



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THE ONE ENTERPRISE PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2023



Table of Contents

	Page
Business Operations and Performance	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	9
Corporate Governance	
Corporate Governance Policy	12
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	13
Performance Report on Corporate Governance	27

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

Email : 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

	2021	2022	2023
Total revenue from operations (Thousand baht)	5,435,816.85	6,226,754.04	6,514,895.00
Revenue from advertising, promotion and lease of television station (Thousand baht)	2,995,519.25	2,937,540.00	2,834,431.00
Revenue from copyrights management (Thousand baht)	1,244,186.05	1,345,220.00	988,491.00
Revenue from radio production (Thousand baht)	188,582.32	220,588.00	290,751.00
Revenue from production and service (Thousand baht)	316,839.00	376,566.00	297,363.00
Revenue from event business (Thousand baht)	37,384.76	301,419.00	636,532.00
Revenue from other related business (Thousand baht)	564,277.32	947,027.00	1,384,639.00
Other (Thousand baht)	89,028.15	98,394.04	82,688.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Revenue from advertising, promotion and lease of television station (%)	55.11	47.18	43.51
Revenue from copyrights management (%)	22.89	21.60	15.17
Revenue from radio production (%)	3.47	3.54	4.46
Revenue from production and service (%)	5.83	6.05	4.56
Revenue from event business (%)	0.69	4.84	9.77
Revenue from other related business (%)	10.38	15.21	21.25
Other (%)	1.64	1.58	1.27

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	5,435,816.85	6,226,754.04	6,514,895.00
Domestic (Thousand baht)	4,552,086.90	5,292,733.42	5,571,609.00
International (Thousand baht)	883,729.95	934,020.62	943,286.00

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	83.74	85.00	85.52
International (%)	16.26	15.00	14.48

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
Financial Revenue (Thousand baht)	2,304.25	9,212.31	18,599.00

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 : Yes

(Unit : Thousand baht)	2021	2022	2023
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)

Epidemic of infectious diseases or public health issues may have significant impacts on the business, financial position, performance, and business trends of the Company Group.

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Pandemic risk

The Company Group has hired GRAMMY to provide support services for certain types of office work.

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- System disruption risk

The Company Group is exposed to risks from changes in popularity of television or radio programs among consumers.

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- 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 the profitability due to competitive pressure.

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Behavior or needs of customers / consumers

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

The Company Group may be at risk of renewing its License to use Allocated Frequencies for National Commercial Digital Television Services

Risk Management Measures: Yes

Related Risk Topics

Strategic Risk

- Government policy

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

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

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

Strategic Risk

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

The Company Group may not be able to prevent the infringement of its intellectual property or trademarks rights and it is in the process of registering some of its trademarks.

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Other

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

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

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

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

Strategic Risk

- Government policy

Compliance Risk

- Change in laws and regulations

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

- Government policy

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

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- Information security and cyber-attack
- System disruption risk

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

Risk Management Measures: Yes

Related Risk Topics

Operational Risk

- System disruption 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

Risk from selling the Company's shares or major shareholder of the Company

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>

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : Yes

Company environmental guideline : Electricity Management, Water 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	1,913,000.00	2,131,000.00

Water management

• Water consumption

	2021	2022	2023
Total water withdrawal (Cubic meters)	1,135.00	1,375.00	0.00

Waste management

• Waste from operations

	2021	2022	2023
Total waste generated (Kilograms)	0.00	0.00	0.00

Greenhouse gas management

• Greenhouse gas emissions

	2021	2022	2023
Total GHG emissions target (Metric tonnes of carbon dioxide equivalent)	N/A	300.00	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	289.32	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	289.32	N/A

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy 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

	2021	2022	2023
Number of male employees (Persons)	583	613	613
Number of female employees (Persons)	613	666	682
Total number of employees (Persons)	1,196	1,279	1,295

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	0.00

• Significant labor dispute

	2021	2022	2023
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	15	100.00
Number of male directors	8	53.33
Number of female directors	7	46.67
Number of executive directors	3	20.00
Number of non-executive directors	12	80.00
Number of independent directors	5	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. PAIBOON DAMRONGCHAITHAM Gender: Male Age: 74 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	3 May 2021	Media & Publishing, Strategic Management, Corporate Management, Marketing, Governance/ Compliance, Information & Communication Technology, Negotiation, Leadership, Risk Management, Finance & Securities, Digital Marketing

