



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

CHIC REPUBLIC PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024



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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 : CHIC REPUBLIC PUBLIC COMPANY LIMITED

Symbol : CHIC

Address : No 90 Soi Yothin Pattana, Pradit Manutham Road, Klong Chan Sub-District, Bang Krap District

Province : Bangkok

Postcode : 10240

Business : One stop shopping retailer chain store of furniture, home decoration, mattress, and bedding products on a stand-alone basis. Main brands include "CHIC Republic" and "Rina Hey".

Registration Number : 0107560000389

Telephone : 0-2514-7111

Fax (if applicable) : 0-2514-7114

Website : www.chicrepublicthai.com

Email : customerdelight@chicrepublicthai.com

Total Shares Sold (shares)

Common Stock : 1,360,000,000

Preferred Stock : 0

Business Operations (1.2)

Revenue Structure (1.2.1)

By Product Line or Business Grouping

	2022	2023	2024
Total revenue from operations (Thousand baht)	770,060.37	689,877.45	592,449.87
Merchandise sales revenue (Thousand baht)	446,210.56	429,250.53	430,608.30
Project-based revenue (Thousand baht)	270,234.22	196,632.49	97,680.67
Design studio revenue (Thousand baht)	11,628.20	12,737.97	8,652.40
Service revenue (Thousand baht)	32,278.29	45,490.97	46,250.36
Other (Thousand baht)	9,709.10	5,765.49	9,258.14

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Merchandise sales revenue (%)	57.94	62.22	72.68
Project-based revenue (%)	35.09	28.50	16.49
Design studio revenue (%)	1.51	1.85	1.46
Service revenue (%)	4.19	6.59	7.81
Other (%)	1.26	0.84	1.56

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	770,060.37	689,877.45	592,449.87
Domestic (Thousand baht)	741,790.37	669,295.16	567,450.28
International (Thousand baht)	28,270.00	20,582.29	24,999.59

Cambodia (Thousand baht)	28,270.00	20,582.29	24,999.59
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	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	96.33	97.02	95.78
International (%)	3.67	2.98	4.22
Cambodia (%)	100.00	100.00	100.00

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	9,709.10	5,765.49	9,258.14
Other income from operations (Thousand baht)	9,709.10	5,765.49	9,258.14
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)	2022	2023	2024
R&D expenses in the past 3 years	N/A	N/A	N/A

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 economic volatility and dependency on the real estate sector

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk

Risk from the Company's branch expansion which is not as planned

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

- Economic risk

Financial Risk

- Insufficient sources of funding

- Income volatility

Risk from competitive environment

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Competition risk

Risk from consumer behavior change

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

Risk from being unable to renew the land lease agreements and area lease agreements

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Property lease agreement execution

Risk from the land lease for branch expansion that has not yet been constructed

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Economic risk

Operational Risk

- Delays in the development of future projects

Risk of inability to maintain customer information, and the improper use of customer information, or unauthorized access to customer information

Risk Management Measures: Yes

Related Risk Topics

Compliance Risk

- Change in laws and regulations

Risk from relying on main executive director of the Company

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Reliance on employees in key positions

Risk from Climate Change

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Climate change and disasters

Risk from financial institutions' loan indebtedness

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk from fluctuations in foreign exchange rates

Risk Management Measures: Yes

Related Risk Topics

Financial Risk

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

Risk to Securities Holder (2.2.2)

Risk from major shareholders controlling over the voting in the shareholders' meeting

Risk Management Measures: Yes

Related Risk Topics

- Return from investment of securities holder
- Other

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://investor.chicrepublicthai.com/th/downloads/one-reports>
(if applicable)

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://investor.chicrepublicthai.com/th/downloads/one-reports>
(if applicable)

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean
Energy Management, Water Management, Waste Management,
Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

	2022	2023	2024
Diesel (Litres)	74,798.00	83,001.00	94,510.64
Gasoline (Litres)	4,846.00	6,963.00	7,713.52

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	5,323,310.00	6,522,951.00	7,101,527.00

Water management

• Water consumption

	2022	2023	2024
Total water withdrawal (Cubic meters)	47,610.00	54,229.00	55,348.00

Waste management

• Waste from operations

	2022	2023	2024
Non-hazardous waste (Kilograms)	0.00	0.00	0.00
Hazardous waste (Kilograms)	0.00	0.00	0.00
Total waste generated (Kilograms)	0.00	0.00	0.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://investor.chicrepublicthai.com/th/downloads/one-reports>

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

	2022	2023	2024
Number of male employees (Persons)	103	113	116
Number of female employees (Persons)	138	133	162
Total number of employees (Persons)	241	246	278

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	68,398,575.44	71,421,284.29	91,476,840.00

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	N/A	6.00	6.00
Employee development and training expenses (baht)	N/A	126,810.28	322,814.02

