



ESG Performance Report for Listed Companies in 2025

THE ONE ENTERPRISE PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025



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ESG Performance

Company Name : THE ONE ENTERPRISE PUBLIC COMPANY LIMITED Symbol : ONEE

Market : SET Industry Group : Services Sector : Media & Publishing

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

Sustainability and Environmental, Social, and Governance (ESG) Performance

The Company recognizes that enduring business success transcends mere profit maximization. Instead, it necessitates a holistic and integrated commitment to mitigating social and environmental impacts across all dimensions. We firmly believe that Corporate Social and Environmental Responsibility (CSER) serves as the fundamental bedrock of stable and resilient growth, a commitment that remains our foremost priority.

To this end, the Company is dedicated to driving positive changes by fostering awareness, promoting deep understanding, and encouraging active participation among all stakeholders, including employees, customers, business partners, and the community at large. We believe in the power of effective collaboration, which serves as a catalyst for delivering exceptional results and cultivating true societal sustainability.

Furthermore, we strategically leverage our core competencies in communication and marketing to create meaningful impact. Through high-quality media production, targeted engagement initiatives, and the influence of our diverse roster of talents, we aim to disseminate knowledge, spark inspiration, and mobilize society toward a more sustainable future.

The Company remains hopeful that these collective efforts will contribute to lasting positive transformations and build a better future for all. We are particularly committed to advancing sustainable development in key areas, such as natural resources and environmental conservation, educational support and promotion, and community development to ensure that our society progresses with balance and sustainability for generations to come.

Governance Roles and Sustainability Drivers

The Board of Directors plays a pivotal role in establishing policies and strategic directions to maximize benefits for the Company and all stakeholders, with a particular focus on sustainability. The Board has defined a clear vision, mission, and policy framework to ensure that all corporate operations align with the principles of social and environmental responsibility, steering the Company toward sustainable long-term growth.

The Executive Management Team is instrumental in driving the sustainability strategies approved by the Board. Their focus lies in cultivating a deep-seated consciousness and fostering a thorough understanding of the significance of sustainability among employees at all levels. This initiative not only builds a strong corporate culture but also encourages every employee to actively participate in sustainability practices, from internal operational processes to create a positive impact on the broader society.

The Company's sustainability operations emphasize striking a balance between business profitability and the creation of social and environmental values. We recognize that true success is measured not only by robust financial performance but also by the ability to generate a positive impact on the economy, society, and the environment. This commitment is deeply rooted in our corporate mission: To create and produce content across integrated

communication channels that resonate with every era, aiming to build popularity, deliver strong financial results, and maintain social responsibility, while continuously developing professional personnel for the Company's sustainable growth.

To achieve these objectives, the Company has implemented systematic strategic planning and operations, supported by continuous monitoring and performance evaluation to further enhance efficiency. We firmly believe that the unified efforts of the Board of Directors, the Executive Management Team, and all employees are the key drivers that will lead to sustainable success and create lasting value for Thai society.

Sustainability Framework and Integration of the Sustainable Development Goals (SDGs)

The Company prioritizes sustainable organizational and social development by adopting the United Nations 17 Sustainable Development Goals (SDGs) as the primary framework for our sustainability strategic direction.

We have integrated SDG principles into our multi-dimensional operations encompassing economic, social, and environmental facets through a comprehensive approach that encourages active participation from all stakeholders. This integration ensures a seamless alignment between our business strategies and the creation of shared value for society.

Based on a materiality assessment of significant impact areas, the Company has established a sustainability framework focused on 1 prioritized goal. These serve as strategic milestones to drive our environmental initiatives systematically and continuously as follows:

Goal 13: Climate Action

Take urgent action to combat climate change and its impacts by implementing preventative measures and managing operations to ensure the Group minimizes or eliminates negative environmental impacts.

Integrating Global ESG Standards into Our Core Business Identity

The One Enterprise Public Company Limited believe that the true measure of a media leader is not only found in the ratings we achieve or the financial returns we generate but in the lasting positive impact we leave on society and the environment. As the global landscape shifts towards a more conscious and sustainable economy, we are embarking on a transformative journey to evolve our social contributions into a structured and world-class Sustainability framework. To ensure our progress aligns with international expectations, we have begun a comprehensive study and implementation phase based on the FTSE Russell ESG Ratings framework. This strategic alignment serves as our compass, guiding us to integrate Environmental, Social, and Governance (ESG) principles into every facet of our business operations.

Our environmental commitment is currently centered on transitioning from reactive projects to proactive resource management. By studying the FTSE Russell pillars of Climate Change and Pollution & Resources, we are laying the groundwork for a low-carbon operational model. This involves a meticulous assessment of our energy consumption across our office buildings and the Acts Studio complex, where we are exploring the feasibility of renewable energy solutions such as solar power. We are also embedding the principles of a Circular Economy into our organizational culture, moving beyond simple waste disposal to a system of waste recovery. Initiatives like the "One Recycle" and "Acts Studio Drop-off Station" illustrate our journey toward systematic waste segregation and the upcycling of materials into valuable assets. Furthermore, we recognize our role in preserving Biodiversity by utilizing our media platforms to raise awareness about forest ecosystems and natural heritage, ensuring that the beauty of our environment is protected for future generations of storytellers.