2.	Mr. TAKONKIET VIRAVAN Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Broadcasting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	3 May 2021	Media & Publishing, Strategic Management, Corporate Management, Marketing, Governance/ Compliance, Information & Communication Technology, Negotiation, Leadership, Project Management, Budgeting
3.	Mr. PIYA SOSOTHIKUL 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: Original director	3 May 2021	Media & Publishing, Accounting, Finance, Strategic Management, Corporate Management, Marketing, Finance & Securities, Governance/ Compliance, Information & Communication Technology, Risk Management, Banking, Property Fund & REITs, Fund Management
4.	Mr. PRADIT THEEKAKUL Gender: Male Age: 64 years old Highest level of education: Barrister Major: Law Thai nationality: Yes Residing in Thailand: Yes	Vice Chairman (Non-executive) Director type: Original director	3 May 2021	Media & Publishing, Strategic Management, Corporate Management, Law, Governance/ Compliance, Risk Management, Leadership, Negotiation
5.	Mr. RAFAH DAMRONGCHAITHAM Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Communication Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	3 May 2021	Media & Publishing, Information & Communication Technology, Leadership, Negotiation, Brand Management, Marketing, Digital Marketing, Strategic Management, Corporate Management, Data Analysis, Governance/ Compliance

6.	<p>Mr. FAHMAI DAMRONGCHAITHAM</p> <p>Gender: Male</p> <p>Age: 37 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)</p> <p>Director type: Re-elected as director</p>	3 May 2021	<p>Media & Publishing, Strategic Management, Corporate Management, Marketing, Governance/ Compliance, Information & Communication Technology, Digital Marketing, Brand Management, Negotiation, Leadership</p>
7.	<p>Ms. THANAN BUNJONGDEE</p> <p>Gender: Female</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Re-elected as director</p>	3 May 2021	<p>Accounting, Finance, Corporate Management, Governance/ Compliance, Economics, Law</p>
8.	<p>Mr. TANUPOL VIRUNHAGARUN</p> <p>Gender: Male</p> <p>Age: 40 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Medicine</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p>	3 May 2021	<p>Strategic Management, Corporate Management, Governance/ Compliance, Health Care Services</p>
9.	<p>Ms. SUVABHA CHAROENYING</p> <p>Gender: Female</p> <p>Age: 60 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, Independent director)</p> <p>Director type: Original director</p>	3 May 2021	<p>Media & Publishing, Finance, Accounting, Strategic Management, Corporate Management, Marketing, Governance/ Compliance, Risk Management, Audit, Internal Control, Finance & Securities, Economics, Banking, Property Fund & REITs, Digital Marketing</p>

10.	<p>Mrs. SAUWANEE THAIRUNGROJ</p> <p>Gender: Female</p> <p>Age: 65 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Economics</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>	3 May 2021	<p>Accounting, Finance, Strategic Management, Corporate Management, Governance/ Compliance, Risk Management, Audit, Internal Control, Economics</p>
11.	<p>Mrs. DUANGMANEE SUKHUM</p> <p>Gender: Female</p> <p>Age: 57 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, Architecture</p>
12.	<p>Mr. UNNOP SENASUTTIPAN</p> <p>Gender: Male</p> <p>Age: 54 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>(Executive)</p> <p>Director type: Original director</p>	3 May 2021	<p>Media & Publishing, Accounting, Finance, Strategic Management, Corporate Management, Finance & Securities, Governance/ Compliance, IT Management, Risk Management, Economics, Budgeting</p>
13.	<p>Ms. SOMRUEDEE SRICHANYA</p> <p>Gender: Female</p> <p>Age: 65 years old</p> <p>Highest level of education: Doctoral degree</p> <p>Major: Business 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: Original director</p>	3 May 2021	<p>Strategic Management, Corporate Management, Marketing, Governance/ Compliance, Economics</p>

14.	<p>Mrs. DUANGJAI LORLERTWIT</p> <p>Gender: Female</p> <p>Age: 61 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: Newly appointed director to replace ex-director</p>	24 Feb 2023	<p>Governance/ Compliance, Corporate Management, Business Administration, Marketing</p>
15.	<p>Ms. CHONLAYA PROMSRI</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>	27 Apr 2023	<p>Business Administration, Accounting, Finance, Governance/ Compliance, Budgeting, Risk Management, Finance & Securities</p>

