors

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Safety, occupational health, and working environment
- Impact on the environment

Risk from depending on major customers

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers
- Reliance on large customers or few customers

Risk from revenue uncertainty

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Financial liquidity risk

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Insufficient sources of funding

Risk from estimating too low project advisory cost or the cost higher than estimation.

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

Risk from human resources management

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Risk from dependency on directors and Executives

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

Risk from uninvoiced contract service income

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

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

Financial Risk

- Other

Risk from intensive competition of local and foreign advisory firm

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Other

Risk from changes in technologies

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Compliance Risk

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Corporate Governance

Corruption Risk

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Corruption

Risk to Securities Holder (2.2.2)

Investment risk of securities holders

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 involved with limitations on future share subscription by certain investors who are outside of Thailand

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 : 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

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
URL of human rights policy	: https://investor.bluebik.com/storage/content/corporate-information/corporate-governance/corporate-policies/bluebik-corporate-social-responsibility-policy-th.pdf
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)	0	90	188
Number of female employees (persons)	0	84	146
Total (persons)	0	174	334

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	61	72	180
Employee development and training expenses (baht)	N/A	457,077.35	220,533.65

• Health, safety and work environment

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

• Significant labor dispute

	2020	2021	2022
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Significant labor dispute	No	No	No
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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://investor.bluebik.com/storage/content/corporate-information/corporate-governance/corporate-policies/bluebik-corporate-governance-policy-th-02.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, 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	9	100.00
Number of male directors	8	88.89
Number of female directors	1	11.11
Number of executive directors	4	44.44
Number of non-executive directors	5	55.56
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. THANA THIENACHARIYA Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	9 Nov 2020	Corporate Management, Strategic Management, Brand Management, Marketing, Finance, Leadership, Economics

2.	<p>Mr. PAKORN JIEMSKULTIP</p> <p>Gender: Male</p> <p>Age: 36 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	12 Sep 2013	Strategic Management, IT Management, Information & Communication Technology
3.	<p>Mr. POCHARA ARAYAKARNKUL</p> <p>Gender: Male</p> <p>Age: 35 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	27 Feb 2017	Strategic Management, Risk Management, Corporate Management, IT Management, Project Management, Finance, Leadership, Information & Communication Technology
4.	<p>Ms. SUTIDA CHANSOMBOON</p> <p>Gender: Female</p> <p>Age: 31 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Faculty of Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Re-elected as director</p>	15 Jan 2020	Human Resource Management
5.	<p>Mr. PHIPHAT PRAPAPANPONG</p> <p>Gender: Male</p> <p>Age: 39 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Statistics</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	28 Sep 2020	Data Management, IT Management, Project Management, Data Analysis, Statistics

6.	Mr. PONGSUK HIRANPRUECK Gender: Male Age: 44 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	28 Sep 2020	Strategic Management, Brand Management, Marketing, Digital Marketing, Information & Communication Technology
7.	Mr. VASIT KANJANAHUTTAKIT Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	28 Sep 2020	Risk Management, Corporate Management, Budgeting, Audit, Finance, Accounting, Internal Control
8.	Mr. CHALAKORN PANYASHOM Gender: Male Age: 47 years old Highest level of education: Master's degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	28 Sep 2020	Strategic Management, Corporate Management, Brand Management, Marketing, Digital Marketing, Economics
9.	Mr. KANCHIT BUNAJINDA Gender: Male Age: 55 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	28 Sep 2020	Strategic Management, Risk Management, Audit, Finance, Governance/ Compliance, Finance & Securities, Economics

Other Information pertaining to committees

The Chairman is an independent director : No

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. VASIT KANJANAHUTTAKIT [1] Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	28 Sep 2020	Risk Management, Corporate Management, Budgeting, Audit, Finance, Accounting, Internal Control
2. Mr. PONGSUK HIRANPRUECK Gender: Male Age: 44 years old Highest level of education: Bachelor's degree Major: Fine and Applied Arts Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	28 Sep 2020	Strategic Management, Brand Management, Marketing, Digital Marketing, Information & Communication Technology