Looking forward, The One Enterprise is in a vital stage of maturation. While we are currently in the process of formalizing these ESG practices into a definitive and official policy, the actions we have taken throughout 2025 serve as a powerful testament to our readiness. We are not merely checking boxes; we are redefining what it means to be a media company in the 21st century. By aligning our business principles with the rigorous standards of FTSE Russell, we are ensuring that as we grow, we take our society and our planet along with us. This is our promise to our stakeholders: to be an organization that is not only "The One" in entertainment but "The One" in driving a sustainable, ethical, and vibrant future for all.

Responsible & Green Production Policy

Commitment and Vision

The One Enterprise Public Company Limited, as a leader in integrated content and entertainment creation, recognizes our pivotal role in driving the media and entertainment industry toward sustainability. We are committed to elevating our production standards to encompass environmental, social, and ethical dimensions. By integrating the principle of stakeholder responsibility into every stage of our operations through this Responsible & Green Production Policy, we aim to create high-value content while simultaneously preserving the environment and respecting the dignity of all living beings.

Environmental Management (Green Production)

The Group prioritizes efficient resource management to minimize our ecological footprint. This commitment begins at the pre-production planning stage, where teams conduct environmental impact assessments covering energy consumption, eco-friendly location selection, and the procurement of recycled or biodegradable materials. We also champion sustainable community development by prioritizing local sourcing to reduce logistics-related emissions and distribute income directly to the communities where we film.

On-set, the Company implements systematic waste management practices, strictly enforcing waste segregation by material types such as paper, wooden sets, and plastic to maximize recycling efforts. We have established measures to reduce food waste and minimize the use of single-use plastics. Furthermore, we emphasize energy efficiency through precise logistics planning to reduce greenhouse gas emissions and maintain strict noise control to prevent disturbances to local communities and wildlife. These initiatives align with our ultimate goal to measure and reduce the carbon footprint of our entire production process.

Green Procurement Policy

The One Enterprise Public Company Limited is committed to conducting business with social and environmental responsibility. We have implemented the Green Procurement Policy as a key mechanism to promote the use of eco-friendly products and services. The primary objective is to minimize resource and energy consumption, reduce waste, and mitigate pollution and greenhouse gas emissions across the entire supply chain, driving long-term sustainable development.

In term of selection criteria, the Company clearly defines Green Products as those certified by recognized international and national environmental standards, such as the Green Label, Thai Industrial Standards (TIS), Carbon Footprint labels, LEED, Energy Star, or products made from recycled materials. Green Services focus on providers with eco-conscious operational processes, such as the use of clean energy in logistics or eco-friendly cleaning agents.

To achieve tangible results, the Company operates under Four Core Principles:

1. Priority: Prioritizing green products and services that meet our requirements.
2. Value for Money: Considering price, quality, and long-term environmental impact.
3. Transparency: Ensuring an auditable and transparent procurement process.
4. Participation: Encouraging engagement from all stakeholders.

Our rigorous guidelines include selecting products with long lifespans and ease of repair, as well as maintaining a Green Supplier List to streamline our sustainable procurement efforts.

Furthermore, we focus on internal capacity building by providing continuous training for relevant personnel on green procurement practices. We have established a Monitoring and Evaluation system to regularly report performance to executive management and stakeholders, ensuring the continuous improvement and efficiency of our practices year by year.

Note: This Green Procurement Policy was approved by the Board of Directors Meeting No. 2/2026 and has been effective since May 13, 2026. This reflects the Company's serious commitment to elevating environmental management standards to international levels and creating shared value for a sustainable future.

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or : Yes
goals over the past year

Information on compliance with environmental management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management : Thailand Greenhouse Gas Management Organization (TGO)
principles and standards

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

The One Recycle Project (One Yak Laek Suk)

In alignment with the sustainable environmental policies of The One Enterprise Public Company Limited, Channel one31 initiated the One Recycle project under the concept of "Transforming Waste into Value."

The project aims to promote systematic waste management and foster a better working environment within the organization. Employees are encouraged to actively sort waste, which is then processed and upcycled into reflective safety vests. These upcycled vests were donated to the Watthana District Office to support the safety of waste collectors and street sweepers operating in the Asoke and surrounding areas, reinforcing the Company's social responsibility.

In 2025, the One Recycle project demonstrated a concrete commitment to a green society, achieving the following environmental milestones:

- **Recycled Waste Collected:** A total of 4,526.50 kilograms.
- **GHG Emissions Reduction:** Reduced the carbon footprint by 14,825.41 kgCO₂e.
- **Environmental Impact Comparison:** This reduction is equivalent to the annual CO₂ absorption of 1,561 trees.

These results reflect the Company's determination to be a key driver of a green society and create positive, sustainable changes for the environment and the community, consistent with the Company's ESG framework for robust organizational and societal growth.

Expanding Sustainability: Collaboration with PTT Global Chemical (GC)

To further elevate internal waste management, the Company collaborated with PTT Global Chemical Public Company Limited (GC) to install Drop Points at Acts Studio. These points facilitate the proper sorting of used plastic bottles, covering both clear plastic (PET) and opaque plastic (HDPE). This initiative encourages employees and tenants to engage in efficient waste management that meets international standards.

Through this collaboration, more than 150 kilograms of sorted plastic waste from Acts Studio were delivered to GC, resulting in a greenhouse gas emission reduction of over 154.65 kgCO₂e.

The Company continues to campaign for waste sorting under the "Transforming Waste into Value" concept. Waste collected from all departments is upcycled into 100 reflective safety vests, which are then donated to the Watthana District Office. This initiative enhances the safety of frontline workers while solidifying the Company's commitment to environmental and social responsibility in line with ESG principles.

