



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

BERYL 8 PLUS PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022

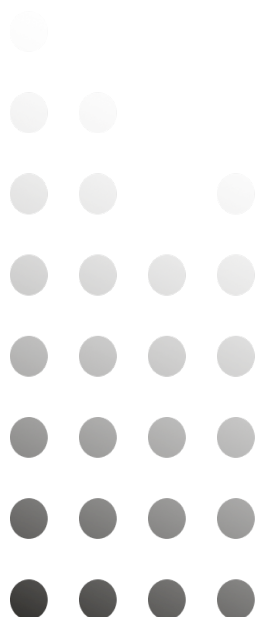


Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	7
Corporate Governance	
Corporate Governance Policy	10
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	11
Performance Report on Corporate Governance	21

Group Structure and Operations

Group Structure and Operations

Business Overview and Policies (1.1)

Company Information (1.1.5)

Company Name : BERYL 8 PLUS PUBLIC COMPANY LIMITED

Symbol : BE8

Address : The 9th Tower Grand Rama 9 Building (Tower B), Floor 19, 33/4 Rama
9 Road, Huai Kwang

Province : Bangkok

Postcode : 10310

Business : A digital technology consulting with a comprehensive offering
in CRM, Analytics, and Digital Technology, as well as software
resellers of leading companies such as Salesforce, Google,
MuleSoft and Tableau.

Registration Number : 0107564000162

Telephone : 0-2116-5081

Website : www.beryl8.com

Email : Contact@beryl8.com

Total Shares Sold (shares)

Common Stock : 240,644,794

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping*

	2020	2021	2022
Total (Thousand baht)	312,544.00	379,106.00	810,978.00
Strategy and technology consulting (Thousand baht)	191,442.00	201,100.00	535,824.00
Technology support service (Thousand baht)	120,347.00	175,864.00	268,895.00
Other income (Thousand baht)	755.00	2,142.00	6,259.00

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Strategy and technology consulting (%)	61.25	53.05	66.07
Technology support service (%)	38.51	46.39	33.16
Other income (%)	0.24	0.57	0.77

By Geographical Area or Market*

	2020	2021	2022
Total (Thousand baht)	312,544.00	379,106.00	810,978.00
Domestic (Thousand baht)	312,544.00	379,106.00	810,978.00
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 : Yes

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	0.00	6,150.00	3,227.00

Risk Management

Risk Management

Risk Factors (2.2)

Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)

The risk from relying on the supplier as the Company's main software system developer

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

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

The risk from the main revenue proportion which comes from a small number of main customers.

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Reliance on large customers or few customers

Risk from uneven income

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

Risk from technology changes

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Changes in technologies

Risk from relying on executives and personnel

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

Risk from cost of service fees deviating from estimates

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

Risk from consumer behavior changes

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Risk from financial liquidity

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

Risk from exchange rate

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk from receiving payment from accrued service income

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

- Other

Risk to Securities Holder (2.2.2)

Risk from stock price changes

Risk Management Measures: No

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

URL of corporate sustainability policy : <https://www.beryl8.com/storage/document/corporate-governance/cg-policy/be8-esg-policy-th.pdf>

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://www.beryl8.com/storage/document/corporate-governance/cg-policy/be8-esg-policy-th.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)

• Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	19,669.00	18,084.00	18,481.00

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	4.40
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	9.24

Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	354.37
Total (Tons of carbon dioxide equivalents)	N/A	N/A	368.01

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

Third-party verification : Yes

Name of verifying organization : Greenhouse gas Management and Certification Unit, University of Phayao

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://www.beryl8.com/storage/document/corporate-governance/cg-policy/be8-business-code-of-conduct-th.pdf>

Company human right guideline : Employee Rights, Consumer Rights, Community and Environment Rights

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)	62	100	114
Number of female employees (persons)	69	89	100
Total (persons)	131	189	214

• Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	60	10	40

• 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
Significant labor dispute	No	No	No

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://www.beryl8.com/storage/document/corporate-governance/cg-policy/be8-cg-policy-th.pdf>