3.	Mr. CHALAKORN PANYASHOM	Audit committee	28 Sep 2020	Strategic Management,
	Gender: Male	(Non-executive,		Corporate Management, Brand
	Age: 47 years old	Independent director)		Management, Marketing,
	Highest level of education:			Digital Marketing, Economics
	Master's degree	Director type: Original		
	Major: Economics	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. POCHARA ARAYAKARNKUL	Chairman of the executive committee	11 Feb 2021
	Gender: Male		
	Age: 35 years old		
	Highest level of education: Master's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
2.	Mr. PAKORN JIEMSKULTIP	Member of the executive committee	11 Feb 2021
	Gender: Male		
	Age: 36 years old		
	Highest level of education: Master's degree		
	Major: Business Administration		
	Thai nationality: Yes		
	Residing in Thailand: Yes		
3.	Ms. Sriprae Thanathitiphan	Member of the executive committee	11 Feb 2021
	Gender: Female		
	Age: 39 years old		
	Highest level of education: Master's degree		
	Major: Finance		
	Thai nationality: Yes		
	Residing in Thailand: Yes		

4.	Ms. Pimwisa Thiensri Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Arts Programme in Corporate Communication Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	11 Feb 2021
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Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Risk Policy Committee	Mr. KANCHIT BUNAJINDA	Chairman
	Mr. VASIT KANJANAHUTTAKIT	Member
	Mr. POCHARA ARAYAKARNKUL	Member
Nomination and Remuneration Committee	Mr. CHALAKORN PANYASHOM	Chairman
	Mr. KANCHIT BUNAJINDA	Member
	Mr. VASIT KANJANAHUTTAKIT	Member
The Audit Committee	Mr. VASIT KANJANAHUTTAKIT	Chairman
	Mr. CHALAKORN PANYASHOM	Member
	Mr. PONGSUK HIRANPRUECK	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Risk Policy 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 : The Audit Committee

Sub-committees responsible for corporate sustainability development : The Audit Committee

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mr. POCHARA ARAYAKARNKUL Gender: Male Age: 35 years old Highest level of education: Master's degree Major: Business Administration	CHAIRMAN OF THE EXECUTIVE COMMITTEE	27 Feb 2017	Strategic Management, Risk Management, Corporate Management, IT Management, Project Management, Finance, Leadership, Information & Communication Technology
2. Mr. PAKORN JIEMSKULTIP Gender: Male Age: 36 years old Highest level of education: Master's degree Major: Business Administration	CHIEF TECHNOLOGY OFFICER	12 Sep 2013	Strategic Management, IT Management, Information & Communication Technology
3. Ms. Sriprae Thanathitiphan [1] Gender: Female Age: 39 years old Highest level of education: Master's degree Major: Finance	CHIEF FINANCIAL OFFICER	2 Jul 2018	Budgeting, Finance, Accounting
4. Ms. Nusara Kumwan [2] Gender: Female Age: 33 years old Highest level of education: Bachelor's degree Major: Accounting	ACCOUNTING MANAGER	11 Jul 2018	Budgeting, Accounting
5. Ms. Pimwisa Thiensri Gender: Female Age: 42 years old Highest level of education: Master's degree Major: Arts Programme in Corporate Communication Management	CHIEF MARKETING OFFICER	1 Oct 2019	Brand Management, Marketing, Digital Marketing, Media & Publishing, Information & Communication Technology

[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)	0.00	50,471,814.00	65,850,225.00

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) : 188

Number of female employees (persons) : 146

Total (persons) : 334

Provident fund

Total number of employees (persons) : 334

Number of employees contributing to the PVD (persons) : 119

Percentage of employees who are members (%) : 35.63

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. Nusara Kumwan	nusara@bluebik.com	02-636-7011

- Company secretary

General information	Email	Telephone
1. Ms. Kanchanee Chacuttayapong	kanchanee@bluebik.com	02-636-7011

- Head of internal audit

General information	Email	Telephone
1. Ms. Valdee Sibunreung	val@ivlaudit.com	02-746-4861-3

- Head of compliance unit

General information	Email	Telephone
1. Ms. Valdee Sibunreung	val@ivlaudit.com	02-746-4861-3