Acts Studio Drop-off Station Project

Acts Studio, a subsidiary of The One Enterprise Public Company Limited, demonstrates its commitment to sustainable environmental management through a collaborative initiative with the Bang Khu Wat Municipality (Pathum Thani), "Somboon Sai Green", and Recycle Day Co., Ltd. Together, they launched the "Acts Studio Drop-off Station" to manage "orphan waste" (non-recyclable combustible waste) and reduce landfill dependency.

The project promotes proper waste segregation and serves as a centralized Drop-off Station within Acts Studio, accepting dry and clean waste from tenants, production teams, and nearby communities. Key achievements of the project include:

- **Total Waste Management:** Collected and processed over 1,146 kilograms of recyclable and orphan waste.
- **Waste-to-Energy:** Specifically, over 1,130 kilograms of orphan waste (such as snack packaging and general plastics) were managed by "Somboon Sai Green" to be processed into Refuse Derived Fuel (RDF), converting waste into renewable energy.
- **Environmental Impact:** These efforts resulted in a significant carbon footprint reduction of 3,538.51 kgCO₂e, equivalent to the CO₂ absorption capacity of 373 trees.

This initiative reflects the Company's responsibility in diverting waste from landfills and promoting a circular economy for long-term environmental sustainability.

Green Charity: Share for Life

The One Enterprise Public Company Limited, through Channel one31 and Green Wave 106.5 FM, recognizes the urgency of environmental issues and the global climate crisis. The "Green Charity: Share for Life" project was launched to integrate sustainable waste management with humanitarian aid. The initiative began by cultivating internal awareness, encouraging executives and employees to practice proper waste segregation, and transforming recyclable waste into value to support clean energy for hospitals in remote areas.

The project's success was driven by strong strategic partnerships with Thailand Post, WASTEBUY DELIVERY, and RECYCLE DAY, who facilitated efficient waste collection systems. Further support was provided by Srinakharinwirot University (Prasarnmit) and HMC Polymers Co., Ltd. Collectively, the project gathered over 3,955 kilograms of recyclable waste, resulting in a recorded carbon footprint reduction of 14,495.39kgCO₂e, equivalent to the annual CO₂ absorption of 1,519 trees.

On the social front, all proceeds from the sale of recyclables, combined with project donations totaling THB 350,000, were donated to Bo Kluea Hospital in Nan Province. In coordination with the Rural Doctor Society, these funds were used to install a 15-kilowatt Solar Rooftop system. This initiative reduces the hospital's long-term electricity costs and promotes the transition to clean energy in high-need areas.

The Green Charity: Share for Life project transcends traditional philanthropy by applying Circular Economy principles to resource management while improving social quality of life. It reflects the Company's vision to be a creative force that drives both social and environmental sustainability.

Green Wave: Deliciously Eco-Friendly Project (Aroi... Mai Luem Lok)

The One Enterprise Public Company Limited, through Green Wave 106.5 FM, has solidified its environmental and social mission through a formal collaboration with the Bangkok Metropolitan Administration (BMA) and civil society networks, including Scholars of Sustenance (SOS Thailand) and the BKK Food Bank. The "Green Wave: Deliciously Eco-Friendly" project was launched to raise awareness and promote the efficient management of Surplus Food and recyclable waste, aiming for the sustainable reduction of urban food waste.

In its social dimension, the Company conducted a pilot program at the Baan Mankong Suan Phlu Community. Surplus food, managed through clean and safe "Food Rescue" protocols, was repurposed into nutritious new meals provided as lunches for children at the communitys development center. Furthermore, the initiative expanded through partnerships with waste management expertsMue Wiset Foundation, Waste Buy Delivery, and Recycle Dayto create channels for donating recyclables. These materials were converted into funding to support quality meals for youth through the CCF Foundation for Children and Youth.

This project transcends traditional charity by aligning with the United Nations Sustainable Development Goals (SDGs), specifically Goal 2: Zero Hunger and Goal 12: Responsible Consumption and Production. By utilizing its media influence, the Company encourages the public and listeners to adopt daily habits that reduce environmental pollution while enhancing community well-being. The success of this project reflects the Companys vision to serve as a corporate role model for social and planetary responsibility through the integration of Synergy between the public sector, private sector, and citizens.

Green Forester Project

The One Enterprise Public Company Limited, through Green Wave 106.5 FM, focuses on creating activities that meet sustainable development goals in both social and environmental dimensions. The "Green Forester" project was launched as an eco-tourism initiative aimed at enhancing Mental Well-being and fostering awareness of the value of forest resources. The project invited listeners to participate in a "Digital Detox," helping them find life balance in a digital-centric society and promoting a responsible lifestyle toward nature.

In the environmental dimension, the Company organized a "Forest Bathing" activity at the Ang Ka Luang and Kew Mae Pan nature trails in Doi Inthanon National Park, Chiang Mai Province. This allowed participants to learn about Biodiversity and experience the vital role of headwater forest ecosystems. Additionally, the project promoted astronomical learning through the Geminids meteor shower observation, led by experts who shared insights on natural phenomena to cultivate a lasting environmental consciousness.