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

General information	Position	Tenure	Replacement Director
<p>1. Ms. PORAMAPORN PRASARTTONG-OSOTH</p> <p>Gender: Female</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Surgical Science</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive)</p>	<p>Date position was assumed: 31 May 2017</p> <p>Date directorship ended: 27 Apr 2023</p>	<p>Ms. CHONLAYA PROMSRI</p> <p>Date position was assumed: 27 Apr 2023</p>
<p>2. Mr. SOMBOON KITIYANSUB</p> <p>Gender: Male</p> <p>Age: 64 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Law</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p>	<p>Date position was assumed: 22 Jan 2020</p> <p>Date directorship ended: 24 Feb 2023</p>	<p>Mrs. DUANGJAI LORLERTWIT</p> <p>Date position was assumed: 24 Feb 2023</p>

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. Mrs. SAUWANEE THAIRUNGROJ [1] Gender: Female Age: 65 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) Director type: Re-elected as director	22 Jan 2020	Accounting, Finance, Strategic Management, Corporate Management, Governance/ Compliance, Risk Management, Audit, Internal Control, Economics
2. Ms. SUVABHA CHAROENYING [1] Gender: Female Age: 60 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	22 Jan 2020	Media & Publishing, Finance, Accounting, Strategic Management, Corporate Management, Marketing, Governance/ Compliance, Risk Management, Audit, Internal Control, Finance & Securities, Economics, Banking, Property Fund & REITs, Digital Marketing
3. Mrs. DUANGJAI LORLERTWIT Gender: Female Age: 61 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: Newly appointed director to replace ex-director	24 Feb 2023	Governance/ Compliance, Corporate Management, Business Administration, Marketing

[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. SOMBOON KITIYANSUB Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)	Date position was assumed: 22 Jan 2020 Date directorship ended: 24 Feb 2023	Mrs. DUANGJAI LORLERTWIT Date position was assumed: 24 Feb 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. TAKONKIET VIRAVAN Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Broadcasting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	31 May 2017
2. Mr. PRADIT THEEKAKUL Gender: Male Age: 64 years old Highest level of education: Barrister Major: Law Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	31 May 2017

3.	Ms. THANAN BUNJONGDEE Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	3 Jul 2020
4.	Mr. FAHMAI DAMRONGCHAITHAM Gender: Male Age: 37 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
5.	Mr. RAFAH DAMRONGCHAITHAM Gender: Male Age: 36 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
6.	Mr. UNNOP SENASUTTIPAN Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	31 May 2017
7.	Mr. Nipon Pewnen Gender: Male Age: 56 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

Other sub-committees

Sub-committees information

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

Roles of Sub-committees

Sub-committees responsible for risk management	: Risk Management Corporate Governance and Sustainability
Sub-committees responsible for nomination	: The Nomination and Remuneration Committee
Sub-committees responsible for remuneration	: The Nomination and Remuneration Committee
Sub-committees responsible for corporate governance	: Risk Management Corporate Governance and Sustainability
Sub-committees responsible for corporate sustainability development	: Risk Management Corporate Governance and Sustainability

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: 57 years old Highest level of education: Master's degree Major: Broadcasting	GROUP CHIEF EXECUTIVE OFFICER	1 Mar 2021	Media & Publishing, Strategic Management, Corporate Management, Marketing, Governance/ Compliance, Information & Communication Technology, Negotiation, Leadership, Project Management, Budgeting
2. Mr. Nipon Pewnen Gender: Male Age: 56 years old Highest level of education: Bachelor's degree Major: Communication Arts	Chief Production Officer - 1 (TV Drama)	1 Jan 2020	Information & Communication Technology
3. Ms. Suthasinee Busrapan Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Interdisciplinary Studies	Chief Production Officer - 2 (Variety)	1 Jan 2020	Marketing
4. Mr. RAFAH DAMRONGCHAITHAM Gender: Male Age: 36 years old Highest level of education: Bachelor's degree Major: Communication	Group Chief Marketing Officer	1 Mar 2021	Media & Publishing, Information & Communication Technology, Leadership, Negotiation, Brand Management, Marketing, Digital Marketing, Strategic Management, Corporate Management, Data Analysis, Governance/ Compliance

