



# **Annual Registration Statement / Annual Report**

## **Form 56-1 One Report**

### **(Structured Data Report)**

**THE ONE ENTERPRISE 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 : THE ONE ENTERPRISE PUBLIC COMPANY LIMITED

Symbol : ONEE

Address : Gmm Grammy Place Bldg. Sukhumvit 21 (Asok) Rd., Khlong Toei  
Nuea, Vadhana

Province : Bangkok

Postcode : 10110

Business : A holding company which engages in media and entertainment  
business and is vertically integrated from being content  
creator to owning offline and online distribution channels.

Registration Number : 0107564000146

Telephone : 0-2669-9697

Website : [www.theoneenterprise.com](http://www.theoneenterprise.com)

Email : [ir@onee.one](mailto:ir@onee.one)

#### Total Shares Sold (shares)

Common Stock : 2,381,250,000

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)	6,226,754.22	6,514,894.82	6,669,248.80
Revenue from Content Marketing (Thousand baht)	4,503,348.20	4,182,897.57	4,245,630.57
Revenue From Idol Marketing Business (Thousand baht)	1,218,004.27	1,986,440.58	2,223,474.24
Revenue from Production Business (Thousand baht)	407,008.00	262,869.00	140,819.00
Other (Thousand baht)	98,393.75	82,687.67	59,324.99

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from Content Marketing (%)	72.32	64.21	63.66
Revenue From Idol Marketing Business (%)	19.56	30.49	33.34
Revenue from Production Business (%)	6.54	4.03	2.11
Other (%)	1.58	1.27	0.89

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	6,226,754.22	6,514,894.82	6,669,248.80
Domestic (Thousand baht)	5,292,733.42	5,571,609.00	5,714,939.34
International (Thousand baht)	934,020.80	943,285.82	954,309.46

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00

Domestic (%)	85.00	85.52	85.69
International (%)	15.00	14.48	14.31

Other income as specified in the financial statements

	2022	2023	2024
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
Financial Revenue (Thousand baht)	9,212.31	18,599.62	31,708.91

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)	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)**

**Risks from changes in popularity of television or radio programs among consumers.**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

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

**The Company Group operates businesses in a highly competitive industry and may not be able to expand or maintain profitability due to competitive pressure.**

**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
- Business operations of partners in the supply chain
- Competition risk
- Economic risk

**The Company Group may be at risk of renewing its License to use Allocated Frequencies for National Commercial Digital Television Services, High-Definition Variety Category and receiving entitlement to be a co-host and a radio program producer which has expiration dates that can be changed.**

**Risk Management Measures:** Yes

**Related Risk Topics**



#### Strategic Risk

- Government policy

#### Compliance Risk

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

**The Company Group may not be successful at maintaining or promoting its brand and reputation, which could have significant negative impacts on its business, financial position, and performance.**

**Risk Management Measures:** Yes

#### Related Risk Topics

##### Strategic Risk

- Damage to company image and reputation
- ESG risk

**The Company Group's success and ability to conduct business efficiently depend on its ability to hire and retain executives and key personnel.**

**Risk Management Measures:** Yes

#### Related Risk Topics

##### Operational Risk

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

**The Company Group may lose the license to use the names and copyrights in some television programs and trademarks that have been granted by others.**

**Risk Management Measures:** Yes

#### Related Risk Topics

##### Operational Risk

- Loss or damage from non-compliance of partners or counterparties
- Property lease agreement execution

**The Company Group is exposed to risks from the change in the digital television and radio frequency broadcasting industry.**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Behavior or needs of customers / consumers
- Changes in technologies

**Uncertainty about economic, social, and political conditions may result in a decrease in advertising budgets and significant negative impacts on the Company Group's revenue and profitability.**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Volatility in the industry in which the company operates
- Economic risk

Operational Risk

- Delays in the development of future projects

**The Company Group may be at risk from uncertainty about the laws and regulations relating to radio broadcasting and television businesses**

**Risk Management Measures:** Yes

**Related Risk Topics**

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing business
- Violations of laws and regulations
- Legal risk

**The Company Group may appear in negative news that could affect its reputation or result in legal proceedings, either of which could have significant negative impacts on its business, financial position, and performance.**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Damage to company image and reputation

Compliance Risk

- Legal risk

**The Company Group is exposed to regulatory risks related to personal data protection.**

**Risk Management Measures:** Yes

**Related Risk Topics**

Operational Risk

- System disruption risk

Compliance Risk

- Violations of laws and regulations
- Corporate Governance
- Legal risk

**The abilities to continually maintain and/or improve the efficiency and security of the Company Group's information technology system.**