This initiative is also a core part of the Companys Stakeholder Engagement strategy, providing creative and beneficial experiences. By integrating local cultural experiences and spiritual visits to Wat Phra That Doi Kham, the project reflects the Companys role as a media leader that uses its communication potential to drive Sustainable Lifestyle values and conservation-based tourismfundamental pillars for a high-quality and globally responsible society.

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2023	2024	2025
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	-
Total number of disclosure boundaries	:	23
Actual number of disclosure boundaries	:	23
Data disclosure coverage (%)	:	100.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

1. Energy Efficiency Measures (Electricity)

Smart Office Initiatives

- **Temperature Standardization:** Maintaining central air conditioning at 26C for maximum energy saving. Optimization includes operating 12 units per floor at 26C while adjusting adjacent units by 12C to balance BTU loads. Employees are encouraged to wear breathable attire to support this policy.
- **Operational Scheduling:** Implementing a 3060 minute early shut-off for air conditioning before end-of-work hours and turning off non-essential lighting during lunch breaks (12:00 -13:00).
- **Strategic Work From Home (WFH):** Optimizing AC zone shutdowns through a rotating WFH schedule. Departmental plans must be pre-approved by C-Level executives, prioritizing operational efficiency and documented through HR.
- **Lunch Hour Conservation:** "Lights Off, AC Off" policy during 12:00 -13:00 across all office areas, excluding essential operation zones.

Smart & Green Production

- **Production Efficiency:** Streamlining lighting and AC usage during studio and on-site shoots, with immediate system shutdown upon completion.
- **Studio Management:** Sequential scheduling to reduce large-scale AC start-up cycles and immediate power-off after filming.
- **Green Production:** Transitioning to LED lighting for filming to replace traditional Halogens, significantly reducing both power consumption and studio heat.
- **Data Center Optimization:** Enhancing server room cooling systems for peak Power Usage Effectiveness (PUE Optimization).

2. Fuel & Logistics Measures

Fleet Management

- **Carpool Policy:** Enforcing vehicle sharing for site visits, field productions, or off-site coordination when traveling to identical or nearby destinations.
- **Route Optimization:** Utilizing GPS tracking to plan the shortest and least congested routes before departure.
- **Preventive Maintenance:** Regular tire pressure and engine check-ups to ensure maximum fuel combustion efficiency.

Digital Work Efficiency

- **Virtual Meetings:** Promoting online meetings for internal coordination to minimize unnecessary travel.

- **Green Transportation:** Encouraging employees to utilize public electric rail systems (MRT Phetchaburi / BTS Asoke).

Performance Monitoring & Recognition

The Company monitors and compares monthly energy consumption statistics to evaluate the effectiveness of these measures. Departments showing outstanding energy reduction will receive formal recognition and special welfare incentives as determined by the Company.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or : Yes
fuel management

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2022 : purchased electricity for consumption 2,854,785.00 Kilowatt-Hours	2030 : Reduced by 20%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Total Energy Consumption

The One Enterprise Public Company Limited prioritizes efficient resource management, particularly energy consumption, which is a critical factor in our content production and broadcasting operations. Monitoring and reducing energy usage is an integral part of our corporate sustainability commitment, reflecting our environmental responsibility and commitment to cost-effective management.

Over the past three years, the Company has consistently assessed and reported its total energy consumption to provide a comprehensive overview of energy management trends and efficiency. The data for total energy consumption includes electricity usage and vehicle fuel consumption as follows:

Year	Electricity Consumption (kWh)	Fuel Consumption (Liters)	Total Energy Consumption (GJ)
2023	3,004,801.00	14,601.91	11,372.15
2024	2,762,769.00	6,208.19	10,181.88
2025	2,897,202.00	7,942.00	10,731.73

Based on the annual data analysis, there has been an upward trend in energy consumption. This increase is attributed to several factors, including operational expansion, an increase in program production, and adjustments in internal work processes. Concurrently, the Company has implemented various measures to continuously promote energy conservation, such as:

- **Upgrading Electrical and Lighting Systems:** Transitioning to energy-efficient equipment within studios and office buildings.
- **Internal Awareness Campaigns:** Cultivating a culture of energy conservation among employees through various corporate initiatives.
- **Production Planning Optimization:** Refining work processes to ensure the most efficient use of resources.

Regular monitoring and reporting of energy consumption data are vital for the Companys strategic planning to reduce energy usage and mitigate greenhouse gas emissions in the future, in alignment with our established sustainability goals.

Information on electricity management

Companys electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	3,004,801.00	2,762,769.00	2,897,202.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	3,004,801.00	2,401,406.00	2,618,584.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	N/A	361,363.00	278,618.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	2,320.31	2,000.56	2,176.71

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	N/A	N/A	N/A

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	14,857,253.32	12,512,123.04	12,243,731.96
Percentage of total electricity expense to total expenses (%) ^(**)	0.25	0.20	0.18
Percentage of total electricity expense to total revenues (%) ^(**)	0.23	0.19	0.17
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	11,472.78	9,060.19	9,198.90

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2023	2024	2025
Diesel (Litres)	N/A	N/A	372.00
Gasoline (Litres)	14,601.91	6,208.19	7,570.00

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2023	2024	2025
Total fuel expense (Baht)	481,717.02	204,808.19	262,006.58
Percentage of total fuel expense to total expenses (%) ^(**)	0.01	0.00	0.00
Percentage of total fuel expense to total revenues (%) ^(**)	0.01	0.00	0.00

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	3,165.42	2,831.06	2,984.56

Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00048449	0.00042249	0.00040710

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	-
Total number of disclosure boundaries	:	23
Actual number of disclosure boundaries	:	23
Data disclosure coverage (%)	:	100.00

Information on water management plan

Water management plan

The Company's water management plan : No

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2022 : Water withdrawal 26,127.74 Cubic meters	2030 : Reduced by 20% Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

Water Management

In 2025, the total water consumption from the Company's operations and activities at GMM Grammy Place (Head Office) and Acts Studio (Pathum Thani) was 13,288.98 cubic meters, with a total cost of 272,422.24 baht.