5.	Mr. UNNOP SENASUTTIPAN [1] Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Finance	Group Chief Financial Officer	1 Mar 2021	Media & Publishing, Accounting, Finance, Strategic Management, Corporate Management, Finance & Securities, Governance/ Compliance, IT Management, Risk Management, Economics, Budgeting
6.	Mrs. Somsri Preutthipan Gender: Female Age: 68 years old Highest level of education: Master's degree Major: Management	Chief Corporate Officer	1 Jan 2022	Corporate Management
7.	Ms. Krobkeaw Panyarachun Gender: Female Age: 53 years old Highest level of education: Master's degree Major: Communication Arts	Chief Strategic Corporate and Communications Officer	26 May 2023	Media & Publishing, Digital Marketing

[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

	2021	2022	2023
Total executive remuneration (baht)	98,295,430.00	84,194,607.00	73,630,805.00

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)	: 613
Number of female employees (persons)	: 682
Total number of employees (persons)	: 1,295

Employee Remuneration

Total employee remuneration	: 0.00
-----------------------------	--------

Provident fund

Total number of employees (persons)	: 1,295
Number of employees contributing to the PVD (persons)	: 662
Percentage of employees who are members (%)	: 51.12

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.	Ms. Wattara Arun	wattara.aru@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. Ms. Wattara Arun	wattara.aru@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	<p>1. Mr. Khitsada Lerdwana Email: Termphong.opanaphan@th.ey.com Telephone: -</p> <p>2. Mrs. Poonnard Paocharoen Email: Termphong.opanaphan@th.ey.com Telephone: -</p> <p>3. Ms. Sineenart Jirachaikhuan Khan Email: - Telephone: -</p>	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. TAKONKIET VIRAVAN Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Broadcasting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 3 May 2021	Media & Publishing, Strategic Management, Corporate Management, Marketing, Governance/ Compliance, Information & Communication Technology, Negotiation, Leadership, Project Management, Budgeting
2. Mr. FAHMAI DAMRONGCHAITHAM Gender: Male Age: 37 years old Highest level of education: Bachelor's degree Major: Communication Arts Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 3 May 2021	Media & Publishing, Strategic Management, Corporate Management, Marketing, Governance/ Compliance, Information & Communication Technology, Digital Marketing, Brand Management, Negotiation, Leadership
3. Ms. THANAN BUNJONGDEE Gender: Female Age: 51 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Re-elected as director	Date position was assumed: 3 May 2021	Accounting, Finance, Corporate Management, Governance/ Compliance, Economics, Law

4.	Mrs. SAUWANEE THAIRUNGROJ Gender: Female Age: 65 years old Highest level of education: Doctoral degree Major: Economics 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	Accounting, Finance, Strategic Management, Corporate Management, Governance/ Compliance, Risk Management, Audit, Internal Control, Economics
----	--	--	---	---

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

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. DUANGJAI LORLERTWIT Gender: Female Age: 61 years old Highest level of education: Bachelor's degree Major: Communication Arts 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: 24 Feb 2023	Governance/ Compliance, Corporate Management, Business Administration, Marketing
2. Ms. CHONLAYA PROMSRI 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: 27 Apr 2023	Business Administration, Accounting, Finance, Governance/ Compliance, Budgeting, Risk Management, Finance & Securities

Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. PAIBOON DAMRONGCHAITHAM	Chairman of the board	Non-participating
Mr. TAKONKIET VIRAVAN	Director	Non-participating
Mr. PIYA SOSOTHIKUL	Director	Non-participating
Mr. PRADIT THEEKAKUL	Vice Chairman	Non-participating
Mr. RAFAH DAMRONGCHAITHAM	Director	Non-participating

Mr. FAHMAI DAMRONGCHAITHAM	Director	Non-participating
Ms. THANAN BUNJONGDEE	Director	Non-participating
Mr. TANUPOL VIRUNHAGARUN	Director	Non-participating
Ms. SUVABHA CHAROENYING	Director	Non-participating
Mrs. SAUWANEE THAIRUNGROJ	Director	Non-participating
Mrs. DUANGMANEE SUKHUM	Director	Participating
Mr. UNNOP SENASUTTIPAN	Director	Participating
Ms. SOMRUEDEE SRICHANYA	Director	Participating
Mrs. DUANGJAI LORLERTWIT	Director	Participating
Ms. CHONLAYA PROMSRI	Director	Participating
Ms. PORAMAPORN PRASARTTONG-OSOTH	Director	Non-participating
Mr. SOMBOON KITIYANSUB	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 : 27 Apr 2023