**Risk Management Measures:** Yes

**Related Risk Topics**

Strategic Risk

- Changes in technologies

Operational Risk

- System disruption risk

## **Pandemics & Disaster**

**Risk Management Measures:** Yes

### **Related Risk Topics**

Strategic Risk

- Pandemic risk

## **Risk to Securities Holder (2.2.2)**

**Major shareholders may have significant influence on the management and operations of the Company.**

**Risk Management Measures:** Yes

### **Related Risk Topics**

- Return from investment of securities holder
- Other

**Risk from major shareholders potentially selling their shares on the stock exchange**

**Risk Management Measures:** Yes

### **Related Risk Topics**

- Return from investment of securities holder
- Other

**The risk of fluctuations in the company's share price may cause significant losses to investors.**

**Risk Management Measures:** Yes

### **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://investor.theoneenterprise.com/storage/document/cg/onee-sustainability-policy-th.pdf>  
(if applicable)

## Environmental Aspect (3.3)

### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Company environmental guideline : Electricity 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)	N/A	N/A	6,208.19

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	1,913,000.00	2,131,000.00	2,762,769.00

#### Water management

• Water consumption

	2022	2023	2024
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Total water withdrawal (Cubic meters)	26,127.74	24,231.89	29,476.77
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## Greenhouse gas management

### • Greenhouse gas emissions

	2022	2023	2024
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	17,039.00
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	1,458,189.48
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	40,103.44
<b>Total GHG emissions (Metric tonnes of carbon dioxide equivalent)</b>	<b>0.00</b>	<b>N/A</b>	<b>1,515,331.92</b>

### • 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, Community and Environment Rights, Safety and Occupational Health at Work

### 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)	613	613	631
Number of female employees (Persons)	666	682	750
<b>Total number of employees (Persons)</b>	<b>1,279</b>	<b>1,295</b>	<b>1,381</b>

##### • Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	0.00	0.00	1,083,598,527.79

##### • Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	N/A	N/A	15.00
Employee development and training expenses (baht)	N/A	N/A	1,000,000.00

##### • Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	N/A	N/A	0



• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	N/A	N/A	16.80

• **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.theoneenterprise.com/storage/document/cg/onee-corporate-governance-policy-governance-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	13	100.00
Number of male directors	7	53.85
Number of female directors	6	46.15
Number of executive directors	2	15.38
Number of non-executive directors	11	84.62
Number of independent directors	5	38.46

#### 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 DAMRONGCHAITHAM Gender: Male Age: 75 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Re-elected as director	3 May 2021	Corporate Management, Marketing, Governance/ Compliance, Leadership, Risk Management

2.	Mr. TAKONKIET VIRAVAN Gender: Male Age: 58 years old Highest level of education: Honorary degree Major: Bachelor of Arts Thai nationality: Yes Residing in Thailand: No	Director (Executive)  Director type: Original director	3 May 2021	Media & Publishing, Governance/ Compliance, Information & Communication Technology, Digital Marketing, Business Administration
3.	Mr. PIYA SOSOTHIKUL Gender: Male Age: 53 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	3 May 2021	Accounting, Finance, Corporate Management, Governance/ Compliance, Business Administration
4.	Mr. RAFAH DAMRONGCHAITHAM Gender: Male Age: 37 years old Highest level of education: Bachelor's degree Major: Communication Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	31 May 2017	Information & Communication Technology, Digital Marketing, Strategic Management, Corporate Management, Governance/ Compliance
5.	Ms. SUVABHA CHAROENYING Gender: Female Age: 61 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	3 May 2021	Finance, Accounting, Governance/ Compliance, Business Administration, Law

6.	<p>Mrs. DUANGMANEE SUKHUM</p> <p>Gender: Female</p> <p>Age: 58 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Architecture</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	3 May 2021	<p>Strategic Management, Corporate Management, Governance/ Compliance, Business Administration, Leadership</p>
7.	<p>Mrs. DUANGJAI LORLERTWIT</p> <p>Gender: Female</p> <p>Age: 62 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Communication Arts</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	24 Feb 2023	<p>Governance/ Compliance, Corporate Management, Business Administration, Marketing, Sustainability</p>
8.	<p>Ms. INGFAH DAMRONGCHAITHAM</p> <p>Gender: Female</p> <p>Age: 33 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Design and Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	23 Feb 2024	<p>Marketing, Digital Marketing, Governance/ Compliance, Business Administration</p>
9.	<p>Ms. JANJIRA PANITPON</p> <p>Gender: Female</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Finance</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Newly appointed director to replace ex-director</p>	23 Feb 2024	<p>Accounting, Finance, Risk Management, Governance/ Compliance, Business Administration</p>