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	24,231.89	29,476.77	13,288.98
Water withdrawal by third-party water (cubic meters)	24,231.89	29,476.77	13,288.98
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	18.71	21.34	9.98
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	24,231.89	29,476.77	13,288.98

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00370887	0.00439889	0.00181263

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	496,853.78	604,273.76	272,422.24

	2023	2024	2025
Total water withdrawal expense from third-party water (Baht)	496,853.78	604,273.76	272,422.24
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.01	0.01	0.00
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.01	0.01	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	383.67	437.56	204.67

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	-
Total number of disclosure boundaries	:	23
Actual number of disclosure boundaries	:	23
Data disclosure coverage (%)	:	100.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

Environmental Management (Green Production)

The Group prioritizes efficient resource management to minimize our ecological footprint. This commitment begins at the pre-production planning stage, where teams conduct environmental impact assessments covering energy consumption, eco-friendly location selection, and the procurement of recycled or biodegradable materials. We also champion sustainable community development by prioritizing local sourcing to reduce logistics-related emissions and distribute income directly to the communities where we film. On-set, the Company implements systematic waste management practices, strictly enforcing waste segregation by material typesuch as paper, wooden sets, and plasticsto maximize recycling efforts. We have established measures to reduce food waste and minimize the use of single-use plastics. Furthermore, we emphasize energy efficiency through precise logistics planning to reduce greenhouse gas emissions and maintain strict noise control to prevent disturbances to local communities and wildlife. These initiatives align with our ultimate goal to measure and reduce the carbon footprint of our entire production process.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Increase of waste recovery Waste type: Non-hazardous waste	2025	2026 : Increased by 5,000.00 Kilograms	• Recycle • Other : Upcycle

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

The One Recycle Project (One Yak Laek Suk)

In alignment with the sustainable environmental policies of The One Enterprise Public Company Limited, Channel one31 initiated the One Recycle project under the concept of "Transforming Waste into Value."

The project aims to promote systematic waste management and foster a better working environment within the organization. Employees are encouraged to actively sort waste, which is then processed and upcycled into reflective safety vests. These upcycled vests were donated to the Watthana District Office to support the safety of waste collectors and street sweepers operating in the Asoke and surrounding areas, reinforcing the Company's social responsibility.

In 2025, the One Recycle project demonstrated a concrete commitment to a green society, achieving the following environmental milestones:

- Recycled Waste Collected: A total of 4,526.50 kilograms.
- GHG Emissions Reduction: Reduced the carbon footprint by 14,825.41 kgCO₂e.
- Environmental Impact Comparison: This reduction is equivalent to the annual CO₂ absorption of 1,561 trees.

These results reflect the Company's determination to be a key driver of a green society and create positive, sustainable changes for the environment and the community, consistent with the Company's ESG framework for robust organizational and societal growth.

Expanding Sustainability: Collaboration with PTT Global Chemical (GC)

To further elevate internal waste management, the Company collaborated with PTT Global Chemical Public Company Limited (GC) to install Drop Points at Acts Studio. These points facilitate the proper sorting of used plastic bottles, covering both clear plastic (PET) and opaque plastic (HDPE). This initiative encourages employees and tenants to engage in efficient waste management that meets international standards.

Through this collaboration, more than 150 kilograms of sorted plastic waste from Acts Studio were delivered to GC, resulting in a greenhouse gas emission reduction of over 154.65 kgCO₂e.

The Company continues to campaign for waste sorting under the "Transforming Waste into Value" concept. Waste collected from all departments is upcycled into 100 reflective safety vests, which are then donated to the Watthana District Office. This initiative enhances the safety of frontline workers while solidifying the Company's commitment to environmental and social responsibility in line with ESG principles.

Acts Studio Drop-off Station Project

Acts Studio, a subsidiary of The One Enterprise Public Company Limited, demonstrates its commitment to sustainable environmental management through a collaborative initiative with the Bang Khu Wat Municipality (Pathum Thani), "Somboon Sai Green", and Recycle Day Co., Ltd. Together, they launched the "Acts Studio Drop-off Station" to manage "orphan waste" (non-recyclable combustible waste) and reduce landfill dependency.

The project promotes proper waste segregation and serves as a centralized Drop-off Station within Acts Studio, accepting dry and clean waste from tenants, production teams, and nearby communities. Key achievements of the project include:

- **Total Waste Management:** Collected and processed over 1,146 kilograms of recyclable and orphan waste.
- **Waste-to-Energy:** Specifically, over 1,130 kilograms of orphan waste (such as snack packaging and general plastics) were managed by "Somboon Sai Green" to be processed into Refuse Derived Fuel (RDF), converting waste into renewable energy.
- **Environmental Impact:** These efforts resulted in a significant carbon footprint reduction of 3,538.51 kgCO₂e, equivalent to the CO₂ absorption capacity of 373 trees.