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Mr. PAIBOON DAMRONGCHAITHAM (Chairman of the board)	-	5/5	Participating	Did not hold the meeting

2.	Mr. TAKONKIET VIRAVAN (Director)	-	5/5	Participating	Did not hold the meeting
3.	Mr. PIYA SOSOTHIKUL (Director)	-	5/5	Participating	Did not hold the meeting
4.	Mr. PRADIT THEEKAKUL (Vice Chairman)	-	5/5	Participating	Did not hold the meeting
5.	Mr. RAFAH DAMRONGCHAITHAM (Director)	-	5/5	Participating	Did not hold the meeting
6.	Mr. FAHMAI DAMRONGCHAITHAM (Director)	-	5/5	Participating	Did not hold the meeting
7.	Ms. THANAN BUNJONGDEE (Director)	-	5/5	Participating	Did not hold the meeting
8.	Mr. TANUPOL VIRUNHAGARUN (Director)	-	4/5	Participating	Did not hold the meeting
9.	Ms. SUVABHA CHAROENYING (Director)	-	5/5	Participating	Did not hold the meeting
10.	Mrs. SAUWANEE THAIRUNGROJ (Director)	-	5/5	Participating	Did not hold the meeting
11.	Mrs. DUANGMANEE SUKHUM (Director)	-	5/5	Participating	Did not hold the meeting
12.	Mr. UNNOP SENASUTTIPAN (Director)	-	5/5	Participating	Did not hold the meeting
13.	Ms. SOMRUEDEE SRICHANYA (Director)	-	5/5	Participating	Did not hold the meeting
14.	Mrs. DUANGJAI LORLERTWIT (Director)	-	4/5	Participating	Did not hold the meeting
15.	Ms. CHONLAYA PROMSRI (Director)	-	4/5	Non-participating	Did not hold the meeting
16.	Ms. PORAMAPORN PRASARTTONG-OSOTH (Director)	27 Apr 2023	1/5	Non-participating	Did not hold the meeting
17.	Mr. SOMBOON KITIYANSUB (Director)	24 Feb 2023	0/5	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)	-	100,000.00	1,333,533.94	Yes
2.	Mr. TAKONKIET VIRAVAN (Director)	-	220,000.00	649,022.63	Yes
3.	Mr. PIYA SOSOTHIKUL (Director)	-	130,000.00	889,022.63	Yes
4.	Mr. PRADIT THEEKAKUL (Vice Chairman)	-	220,000.00	889,022.63	Yes
5.	Mr. RAFAH DAMRONGCHAITHAM (Director)	-	100,000.00	649,022.63	Yes
6.	Mr. FAHMAI DAMRONGCHAITHAM (Director)	-	200,000.00	889,022.63	Yes
7.	Ms. THANAN BUNJONGDEE (Director)	-	220,000.00	889,022.63	Yes
8.	Mr. TANUPOL VIRUNHAGARUN (Director)	-	80,000.00	759,218.10	N/A
9.	Ms. SUVABHA CHAROENYING (Director)	-	240,000.00	949,022.63	Yes
10.	Mrs. SAUWANEE THAIRUNGROJ (Director)	-	180,000.00	1,009,022.63	Yes
11.	Mrs. DUANGMANEE SUKHUM (Director)	-	160,000.00	889,022.63	Yes
12.	Mr. UNNOP SENASUTTIPAN (Director)	-	100,000.00	649,022.63	Yes
13.	Ms. SOMRUEDEE SRICHANYA (Director)	-	190,000.00	889,022.63	Yes
14.	Mrs. DUANGJAI LORLERTWIT (Director)	-	215,000.00	773,682.39	Yes
15.	Ms. CHONLAYA PROMSRI (Director)	-	80,000.00	681,884.77	Yes
16.	Ms. PORAMAPORN PRASARTTONG-OSOTH (Director)	27 Apr 2023	20,000.00	207,137.86	Yes
17.	Mr. SOMBOON KITIYANSUB (Director)	24 Feb 2023	35,000.00	45,535.71	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.	Mrs. SAUWANEE THAIRUNGROJ (Chairman of the audit committee)	-	4/4
2.	Ms. SUVABHA CHAROENYING (Audit committee)	-	4/4
3.	Mrs. DUANGJAI LORLERTWIT (Audit committee)	-	3/4
4.	Mr. SOMBOON KITIYANSUB (Audit committee)	24 Feb 2023	1/4