• Health, safety and work environment

	2022	2023	2024
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Total number of lost time injury incidents by employees (Cases)	1	0	0
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• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	N/A	N/A	58.99

• **Significant labor dispute**

	2022	2023	2024
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://investor.chicrepublicthai.com/th/corporate-governance/corporate-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, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies
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Code of Conduct (6.2)

Establishing a Code of Conduct

Establishing a Code of Conduct

Code of Conduct	: Yes
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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
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**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	8	100.00
Number of male directors	4	50.00
Number of female directors	4	50.00
Number of executive directors	4	50.00
Number of non-executive directors	4	50.00
Number of independent directors	4	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. PAIBOON SAREEWIWATTHANA Gender: Male Age: 70 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	29 Jul 2016	Finance

2.	Mr. KIJJJA PATTAMASATTAYASONTI Gender: Male Age: 67 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	26 May 2009	Business Administration
3.	Ms. KAMOLTIP PARKSUWAN Gender: Female Age: 67 years old Highest level of education: Master's degree Major: Health Care Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	31 Mar 2010	Human Resource Management, Corporate Management
4.	Mr. SARAWUT CHARUCHINDA Gender: Male Age: 67 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	28 Mar 2016	Accounting, Finance, Banking
5.	Mr. ROM HIRANPRUK Gender: Male Age: 70 years old Highest level of education: Doctoral degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	28 Mar 2016	Information & Communication Technology, IT Management

6.	Ms. KUSAYA LEERAHAWONG Gender: Female Age: 67 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	30 Jun 2016	Accounting, Finance
7.	Ms. PIYANUCH NAKAYODHIN Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	12 Jul 2016	Accounting
8.	Ms. Sarita Pattamasattayasonthi Gender: Female Age: 30 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Additional and newly-appointed directors	22 Apr 2024	Marketing, Business Administration

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 : No

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. SARAWUT CHARUCHINDA [1] Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Original director	28 Mar 2016	Accounting, Finance, Banking
2. Mr. ROM HIRANPRUK Gender: Male Age: 70 years old Highest level of education: Doctoral degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	28 Mar 2016	Information & Communication Technology, IT Management
3. Ms. KUSAYA LEERAHAWONG [1] Gender: Female Age: 67 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	30 Jun 2016	Accounting, Finance

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

Remark : The company called Audit and Risk Committee.

Executive Committee

List of executive committee members

General information	Position	Date position was assumed
1. Mr. KIJJJA PATTAMASATTAYASONTHI Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	7 Apr 2016
2. Ms. KAMOLTIP PARKSUWAN Gender: Female Age: 67 years old Highest level of education: Master's degree Major: Health Care Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	7 Apr 2016
3. Ms. PIYANUCH NAKAYODHIN Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	12 Jul 2016
4. Ms. Sarita Pattamasattayasonthi Gender: Female Age: 30 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	20 Feb 2023

5.	Mr. Thongchai Dumrongpiriyakul Gender: Male Age: 32 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	20 Feb 2023
6.	Ms. Sinina Pattamasattayasonthi Gender: Female Age: 29 years old Highest level of education: Master's degree Major: Global Supply Chain Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	13 May 2024

Other sub-committees

Sub-committees information

Name of sub-committees	List of directors	Position
Nomination and Remuneration Committee	Ms. KUSAYA LEERAHAWONG	Chairman
	Mr. PAIBOON SAREEWIWATTHANA	Member
	Mr. ROM HIRANPRUK	Member
	Ms. KAMOLTIP PARKSUWAN	Member
Audit Committee	Mr. SARAWUT CHARUCHINDA	Chairman
	Ms. KUSAYA LEERAHAWONG	Member
	Mr. ROM HIRANPRUK	Member

Roles of Sub-committees

Sub-committees responsible for risk management : Audit 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 : Nomination and Remuneration 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. KIJJA PATTAMASATTAYASONTHI Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Business Administration	CHIEF EXECUTIVE OFFICER	26 May 2009	Business Administration
2. Ms. Nuch Phuprapan [2] Gender: Female Age: 48 years old Highest level of education: Bachelor's degree Major: Accounting	Accounting Manager	14 Aug 2018	Accounting
3. Ms. Piyanuch Satidyoung Gender: Female Age: 43 years old Highest level of education: Master's degree Major: Finance	Finance and Budget Manager	14 Aug 2018	Finance
4. Ms. PIYANUCH NAKAYODHIN [1] Gender: Female Age: 55 years old Highest level of education: Bachelor's degree Major: Accounting	Deputy Managing Director and Chief Finance Officer	25 Feb 2019	Accounting
5. Mr. Chayut Juntasorn Gender: Male Age: 52 years old Highest level of education: Bachelor's degree Major: Political Science	Chief Logistic Officer	25 Feb 2019	Transportation & Logistics