This initiative reflects the Company's responsibility in diverting waste from landfills and promoting a circular economy for long-term environmental sustainability.

Green Charity: Share for Life

The One Enterprise Public Company Limited, through Channel one31 and Green Wave 106.5 FM, recognizes the urgency of environmental issues and the global climate crisis. The "Green Charity: Share for Life" project was launched

to integrate sustainable waste management with humanitarian aid. The initiative began by cultivating internal awareness, encouraging executives and employees to practice proper waste segregation, and transforming recyclable waste into value to support clean energy for hospitals in remote areas.

The projects success was driven by strong strategic partnerships with Thailand Post, WASTEBUY DELIVERY, and RECYCLE DAY, who facilitated efficient waste collection systems. Further support was provided by Srinakharinwirot University (Prasarnmit) and HMC Polymers Co., Ltd. Collectively, the project gathered over 3,955 kilograms of recyclable waste, resulting in a recorded carbon footprint reduction of 14,495.39kgCO₂e, equivalent to the annual CO₂ absorption of 1,519 trees.

On the social front, all proceeds from the sale of recyclables, combined with project donations totaling THB 350,000, were donated to Bo Kluea Hospital in Nan Province. In coordination with the Rural Doctor Society, these funds were used to install a 15-kilowatt Solar Rooftop system. This initiative reduces the hospital's long-term electricity costs and promotes the transition to clean energy in high-need areas.

The Green Charity: Share for Life project transcends traditional philanthropy by applying Circular Economy principles to resource management while improving social quality of life. It reflects the Company's vision to be a creative force that drives both social and environmental sustainability.

Information on waste management

Waste Generation^(*)

	2023	2024	2025
Total waste generated (Kilograms)	N/A	N/A	1,130.00
Total non-hazardous waste (kilograms)	N/A	N/A	1,130.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	N/A	N/A	1,130.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	N/A	0.00
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	N/A	N/A	0.00

Additional explanation : ^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

^(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2023	2024	2025
Total reused/recycled waste (Kilograms)	N/A	658.00	19,376.80
Reused/Recycled non-hazardous waste (Kilograms)	N/A	658.00	19,376.80
Recycled non-hazardous waste (Kilograms)	N/A	658.00	19,376.80
Percentage of total reused/recycled waste to total waste generated (%)	N/A	N/A	1,714.76
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	N/A	1,714.76

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	-
Total number of disclosure boundaries	:	23
Actual number of disclosure boundaries	:	23
Data disclosure coverage (%)	:	100.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Greenhouse Gas Reduction Management

The Company places great importance on greenhouse gas management, focusing on reducing the impact of activities related to greenhouse gas emissions, a major cause of current climate change. It is clearly identified that the main organizational activities contributing to greenhouse gas emissions are electricity use in offices, which is a high-volume energy source and generates significant emissions.

To address this issue, the Company has developed and implemented strict energy-saving measures aligned with its ongoing energy conservation plan. This covers energy use in offices and operational processes. The Company has developed a sustainable energy management policy, including using efficient technologies to reduce energy consumption, improving electricity efficiency, and selecting energy sources with minimal environmental impact.

Furthermore, the Company has set clear greenhouse gas reduction targets. It aims to reduce greenhouse gas emissions by 20% by 2030, compared to 2023 emissions data. This demonstrates a commitment to efficient and sustainable operations. This reduction will enhance business sustainability and enable the Company to play a role in mitigating climate change impacts.

This target is part of the Company's broader efforts to promote sustainable development, which includes not only reducing energy consumption but also improving energy efficiency and using resources with minimal environmental impact. The Company will continuously monitor and evaluate its performance to achieve its targets and adhere to long-term social and environmental responsibility standards.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : Yes
goals

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Setting carbon neutrality targets, Setting other greenhouse gas reduction targets

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-3	2023 : Greenhouse gas emissions 1,661.46 tCO ₂ e	2030 : Reduced by 20% in comparison to the base year	-	- Thailand Greenhouse Gas Management Organization (TGO) : None - Science-based Targets (SBTi) : None

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-3	2023 : Greenhouse gas emissions 1,661.46 tCO ₂ e	2030 : Reduced by 20% tCO ₂ e	None

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-3	2023 : Greenhouse gas emissions 1,661.46 tCO ₂ e	2030 : Reduced by 20% in comparison to the base year	2065 : Reduced by 100% in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

Climate Change

Operational Greenhouse Gas Emissions (Scope 1 and 2)

The One Enterprise Public Company Limited prioritizes the management of our environmental footprint, with a particular focus on reducing greenhouse gas (GHG) emissions. This commitment is a cornerstone of our sustainable and socially responsible business conduct. We believe that transparent disclosure of our GHG emissions data is essential for accountability and long-term value creation.

Our operations generate GHG emissions both from direct sources (Scope 1) and from the consumption of purchased electricity (Scope 2). Over the past three fiscal years (2023-2025), the Company has consistently monitored and reported these figures to establish a robust baseline for future reduction targets and strategic planning.