10.	Ms. BOOSABA DAORUENG Gender: Female Age: 72 years old Highest level of education: Bachelor's degree Major: Faculty of Liberal Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	26 Apr 2024	Business Administration, Marketing, Leadership
11.	Mr. SIROT SETABANDHU Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	26 Apr 2024	Business Administration, Governance/ Compliance, Accounting, Finance, Strategic Management
12.	Mr. NALIKATIBHAG SANGSNIT Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Interdisciplinary Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	26 Apr 2024	Risk Management, Business Administration
13.	Mr. KANCHIT BUNAJINDA Gender: Male Age: 57 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: Newly appointed director to replace ex-director	8 May 2024	Business Administration, Governance/ Compliance, Risk Management, Finance, Accounting

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

General information	Position	Tenure	Replacement Director
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1.	Mr. PRADIT THEEKAKUL Gender: Male Age: 65 years old Highest level of education: Barrister Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 3 May 2021 Date directorship ended: 27 Apr 2024	Ms. BOOSABA DAORUENG Date position was assumed: 27 Apr 2024
2.	Mr. FAHMAI DAMRONGCHAITHAM Gender: Male Age: 38 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 31 May 2017 Date directorship ended: 23 Feb 2024	Ms. INGFAH DAMRONGCHAITHAM Date position was assumed: 23 Feb 2024
3.	Ms. THANAN BUNJONGDEE Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 31 May 2017 Date directorship ended: 29 Apr 2024	No replacement director
4.	Mr. TANUPOL VIRUNHAGARUN Gender: Male Age: 41 years old Highest level of education: Bachelor's degree Major: Medicine Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 3 May 2021 Date directorship ended: 29 Apr 2024	No replacement director
5.	Mrs. SAUWANEE THAIRUNGROJ Gender: Female Age: 66 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 3 May 2021 Date directorship ended: 29 Apr 2024	Mr. KANCHIT BUNAJINDA Date position was assumed: 8 May 2024

6.	Mr. UNNOP SENASUTTIPAN Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	Date position was assumed: 3 Jul 2020 Date directorship ended: 27 Apr 2024	Mr. SIROT SETABANDHU Date position was assumed: 27 Apr 2024
7.	Ms. SOMRUEDEE SRICHANYA Gender: Female Age: 66 years old Highest level of education: Doctoral degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	Date position was assumed: 24 Feb 2021 Date directorship ended: 27 Apr 2024	Mr. NALIKATIBHAG SANGSNIT Date position was assumed: 27 Apr 2024
8.	Ms. CHONLAYA PROMSRI Gender: Female Age: 49 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 27 Apr 2023 Date directorship ended: 23 Feb 2024	Ms. JANJIRA PANITPON Date position was assumed: 23 Feb 2024

## 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. Ms. SUVABHA CHAROENYING [1] Gender: Female Age: 61 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: Newly appointed director to replace ex-director	8 May 2024	Finance, Accounting, Governance/ Compliance, Business Administration, Law
2. Mrs. DUANGJAI LORLERTWIT [1] Gender: Female Age: 62 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	24 Feb 2023	Governance/ Compliance, Corporate Management, Business Administration, Marketing, Sustainability
3. Mr. NALIKATIBHAG SANGSNIT Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Interdisciplinary Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	8 May 2024	Risk Management, 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. Mrs. SAUWANEE THAIRUNGROJ [1] Gender: Female Age: 66 years old Highest level of education: Doctoral degree Major: Economics Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)	Date position was assumed: 22 Jan 2020 Date directorship ended: 29 Apr 2024	No replacement director

[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. TAKONKIET VIRAVAN Gender: Male Age: 58 years old Highest level of education: Honorary degree Major: Bachelor of Arts Thai nationality: Yes Residing in Thailand: No	Chairman of the executive committee	31 May 2017
2. Mr. RAFAH DAMRONGCHAITHAM Gender: Male Age: 37 years old Highest level of education: Bachelor's degree Major: Communication Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	31 May 2017

3.	Mr. Nipon Pewnen Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	31 May 2017
4.	Ms. JANJIRA PANITPON Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	23 Feb 2024
5.	Ms. BOOSABA DAORUENG Gender: Female Age: 72 years old Highest level of education: Bachelor's degree Major: Faculty of Liberal Arts Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	27 Apr 2024

