



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

JCK HOSPITALITY 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 : JCK HOSPITALITY PUBLIC COMPANY LIMITED

Symbol : JCKH

Address : TFD Building No.18 Soi Sathorn 11, Yaek 9, Khwaeng yannava, Ket
Sathorn

Province : Bangkok

Postcode : 10120

Business : Agriculture and Food Industrial

Registration Number : 0107554000160

Telephone : 0-2286-9959

Website : www.jckhgroup.com

Email : cs@jckhgroup.com

Total Shares Sold (shares)

Common Stock : 7,610,120,537

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)	441,122.45	547,071.97	370,405.54
Revenue from sale (Thousand baht)	427,612.68	512,045.08	258,132.27
Other (Thousand baht)	13,509.77	35,026.89	112,273.27

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from sale (%)	96.94	93.60	69.69
Other (%)	3.06	6.40	30.31

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	441,122.45	547,071.97	370,405.54
Domestic (Thousand baht)	441,122.45	547,071.97	370,405.54
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

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)	2021	2022	2023
R&D expenses in the past 3 years	0.00	0.00	0.00

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)

Risks in the competition in restaurant 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
- Competition risk
- Economic risk

Compliance Risk

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

Financial Risk

- Liquidity risk
- Income volatility

Risk to Securities Holder (2.2.2)

Risks from the economy impact

Risk Management Measures: Yes

Related Risk Topics

- Other

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

Financial and Liquidity Risks

Risk Management Measures: Yes

Related Risk Topics

- Other

Risks of development of the new products

Risk Management Measures: Yes

Related Risk Topics

- Other

2.2.5 Risks to procure rental spaces for the expansion of new branches and maintain the continuity of the rental spaces for the existing branches

Risk Management Measures: Yes

Related Risk Topics

- Other

Risk from the cost of the deterioration of raw materials and products

Risk Management Measures: Yes

Related Risk Topics

- Other

Risk from quality of food and service standards

Risk Management Measures: Yes

Related Risk Topics

- Other

Risk from the fluctuation of raw material prices and production cost

Risk Management Measures: Yes

Related Risk Topics

- Other

Risks from the change of customers' behavior

Risk Management Measures: Yes

Related Risk Topics

- Other

Risks of not renewing the franchise agreement

Risk Management Measures: Yes

Related Risk Topics

- Other

Sustainable Development

Sustainable Development

Sustainability Management Policy and Targets (3.1)

Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

Company environmental guideline : 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)	0.00	0.00	0.00

Water management

- Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	0.00	0.00	0.00

Waste management

- Waste from operations

	2021	2022	2023
Non-hazardous waste (Kilograms)	1,500.00	1,200.00	900.00
Hazardous waste (Kilograms)	0.00	0.00	0.00
Total waste generated (Kilograms)	1,500.00	1,200.00	900.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	N/A	0.00
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	0.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	0.00
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	0.00
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

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)	753	813	443
Number of female employees (Persons)	1,455	1,426	768
Total number of employees (Persons)	2,208	2,239	1,211

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	17,002,998.00	16,056,670.00	12,107,709.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	8.00	8.00	8.00
Employee development and training expenses (baht)	0.00	0.00	0.00

• Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	N/A	N/A	0

• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	61.41	69.58	72.25

• **Significant labor dispute**

	2021	2022	2023
Significant labor dispute	Yes	Yes	Yes

Corporate Governance Policy

Corporate Governance Policy

Overview of the Corporate Governance Policy and Guideline (6.1)

Corporate Governance Policy

Corporate Governance Policy : Yes

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

Policy and guideline related to the board of directors

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct : Yes

Policy and Guideline related to the Code of Conduct

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

Corporate Governance Structure
and Significant Information Regarding
the Board of Directors, Subcommittees,
Management,
Employee and Other Information

Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

Board of Directors (7.2)

Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	6	100.00
Number of male directors	5	83.33
Number of female directors	1	16.67
Number of executive directors	3	50.00
Number of non-executive directors	3	50.00
Number of independent directors	3	50.00

Information on the board of directors and persons with authority to control the company (7.2.2)