Year	Scope 1 GHG Emissions (KgCO ₂ e)	Scope 2 GHG Emissions (KgCO ₂ e)	Total Operational GHG Emissions (KgCO ₂ e)
2023	40,076.40	1,585,933.97	1,626,010.37
2024	17,039.00	1,458,189.48	1,475,228.48
2025	21,784.00	1,529,143.22	1,550,927.21

Based on our 3-year GHG emissions tracking, we have identified several primary factors influencing the annual fluctuations in our carbon footprint:

- **Electricity Consumption:** As Scope 2 emissions represent the largest proportion of our operational footprint, fluctuations in electricity usage within our office buildings and production studios directly correlate with the total emission figures.
- **Fleet Operations:** Scope 1 emissions primarily originate from fuel consumption by company-owned vehicles used for logistics and field operations. Any shifts in travel volume or vehicle utilization patterns directly impact on our direct emission levels.
- **Mitigation Initiatives:** The Company has proactively implemented various carbon reduction measures, such as the installation of Solar PV systems, the transition to high-efficiency electrical appliances, and internal energy conservation campaigns. These initiatives have contributed tangibly to the systematic reduction of our GHG emissions.

Value Chain Greenhouse Gas (GHG) Emissions (Scope 3)

The One Enterprise Public Company Limited places significant importance on conducting comprehensive environmental impact assessments beyond its direct operations. Scope 3 Greenhouse Gas (GHG) emissions represent the evaluation of indirect emissions occurring throughout the Company's value chain, encompassing both upstream and downstream activities. This includes emissions from suppliers, logistics, and employee commuting. Reporting this data reflects the Company's steadfast commitment to sustainable business practices.

Assessing Scope 3 emissions enables the Company to identify "hidden" emission sources and develop more effective reduction strategies, particularly through active collaboration with our business partners.

Scope 3 GHG Emissions by Category

To ensure transparency and comprehensiveness, the Company categorizes its Scope 3 GHG emissions based on relevant operational activities. The following data represents the past three years of monitoring:

GHG Emission Categories (Scope 3)	2023 (KgCO ₂ e)	2024 (KgCO ₂ e)	2025 (KgCO ₂ e)
1. Water Consumption	17,066.52	20,760.49	9,359.43
2. Paper Consumption	18,379.65	19,342.95	16,729.50
Total Scope 3 GHG Emissions	35,446.17	40,103.44	26,088.93

Trend Analysis and Management

Based on the monitoring of Scope 3 GHG data, a downward trend in water and paper consumption has been observed. Concurrently, we have enhanced our management framework by implementing new strategies focused on collaborating with business partners and promoting sustainable commuting habits among employees to achieve true organizational sustainability. These initiatives include promoting the use of public transportation among employees,

collaborating with suppliers who maintain clear environmental policies, and implementing efficient waste management practices within our production sets.

The assessment and reporting of Scope 3 GHG emissions demonstrate the Company's commitment to environmentally responsible operations and serve as a key driver in steering the organization toward long-term sustainability.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metric tonnes of carbon dioxide equivalents)	1,661.52	1,515.33	1,577.01
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	40.08	17.04	21.78
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	1,585.99	1,458.19	1,529.14
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	35.45	40.10	26.09

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000254	0.000226	0.000215
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	1.28	1.10	1.18

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas : No
emissions

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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ESG Performance

Company Name : THE ONE ENTERPRISE PUBLIC COMPANY LIMITED Symbol : ONEE

Market : SET Industry Group : Services Sector : Media & Publishing

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Child Labor, Community and environmental rights, Safety and occupational health at work

Integrating Global ESG Standards into Our Core Business Identity

The One Enterprise Public Company Limited believe that the true measure of a media leader is not only found in the ratings we achieve or the financial returns we generate but in the lasting positive impact we leave on society and the environment. As the global landscape shifts towards a more conscious and sustainable economy, we are embarking on a transformative journey to evolve our social contributions into a structured and world-class Sustainability framework. To ensure our progress aligns with international expectations, we have begun a comprehensive study and implementation phase based on the FTSE Russell ESG Ratings framework. This strategic alignment serves as our compass, guiding us to integrate Environmental, Social, and Governance (ESG) principles into every facet of our business operations.

In the Social dimension, we view our influence as a "Soft Power" that can drive meaningful change. Our focus on Human Capital and Labor Standards ensures that our workplace is a sanctuary of diversity, equity, and inclusion, where every employee and artist is empowered to reach their full potential. Beyond our internal walls, our responsibility to the Consumer is reflected in the integrity of the content we produce, ensuring it remains ethical, constructive, and inspiring. We are deeply committed to Community Engagement, where we leverage our artists and platforms to address critical social gaps from providing educational opportunities through the "The One Volunteer" project to enhancing public health through partnerships like the "BDMS Basic Life Support Training." We also recognize the importance of Health & Safety, not just as a regulatory requirement but as a fundamental right for our staff and the communities we serve, ensuring a resilient foundation for a better quality of life.

Looking forward, The One Enterprise is in a vital stage of maturation. While we are currently in the process of formalizing these ESG practices into a definitive and official policy, the actions we have taken throughout 2025 serve as a powerful testament to our readiness. We are not merely checking boxes; we are redefining what it means to be a media company in the 21st century. By aligning our business principles with the rigorous standards of FTSE Russell, we are ensuring that as we grow, we take our society and our planet along with us. This is our promise to our stakeholders: to be an organization that is not only "The One" in entertainment but "The One" in driving a sustainable, ethical, and vibrant future for all.