Policy and Guideline Related to the Board of Directors (6.1.1)

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, 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	3	33.33
Number of non-executive directors	6	66.67
Number of independent directors	3	33.33

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. CHATCHAVAL JIARAVANON Gender: Male Age: 60 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	27 May 2021	

2.	Mr. THREEKWAN BUNNAG Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director) Director type: Re-elected as director	26 Apr 2022
3.	Mr. CHATRAPEE TANTIXALERM Gender: Male Age: 59 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	27 May 2021
4.	Mr. UDOMSAKDI APICHATTHANAPATH Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	27 May 2021
5.	Ms. NITHINART SINTHUDEACHA Gender: Female Age: 56 years old Highest level of education: Doctoral degree Major: Organization and Human Resources Development Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	26 Apr 2022

6.	Mr. KARN PUNYACHAROENSIN Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	26 Apr 2022
7.	Mr. APISEK TEWINPAGTI Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	27 May 2021
8.	Mr. VASIN SRISUKRI Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Electrical Engineering Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	27 May 2021
9.	Mr. Krisada Ketphupong Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Information Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	10 Nov 2022

List of directors who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
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1.	Mr. SEAN PLAYER WOLFMAN	Director	Date position was	Mr. Krisada Ketphupong
	Gender: Male	(Executive)	assumed:	Date position was assumed:
	Age: 50 years old		17 Aug 2018	10 Nov 2022
	Highest level of education:		Date directorship	
	Bachelor's degree		ended:	
	Major: Science		31 Jul 2022	
	Thai nationality: No			
	Residing in Thailand: Yes			

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. THREEKWAN BUNNAG [1] Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	26 Apr 2022	
2. Mr. CHATRAPEE TANTIXALERM Gender: Male Age: 59 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	9 Jun 2021	
3. Mr. UDOMSAKDI APICHATTHANAPATH Gender: Male Age: 42 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	9 Jun 2021	

[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. Ms. NITHINART SINTHUDEACHA Gender: Female Age: 56 years old Highest level of education: Doctoral degree Major: Organization and Human Resources Development Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	26 Apr 2022
2. Mr. APISEK TEWINPAGTI Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	9 Jun 2021
3. Mrs. Supattra Simtharakaew Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Computer and Engineering Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	9 Jun 2021
4. Mr. VASIN SRISUKRI Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Electrical Engineering Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	9 Jun 2021

5.	Mr. SEAN PLAYER WOLFMAN	Member of the executive committee	24 Feb 2022
	Gender: Male		
	Age: 50 years old		
	Highest level of education: Bachelor's degree		
	Major: Science		
	Thai nationality: No		
	Residing in Thailand: Yes		

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Mr. CHATRAPEE TANTIXALERM	Chairman
	Mr. UDOMSAKDI APICHATTHANAPATH	Member
	Ms. NITHINART SINTHUDEACHA	Member
Risk Management Committee	Mr. UDOMSAKDI APICHATTHANAPATH	Chairman
	Mr. THREEKWAN BUNNAG	Member
	Mr. APISEK TEWINPAGTI	Member
	Mrs. Supattra Simtharakaew	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. APISEK TEWINPAGTI Gender: Male Age: 41 years old Highest level of education: Master's degree Major: Management	CHIEF EXECUTIVE OFFICER	28 May 2021	
2. Mr. VASIN SRISUKRI Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Electrical Engineering	Chief Solution Sales Officer	28 May 2021	
3. Mr. SEAN PLAYER WOLFMAN Gender: Male Age: 50 years old Highest level of education: Bachelor's degree Major: Science	Chief Business Development Officer - International	28 May 2021	
4. Mrs. Supattra Simtharakaew [1] Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Computer and Engineering Management	Chief Financial Officer	28 May 2021	
5. Ms. Pimkarn Punyacharoensin Gender: Female Age: 37 years old Highest level of education: Master's degree Major: Business Administration	Senior Director - Marketing and Investor Relations	22 Jun 2022	

[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)	23,620,000.00	22,770,000.00	22,640,000.00