• Head of investor relations

General information	Email	Telephone
1. Ms. Sripae Thanathitiphan	sripae@bluebik.com	02-636-7011

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. PROUD IN PRO COMPANY LIMITED	<p>1. Ms. Sansanee Poolsawat Email: sansanee@proudinpro.co.th Telephone: 02 235 6950</p> <p>2. Ms. Witita Sujitranuch Email: witita@proudinpro.co.th Telephone: 02 235 6950</p> <p>3. Ms. Pitinun Pattaraklitidej Email: pitinun@proudinpro.co.th Telephone: 02 235 6950</p>	970,000.00	-

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)

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. PAKORN JIEMSKULTIP Gender: Male Age: 36 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 12 Sep 2013	Strategic Management, IT Management, Information & Communication Technology
2. Ms. SUTIDA CHANSOMBOON Gender: Female Age: 31 years old Highest level of education: Bachelor's degree Major: Faculty of Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 15 Jan 2020	Human Resource Management
3. Mr. KANCHIT BUNAJINDA Gender: Male Age: 55 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	Date position was assumed: 28 Sep 2020	Strategic Management, Risk Management, Audit, Finance, Governance/ Compliance, Finance & Securities, Economics

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. THANA THIENACHARIYA	Chairman of the board	Non-participating
Mr. PAKORN JIEMSKULTIP	Director	Non-participating
Mr. POCHARA ARAYAKARNKUL	Director	Non-participating
Ms. SUTIDA CHANSOMBOON	Director	Non-participating
Mr. PHIPHAT PRAPAPANPONG	Director	Non-participating
Mr. PONGSUK HIRANPRUECK	Director	Participating
Mr. VASIT KANJANAHUTAKIT	Director	Participating
Mr. CHALAKORN PANYASHOM	Director	Non-participating
Mr. KANCHIT BUNAJINDA	Director	Non-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 : 25 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
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1.	Mr. THANA THIENACHARIYA (Chairman of the board)	-	6/6	Participating	Did not hold the meeting
2.	Mr. PAKORN JIEMSKULTIP (Director)	-	6/6	Participating	Did not hold the meeting
3.	Mr. POCHARA ARAYAKARNKUL (Director)	-	6/6	Participating	Did not hold the meeting
4.	Ms. SUTIDA CHANSOMBOON (Director)	-	5/6	Participating	Did not hold the meeting
5.	Mr. PHIPHAT PRAPAPANPONG (Director)	-	6/6	Participating	Did not hold the meeting
6.	Mr. PONGSUK HIRANPRUECK (Director)	-	5/6	Participating	Did not hold the meeting
7.	Mr. VASIT KANJANAHUTTAKIT (Director)	-	6/6	Participating	Did not hold the meeting
8.	Mr. CHALAKORN PANYASHOM (Director)	-	6/6	Participating	Did not hold the meeting
9.	Mr. KANCHIT BUNAJINDA (Director)	-	6/6	Participating	Did not hold the meeting

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Mr. THANA THIENACHARIYA (Chairman of the board)	-	150,000.00	950,000.00	No
2.	Mr. PAKORN JIEMSKULTIP (Director)	-	0.00	0.00	No
3.	Mr. POCHARA ARAYAKARNKUL (Director)	-	0.00	0.00	No
4.	Ms. SUTIDA CHANSOMBOON (Director)	-	0.00	0.00	No
5.	Mr. PHIPHAT PRAPAPANPONG (Director)	-	0.00	0.00	No
6.	Mr. PONGSUK HIRANPRUECK (Director)	-	140,000.00	700,000.00	No
7.	Mr. VASIT KANJANAHUTTAKIT (Director)	-	230,000.00	850,000.00	No
8.	Mr. CHALAKORN PANYASHOM (Director)	-	180,000.00	800,000.00	No

9.	Mr. KANCHIT BUNAJINDA (Director)	-	200,000.00	800,000.00	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) : 4

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. VASIT KANJANAHUTTAKIT (Chairman of the audit committee)	-	4/4
2.	Mr. PONGSUK HIRANPRUECK (Audit committee)	-	4/4
3.	Mr. CHALAKORN PANYASHOM (Audit committee)	-	4/4