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

General information	Position	Tenure	Replacement Director
1. Mr. FAHMAI DAMRONGCHAITHAM Gender: Male Age: 38 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 30 May 2017 Date directorship ended: 23 Feb 2024	Ms. JANJIRA PANITPON Date position was assumed: 23 Feb 2024

2.	Ms. THANAN BUNJONGDEE Gender: Female Age: 52 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 3 Jul 2020 Date directorship ended: 29 Apr 2024	No replacement director
3.	Mr. PRADIT THEEKAKUL Gender: Male Age: 65 years old Highest level of education: Barrister Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 31 May 2017 Date directorship ended: 27 Apr 2024	Ms. BOOSABA DAORUENG Date position was assumed: 27 Apr 2024
4.	Mr. UNNOP SENASUTTIPAN Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	Date position was assumed: 31 May 2017 Date directorship ended: 27 Apr 2024	No replacement director

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
The Nomination and Remuneration Committee	Ms. SUVABHA CHAROENYING Mrs. DUANGMANEE SUKHUM Mrs. DUANGJAI LORLERTWIT Ms. SOMRUEDEE SRICHANYA	Chairman Member Member Member
Risk Management Corporate Governance and Sustainability	Mrs. DUANGJAI LORLERTWIT Mr. PIYA SOSOTHIKUL Mr. RAFAH DAMRONGCHAITHAM Mr. Setthabut Maruchinda Mr. Dew Waratangtragoon Mr. Naran Poomsiri	Chairman Member Member Member Member Member

## **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. TAKONKIET VIRAVAN Gender: Male Age: 58 years old Highest level of education: Honorary degree Major: Bachelor of Arts	Group Chief Executive Officer	1 Mar 2021	Media & Publishing, Governance/ Compliance, Information & Communication Technology, Digital Marketing, Business Administration
2. Mr. Naran Poomsiri [1] Gender: Male Age: 45 years old Highest level of education: Master's degree Major: Economics	Group Chief Financial Officer	4 Jun 2024	Finance, Accounting, Sustainability, Audit, Governance/ Compliance
3. Mr. RAFAH DAMRONGCHAITHAM Gender: Male Age: 37 years old Highest level of education: Bachelor's degree Major: Communication	Group Chief Marketing Officer	1 Mar 2021	Information & Communication Technology, Digital Marketing, Strategic Management, Corporate Management, Governance/ Compliance
4. Mrs. Somsri Preutthipan Gender: Female Age: 69 years old Highest level of education: Master's degree Major: Management	Chief Corporate Officer	1 Jan 2022	Business Administration, Information & Communication Technology, IT Management, Corporate Management
5. Mr. Nipon Pewnien Gender: Male Age: 57 years old Highest level of education: Bachelor's degree Major: Communication Arts	Chief Production Officer-TV Drama	1 Jan 2020	Media & Publishing, Information & Communication Technology, Leadership, Digital Marketing



6.	Ms. Suthasinee Busrapan Gender: Female Age: 52 years old Highest level of education: Bachelor's degree Major: Political Science	Chief Production Officer - Variety	1 Jan 2020	Media & Publishing, Information & Communication Technology, IT Management, Digital Marketing, Leadership
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[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

	2022	2023	2024
Total executive remuneration (baht)	86,492,643.00	73,630,805.00	64,877,142.00

### 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) : 631

Number of female employees (persons) : 750

**Total number of employees (persons)** : 1,381

#### Employee Remuneration

Total employee remuneration : 1,083,598,527.79

## Provident fund

Total number of employees (persons) : 1,381

Number of employees contributing to the PVD (persons) : 914

Percentage of employees who are members (%) : 66.18

## 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. Napa Thongeim	napa.tho@onee.one	

##### • Company secretary

General information	Email	Telephone
1. Mrs. Kanokwan Kosakanan	Kanokwan.kos@onee.one	026699712

##### • Head of internal audit

General information	Email	Telephone
1. Mr. Thanasak Nillawat	thanasak.nil@onee.one	026699816

##### • Head of compliance unit

General information	Email	Telephone
1. Mrs. Kanokwan Kosakanan	Kanokwan.kos@onee.one	026699712

• Head of investor relations

General information	Email	Telephone
1. Mr. Nipas Lapikanont	nipas.lap@onee.one	026699697

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. EY OFFICE LIMITED		1,350,000.00	-