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) : 114

Number of female employees (persons) : 100

Total (persons) : 214

Provident fund

Total number of employees (persons) : 214

Number of employees contributing to the PVD (persons) : 195

Percentage of employees who are members (%) : 91.12

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. THREEKWAN BUNNAG Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 26 Apr 2022	
2. Ms. NITHINART SINTHUDEACHA Gender: Female Age: 56 years old Highest level of education: Doctoral degree Major: Organization and Human Resources Development Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 26 Apr 2022	
3. Mr. KARN PUNYACHAROENSIN Gender: Male Age: 40 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 26 Apr 2022	

• List of newly appointed director to replace the ex-director

General information	Position	Date position was assumed	Experience and expertise
1. Mr. Krisada Ketphupong Gender: Male Age: 46 years old Highest level of education: Master's degree Major: Information Technology Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Newly appointed director to replace ex-director	Date position was assumed: 10 Nov 2022	

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. CHATCHAVAL JIARAVANON	Chairman of the board	Non-participating
Mr. THREEKWAN BUNNAG	Vice Chairman	Participating
Mr. CHATRAPEE TANTIXALERM	Director	Participating
Mr. UDOMSAKDI APICHAATTANAPATH	Director	Participating
Ms. NITHINART SINTHUDEACHA	Director	Participating
Mr. KARN PUNYACHAROENSIN	Director	Non-participating
Mr. APISEK TEWINPAGTI	Director	Participating
Mr. VASIN SRISUKRI	Director	Non-participating
Mr. Krisada Ketphupong	Director	Non-participating
Mr. SEAN PLAYER WOLFMAN	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) : 5

Date of AGM meeting : 26 Apr 2022

EGM meeting : Yes

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. CHATCHAVAL JIARAVANON (Chairman of the board)	-	5/5	Participating	Participating
2. Mr. THREEKWAN BUNNAG (Vice Chairman)	-	5/5	Participating	Participating
3. Mr. CHATRAPEE TANTIXALERM (Director)	-	5/5	Participating	Participating
4. Mr. UDOMSAKDI APICHATTHANAPATH (Director)	-	5/5	Participating	Participating
5. Ms. NITHINART SINTHUDEACHA (Director)	-	5/5	Participating	Participating
6. Mr. KARN PUNYACHAROENSIN (Director)	-	5/5	Participating	Participating
7. Mr. APISEK TEWINPAGTI (Director)	-	5/5	Participating	Participating
8. Mr. VASIN SRISUKRI (Director)	-	5/5	Participating	Participating
9. Mr. Krisada Ketphupong (Director)	-	1/1	Non-participating	Non-participating
10. Mr. SEAN PLAYER WOLFMAN (Director)	31 Jul 2022	2/3	Participating	Participating

Remuneration for company directors

List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1. Mr. CHATCHAVAL JIARAVANON (Chairman of the board)	-	250,000.00	0.00	No
2. Mr. THREEKWAN BUNNAG (Vice Chairman)	-	340,000.00	0.00	No
3. Mr. CHATRAPEE TANTIXALERM (Director)	-	310,000.00	0.00	No
4. Mr. UDOMSAKDI APICHATTHANAPATH (Director)	-	350,000.00	0.00	No

5.	Ms. NITHINART SINTHUDEACHA (Director)	-	170,000.00	0.00	No
6.	Mr. KARN PUNYACHAROENSIN (Director)	-	150,000.00	0.00	No
7.	Mr. APISEK TEWINPAGTI (Director)	-	0.00	0.00	No
8.	Mr. VASIN SRISUKRI (Director)	-	0.00	0.00	No
9.	Mr. Krisada Ketphupong (Director)	-	0.00	0.00	No
10.	Mr. SEAN PLAYER WOLFMAN (Director)	31 Jul 2022	0.00	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

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. THREEKWAN BUNNAG (Chairman of the audit committee)	-	4/4
2.	Mr. CHATRAPEE TANTIXALERM (Audit committee)	-	4/4
3.	Mr. UDOMSAKDI APICHATTHANAPATH (Audit committee)	-	4/4