6.	Mr. Sermsak Palasilpmongkol Gender: Male Age: 50 years old Highest level of education: Master's degree Major: Management	Chief Information Technology	22 Oct 2020	Information & Communication Technology
7.	Ms. Sarita Pattamasattayasonthi Gender: Female Age: 30 years old Highest level of education: Master's degree Major: Business Administration	Chief Business Development Officer	9 May 2022	Marketing, Business Administration
8.	Mr. Thongchai Dumrongpiriyakul Gender: Male Age: 32 years old Highest level of education: Master's degree Major: Business Administration	Chief E-Commerce	9 May 2022	Marketing, Digital Marketing
9.	Ms. Sinina Pattamasattayasonthi Gender: Female Age: 29 years old Highest level of education: Master's degree Major: Global Supply Chain Management	Chief Merchandise and Supply Chain Management	25 Mar 2024	Strategic Management

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

Remuneration policy for executives (7.4.2 – 7.4.3)

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) : 116

Number of female employees (persons) : 162

Total number of employees (persons) : 278

Employee Remuneration

Total employee remuneration : 91,476,840.00

Provident fund

Total number of employees (persons) : 278

Number of employees contributing to the PVD (persons) : 56

Percentage of employees who are members (%) : 20.14

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. PAIBOON SAREEWIWATTHANA Gender: Male Age: 70 years old Highest level of education: Doctoral degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 29 Jul 2016	Finance
2. Mr. KIJJJA PATTAMASATTAYASONTI Gender: Male Age: 67 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: 26 May 2009	Business Administration
3. Mr. ROM HIRANPRUK Gender: Male Age: 70 years old Highest level of education: Doctoral degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 28 Mar 2016	Information & Communication Technology, IT Management

• List of newly appointed director (not being replaced the ex-director)

General information	Position	Date position was assumed	Experience and expertise
1. Ms. Sarita Pattamasattayasonthi Gender: Female Age: 30 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Additional and newly-appointed directors	Date position was assumed: 22 Apr 2024	Marketing, Business Administration

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PAIBOON SAREEWIWATTHANA	Chairman of the board	Non-participating
Mr. KIJJA PATTAMASATTAYASONTHI	Director	Non-participating
Ms. KAMOLTIP PARKSUWAN	Director	Non-participating
Mr. SARAWUT CHARUCHINDA	Director	Participating
Mr. ROM HIRANPRUK	Director	Participating
Ms. KUSAYA LEERAHAWONG	Director	Participating
Ms. PIYANUCH NAKAYODHIN	Director	Participating
Ms. Sarita Pattamasattayasonthi	Director	Participating

Meeting attendance and remuneration to each Board member (8.1.2)

Meeting attendance of the board of directors

Number of board meetings (times)	: 11
Date of AGM meeting	: 22 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. PAIBOON SAREEWIWATTHANA (Chairman of the board)	-	11/11	Participating	Did not hold the meeting
2.	Mr. KIJJA PATTAMASATTAYASONTI (Director)	-	11/11	Participating	Did not hold the meeting
3.	Ms. KAMOLTIP PARKSUWAN (Director)	-	11/11	Participating	Did not hold the meeting
4.	Mr. SARAWUT CHARUCHINDA (Director)	-	11/11	Participating	Did not hold the meeting
5.	Mr. ROM HIRANPRUK (Director)	-	11/11	Participating	Did not hold the meeting
6.	Ms. KUSAYA LEERAHAWONG (Director)	-	11/11	Participating	Did not hold the meeting
7.	Ms. PIYANUCH NAKAYODHIN (Director)	-	11/11	Participating	Did not hold the meeting
8.	Ms. Sarita Pattamasattayasonthi (Director)	-	8/8	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. PAIBOON SAREEWIWATTHANA (Chairman of the board)	-	0.00	0.00	Yes
2.	Mr. KIJJA PATTAMASATTAYASONTI (Director)	-	0.00	0.00	Yes
3.	Ms. KAMOLTIP PARKSUWAN (Director)	-	0.00	0.00	Yes
4.	Mr. SARAWUT CHARUCHINDA (Director)	-	0.00	0.00	Yes
5.	Mr. ROM HIRANPRUK (Director)	-	0.00	0.00	Yes
6.	Ms. KUSAYA LEERAHAWONG (Director)	-	0.00	0.00	Yes

7.	Ms. PIYANUCH NAKAYODHIN (Director)	-	0.00	0.00	Yes
8.	Ms. Sarita Pattamasattayasonthi (Director)	-	0.00	0.00	Yes

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. SARAWUT CHARUCHINDA (Chairman of the audit committee)	-	4/4
2.	Mr. ROM HIRANPRUK (Audit committee)	-	4/4
3.	Ms. KUSAYA LEERAHAWONG (Audit committee)	-	4/4