List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. APICHAJ TAECHAUBOL Gender: Male Age: 67 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	13 Jan 2023	Property Development

2.	<p>Mr. GUMPOL TIYARAT</p> <p>Gender: Male</p> <p>Age: 69 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>Vice Chairman</p> <p>(Non-executive, Independent director)</p> <p>Director type: Newly appointed director to replace ex-director</p>	1 Jun 2023	Finance, Accounting, Business Administration
3.	<p>Mrs. RACHANEE SIWAVEJ</p> <p>Gender: Female</p> <p>Age: 71 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Commerce</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Re-elected as director</p>	31 Mar 2018	Accounting
4.	<p>Mr. VARNADHARMA KANCHANASUVARNA</p> <p>Gender: Male</p> <p>Age: 52 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Public Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	23 Apr 2018	
5.	<p>Mr. ATHAWUT TAECHAUBOL</p> <p>Gender: Male</p> <p>Age: 29 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Science, Information Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	26 Mar 2021	Information & Communication Technology

6.	Mr. TAWIL PRAISONT	Director	15 Aug 2023	Business Administration
	Gender: Male	(Non-executive,		
	Age: 86 years old	Independent director)		
	Highest level of education:			
	Master's degree	Director type: Newly		
	Major: Political Science	appointed director to		
	Thai nationality: Yes	replace ex-director		
	Residing in Thailand: Yes			

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

General information	Position	Tenure	Replacement Director
1. Mr. CHOTIWIT TAECHAUBOL	Director	Date position was	No replacement director
Gender: Male	(Executive)	assumed:	
Age: 33 years old		16 Jan 2017	
Highest level of education:		Date directorship	
Bachelor's degree		ended:	
Major: Mathematic in Finance and		2 Aug 2023	
Account			
Thai nationality: Yes			
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 : Yes

The Chairman and the manager are members of the same family : Yes

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. GUMPOL TIYARAT [1] Gender: Male Age: 69 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: Newly appointed director to replace ex-director	1 Jun 2023	Finance, Accounting, Business Administration
2. Mr. VARNADHARMA KANCHANASUVARNA Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	28 Feb 2020	
3. Mr. TAWIL PRAISONT Gender: Male Age: 86 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Newly appointed director to replace ex-director	15 Aug 2023	Business Administration

[1] A director with the accounting expertise needed to review financial statements

List of audit committee who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
1. Mr. PRASONG VARA-RATANAKUL [1] Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 10 Apr 2017 Date directorship ended: 1 Jun 2023	Mr. GUMPOL TIYARAT Date position was assumed: 1 Jun 2023
2. Mr. CHETAWAN ANUNTASOMBOON Gender: Male Age: 69 years old Highest level of education: Barrister Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 29 Mar 2018 Date directorship ended: 28 Jun 2023	Mr. TAWIL PRAISONT Date position was assumed: 15 Aug 2023

[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. APICHA TAECHAUBOL Gender: Male Age: 67 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	13 Mar 2023

2.	<p>Mrs. RACHANEE SIWAVEJ</p> <p>Gender: Female</p> <p>Age: 71 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Commerce</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	31 Mar 2018
3.	<p>Mr. ATHAWUT TAECHAUBOL</p> <p>Gender: Male</p> <p>Age: 29 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Science, Information Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	24 Mar 2021

List of executive committee members who resigned/vacated their position during the year

General information	Position	Tenure	Replacement Director
<p>1. Mr. CHOTIWIT TAECHAUBOL</p> <p>Gender: Male</p> <p>Age: 33 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Mathematic in Finance and Account</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>Date position was assumed: 16 Jan 2017</p> <p>Date directorship ended: 1 Aug 2023</p>	No replacement director

Other sub-committees

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : None

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. ATHAWUT TAECHAUBOL Gender: Male Age: 29 years old Highest level of education: Master's degree Major: Science, Information Management	CHIEF EXECUTIVE OFFICER	30 Mar 2021	Information & Communication Technology
2. Mr. APICHAJ TAECHAUBOL Gender: Male Age: 67 years old Highest level of education: Doctoral degree Major: Business Administration	EXECUTIVE CHAIRMAN	13 Jan 2023	Property Development