# 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. PAIBOON DAMRONGCHAITHAM Gender: Male Age: 75 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Re-elected as director	Date position was assumed: 3 May 2021	Corporate Management, Marketing, Governance/ Compliance, Leadership, Risk Management
2. Ms. SUVABHA CHAROENYING Gender: Female Age: 61 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: 3 May 2021	Finance, Accounting, Governance/ Compliance, Business Administration, Law

###### • 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.	Ms. INGFAH DAMRONGCHAITHAM Gender: Female Age: 33 years old Highest level of education: Bachelor's degree Major: Design and Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 23 Feb 2024	Marketing, Digital Marketing, Governance/ Compliance, Business Administration
2.	Ms. JANJIRA PANITPON Gender: Female Age: 48 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 23 Feb 2024	Accounting, Finance, Risk Management, Governance/ Compliance, Business Administration
3.	Ms. BOOSABA DAORUENG Gender: Female Age: 72 years old Highest level of education: Bachelor's degree Major: Faculty of Liberal Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 26 Apr 2024	Business Administration, Marketing, Leadership
4.	Mr. SIROT SETABANDHU Gender: Male Age: 52 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 26 Apr 2024	Business Administration, Governance/ Compliance, Accounting, Finance, Strategic Management
5.	Mr. NALIKATIBHAG SANGSNIT Gender: Male Age: 59 years old Highest level of education: Doctoral degree Major: Interdisciplinary Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 26 Apr 2024	Risk Management, Business Administration

6.	Mr. KANCHIT BUNAJINDA	Director	Date position was assumed:	Business Administration, Governance/ Compliance, Risk Management, Finance, Accounting
	Gender: Male	(Non-executive, Independent director)	8 May 2024	
	Age: 57 years old			
	Highest level of education: Master's degree	Director type: Newly appointed director to replace ex-director		
	Major: Finance			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PAIBOON DAMRONGCHAITHAM	Chairman of the board	Participating
Mr. TAKONKIET VIRAVAN	Director	Non-participating
Mr. PIYA SOSOTHIKUL	Director	Non-participating
Mr. RAFAH DAMRONGCHAITHAM	Director	Non-participating
Ms. SUVABHA CHAROENYING	Director	Non-participating
Mrs. DUANGMANEE SUKHUM	Director	Participating
Mrs. DUANGJAI LORLERTWIT	Director	Non-participating
Ms. INGFAH DAMRONGCHAITHAM	Director	Non-participating
Ms. JANJIRA PANITPON	Director	Non-participating
Ms. BOOSABA DAORUENG	Director	Non-participating
Mr. SIROT SETABANDHU	Director	Non-participating
Mr. NALIKATIBHAG SANGSNIT	Director	Non-participating
Mr. KANCHIT BUNAJINDA	Director	Non-participating
Mr. PRADIT THEEKAKUL	Director	Non-participating
Mr. FAHMAI DAMRONGCHAITHAM	Director	Non-participating
Ms. THANAN BUNJONGDEE	Director	Non-participating
Mr. TANUPOL VIRUNHAGARUN	Director	Non-participating

Mrs. SAUWANEE THAIRUNGROJ	Director	Non-participating
Mr. UNNOP SENASUTTIPAN	Director	Non-participating
Ms. SOMRUEDEE SRICHANYA	Director	Participating
Ms. CHONLAYA PROMSRI	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) : 7

Date of AGM meeting : 26 Apr 2024

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. PAIBOON DAMRONGCHAITHAM (Chairman of the board)	-	7/7	Participating	Did not hold the meeting
2.	Mr. TAKONKIET VIRAVAN (Director)	-	7/7	Participating	Did not hold the meeting
3.	Mr. PIYA SOSOTHIKUL (Director)	-	6/7	Participating	Did not hold the meeting
4.	Mr. RAFAH DAMRONGCHAITHAM (Director)	-	7/7	Participating	Did not hold the meeting
5.	Ms. SUVABHA CHAROENYING (Director)	-	7/7	Participating	Did not hold the meeting
6.	Mrs. DUANGMANEE SUKHUM (Director)	-	7/7	Participating	Did not hold the meeting
7.	Mrs. DUANGJAI LORLERTWIT (Director)	-	7/7	Participating	Did not hold the meeting
8.	Ms. INGFAH DAMRONGCHAITHAM (Director)	-	6/6	Participating	Did not hold the meeting



9.	Ms. JANJIRA PANITPON (Director)	-	6/6	Participating	Did not hold the meeting
10.	Ms. BOOSABA DAORUENG (Director)	-	4/4	Non-participating	Did not hold the meeting
11.	Mr. SIROT SETABANDHU (Director)	-	4/4	Non-participating	Did not hold the meeting
12.	Mr. NALIKATIBHAG SANGSNIT (Director)	-	4/4	Non-participating	Did not hold the meeting
13.	Mr. KANCHIT BUNAJINDA (Director)	-	3/3	Non-participating	Did not hold the meeting
14.	Mr. PRADIT THEEKAKUL (Director)	27 Apr 2024	2/2	Non-participating	Did not hold the meeting
15.	Mr. FAHMAI DAMRONGCHAITHAM (Director)	23 Feb 2024	0/0	Non-participating	Did not hold the meeting
16.	Ms. THANAN BUNJONGDEE (Director)	29 Apr 2024	2/3	Participating	Did not hold the meeting
17.	Mr. TANUPOL VIRUNHAGARUN (Director)	29 Apr 2024	1/3	Participating	Did not hold the meeting
18.	Mrs. SAUWANEE THAIRUNGROJ (Director)	29 Apr 2024	3/3	Participating	Did not hold the meeting
19.	Mr. UNNOP SENASUTTIPAN (Director)	27 Apr 2024	2/2	Participating	Did not hold the meeting
20.	Ms. SOMRUEDEE SRICHANYA (Director)	27 Apr 2024	2/2	Participating	Did not hold the meeting
21.	Ms. CHONLAYA PROMSRI (Director)	23 Feb 2024	0/0	Non-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 DAMRONGCHAITHAM (Chairman of the board)	-	140,000.00	1,520,220.00	Yes
2.	Mr. TAKONKIET VIRAVAN (Director)	-	140,000.00	663,480.00	Yes

3.	Mr. PIYA SOSOTHIKUL (Director)	-	120,000.00	902,983.00	Yes
4.	Mr. RAFAH DAMRONGCHAITHAM (Director)	-	140,000.00	773,480.00	Yes
5.	Ms. SUVABHA CHAROENYING (Director)	-	140,000.00	1,008,480.00	Yes
6.	Mrs. DUANGMANEE SUKHUM (Director)	-	140,000.00	1,008,480.00	Yes
7.	Mrs. DUANGJAI LORLERTWIT (Director)	-	140,000.00	1,008,480.00	Yes
8.	Ms. INGFAH DAMRONGCHAITHAM (Director)	-	120,000.00	867,810.59	Yes
9.	Ms. JANJIRA PANITPON (Director)	-	120,000.00	867,810.59	Yes
10.	Ms. BOOSABA DAORUENG (Director)	-	80,000.00	604,654.67	N/A
11.	Mr. SIROT SETABANDHU (Director)	-	80,000.00	604,654.67	Yes
12.	Mr. NALIKATIBHAG SANGSNIT (Director)	-	80,000.00	604,654.67	Yes
13.	Mr. KANCHIT BUNAJINDA (Director)	-	60,000.00	486,974.87	Yes
14.	Mr. PRADIT THEEKAKUL (Director)	27 Apr 2024	40,000.00	298,327.33	Yes
15.	Mr. FAHMAI DAMRONGCHAITHAM (Director)	23 Feb 2024	0.00	35,172.41	No
16.	Ms. THANAN BUNJONGDEE (Director)	29 Apr 2024	40,000.00	299,660.67	Yes
17.	Mr. TANUPOL VIRUNHAGARUN (Director)	29 Apr 2024	20,000.00	189,163.67	Yes
18.	Mrs. SAUWANEE THAIRUNGROJ (Director)	29 Apr 2024	60,000.00	410,157.67	Yes
19.	Mr. UNNOP SENASUTTIPAN (Director)	27 Apr 2024	40,000.00	220,994.00	Yes
20.	Ms. SOMRUEDEE SRICHANYA (Director)	27 Apr 2024	40,000.00	298,327.33	Yes
21.	Ms. CHONLAYA PROMSRI (Director)	23 Feb 2024	N/A	35,172.41	N/A

## 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.	Ms. SUVABHA CHAROENYING (Chairman of the audit committee)	-	4/4
2.	Mrs. DUANGJAI LORLERTWIT (Audit committee)	-	4/4
3.	Mr. NALIKATIBHAG SANGSNIT (Audit committee)	-	3/3
4.	Mrs. SAUWANEE THAIRUNGROJ (Chairman of the audit committee)	29 Apr 2024	1/1