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

Remuneration policy for executives

Remuneration policy for executives : No

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	8,419,228.00	10,148,164.00	4,812,000.00

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) : 443

Number of female employees (persons) : 768

Total number of employees (persons) : 1,211

Employee Remuneration

Total employee remuneration : 12,107,709.00

Provident fund

Total number of employees (persons) : 1,211

Number of employees contributing to the PVD (persons) : 182

Percentage of employees who are members (%) : 15.03

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. Mrs. RACHANEE SIWAVEJ Gender: Female Age: 71 years old Highest level of education: Bachelor's degree Major: Commerce Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 31 Mar 2018	Accounting
2. Mr. VARNADHARMA KANCHANASUVARNA Gender: Male Age: 52 years old Highest level of education: Doctoral degree Major: Public Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 23 Apr 2018	

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

General information	Position	Date position was assumed	Experience and expertise
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1.	Mr. GUMPOL TIYARAT Gender: Male Age: 69 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)	Date position was assumed: 1 Jun 2023	Finance, Accounting, Business Administration
2.	Mr. TAWIL PRAISONT Gender: Male Age: 86 years old Highest level of education: Master's degree Major: Political Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 15 Aug 2023	Business Administration

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. APICHAJ TAECHAUBOL	Chairman of the board	Non-participating
Mr. GUMPOL TIYARAT	Vice Chairman	Non-participating
Mrs. RACHANEE SIWAVEJ	Director	Non-participating
Mr. VARNADHARMA KANCHANASUVARNA	Director	Non-participating
Mr. ATHAWUT TAECHAUBOL	Director	Non-participating
Mr. TAWIL PRAISONT	Director	Non-participating
Mr. CHOTIWIT TAECHAUBOL	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) : 12

Date of AGM meeting : 25 Apr 2023

EGM meeting : Yes

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. APICHA TAECHAUBOL (Chairman of the board)	-	12/12	Participating	Participating
2.	Mr. GUMPOL TIYARAT (Vice Chairman)	-	6/6	Non-participating	Non-participating
3.	Mrs. RACHANEE SIWAVEJ (Director)	-	12/12	Participating	Participating
4.	Mr. VARNADHARMA KANCHANASUVARNA (Director)	-	12/12	Participating	Participating
5.	Mr. ATHAWUT TAECHAUBOL (Director)	-	12/12	Participating	Participating
6.	Mr. TAWIL PRAISONT (Director)	-	5/5	Non-participating	Non-participating
7.	Mr. CHOTIWIT TAECHAUBOL (Director)	2 Aug 2023	6/6	Non-participating	Participating

Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1.	Mr. APICHA TAECHAUBOL (Chairman of the board)	-	300,000.00	348,387.10	No
2.	Mr. GUMPOL TIYARAT (Vice Chairman)	-	210,000.00	210,000.00	No
3.	Mrs. RACHANEE SIWAVEJ (Director)	-	180,000.00	180,000.00	No
4.	Mr. VARNADHARMA KANCHANASUVARNA (Director)	-	230,000.00	180,000.00	No
5.	Mr. ATHAWUT TAECHAUBOL (Director)	-	180,000.00	300,000.00	No
6.	Mr. TAWIL PRAISONT (Director)	-	85,000.00	68,225.81	No
7.	Mr. CHOTIWIT TAECHAUBOL (Director)	2 Aug 2023	90,000.00	175,806.45	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) : 5

List of directors		Termination date	Number of the audit committee meeting
1.	Mr. GUMPOL TIYARAT (Chairman of the audit committee)	-	2/2
2.	Mr. VARNADHARMA KANCHANASUVARNA (Audit committee)	-	5/5
3.	Mr. TAWIL PRAISONT (Audit committee)	-	1/1
4.	Mr. PRASONG VARA-RATANAKUL (Chairman of the audit committee)	1 Jun 2023	3/3
5.	Mr. CHETAWAN ANUNTASOMBOON (Audit committee)	28 Jun 2023	3/3