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, : No
guidelines, and/or goals over the past year

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

Human Rights Due Diligence: HRDD

The Group of Companies place the highest importance on respecting and protecting human rights. We recognize the potential risks of human rights violations in all aspects of our business operations, including employment practices, treatment of employees and business partners, as well as the presentation of news and content. To address these concerns, we have established strict policies and guidelines, along with a comprehensive, effective, and adaptable risk management mechanism to respond swiftly to changing circumstances. To ensure that our operations comply with international standards and relevant laws, our human rights policy aligns with the principles and spirit of the Universal Declaration of Human Rights (UDHR). This policy covers all aspects of our operations as follows:

- 1. Fair and Equal Employment:** The company is committed to fair employment practices, ensuring non-discrimination based on gender, age, race, religion, or disability. We provide fair and competitive compensation and benefits, with mechanisms for employees to provide input on their welfare. Additionally, we strictly prohibit child labor, forced labor, and illegal labor practices.
- 2. Employee Development:** We value the growth and self-development of all employees by assigning tasks that match their abilities and interests. We also offer training programs to enhance their skills and career progression.
- 3. Safe and Healthy Work Environment:** The company ensures a safe, healthy, and development-friendly work environment. We prioritize the health, safety, and well-being of all employees and implement preventive measures to address potential issues promptly.
- 4. Personal Data Protection:** We are committed to protecting the personal data of employees, business partners, and customers. The company strictly complies with relevant laws and regulations and enforces stringent data security measures.
- 5. Responsible News Reporting:** As a media organization, we acknowledge our responsibility to present accurate, impartial, and human rights-respecting content. We emphasize fact-checking and avoid disseminating information that could cause harm or misinterpretation.
- 6. Communication and Awareness:** We consistently communicate our human rights policy to employees and provide education on human rights, ethics, and relevant laws to ensure compliance and proper implementation.
- 7. Grievance Mechanism:** The company has established a structured grievance mechanism to protect whistleblowers and allow employees and stakeholders to report human rights violations conveniently and safely.

Ongoing Human Rights Risk Assessment

The Group of Companies does not merely conduct a one-time human rights risk assessment; we have a continuous risk assessment process that considers various factors, including:

- 1. Changes in Laws and Regulations:** We monitor changes in laws, regulations, and best practices, both nationally and internationally, to ensure that our operations are always in compliance with legal and international standards.
- 2. Changes in the Business Context:** We consider changes in the business environment, such as business expansion, partnerships with new allies, or entering new markets to assess potential risks in each situation.
- 3. Suggestions and Complaints:** We welcome suggestions and complaints from employees, business partners, customers, and all stakeholders to use as information in assessing risks and improving operations.

4. In-Depth Data Analysis: We use in-depth data from various analyses, such as employment data, performance data, and complaint data, to accurately identify and analyze potential risks.

Addressing Human Rights Risks

When human rights risks are identified, we will take prompt and effective action as follows:

- 1. Developing Policies and Practices:** We develop clear, comprehensive, and human rights-aligned policies and practices to guide the work of all employees.
- 2. Providing Training and Education:** We provide regular training and education on human rights to ensure that all employees have the knowledge, understanding, and skills to work correctly and responsibly, especially ethics training for personnel in the mass media profession.
- 3. Establishing a Complaint Mechanism:** We have a transparent, fair, and safe complaint mechanism that allows employees, business partners, and stakeholders to conveniently and confidently report human rights violations. We will investigate and resolve issues quickly and fairly.
- 4. Monitoring and Evaluation:** We continuously monitor and evaluate our operations to ensure that our human rights risk management mechanisms are effective and efficient, and we are always ready to make improvements.

Human Rights Reporting and Disclosure

The Group of Companies places importance on transparent reporting and disclosure of human rights performance to build trust with all stakeholders and to demonstrate our commitment to truly respecting and protecting human rights.

Human Rights Performance

In 2025, the Group of Companies continued to implement its human rights policies and found no risks or complaints related to human rights violations within the organization and its value chain, whether involving employees, business partners, or stakeholders. We remain committed to continuing to implement this policy and to continuously developing and improving our processes to ensure that we can effectively prevent and resolve human rights violations, create a truly human rights-respecting working environment in accordance with international standards, and create sustainable value for society, while being prepared to address new challenges that may arise in the future.

Information on other social management

Plans, performance, and outcomes related to other social management

The One CSR (One Sang Suk) Project

The One Enterprise Public Company Limited, in collaboration with the Rewat Buddhinan Foundation, recognizes the hardships faced by people affected by various crises, including natural disasters, emergency situations, and educational disparities. The project serves as a coordinator between the public and private sectors to provide consumer goods, clothing, medical supplies, and daily necessities. Furthermore, it implements community rehabilitation plans to repair and reconstruct public facilities for social benefit, such as hospitals, schools, temples, and public libraries.

Rationale and Background

Annual natural disasters ranging from floods and windstorms to fires occur across every region of Thailand, severely impacting the livelihoods of local residents. In many instances, government assistance may be insufficient or unable to reach all affected areas in a timely manner.

In response, the One CSR Project identifies these critical needs and aligns them with its core objective: to provide comprehensive and continuous relief. The project functions as a centralized fundraising hub, mobilizing donations from the public and allocating those resources to provide systematic remedies and aid for victims of various emergencies.

Objectives

The One CSR Project manages and distributes proceeds from fundraising initiatives through the following three pillars:

1. **Disaster Relief:** Collaborating with government agencies, state enterprises, and public interest organizations to provide timely relief, remedies, and quality-of-life restoration for victims of natural disasters.
2. **Public Health Support:** Partnering with healthcare institutions and public health organizations to supply essential medical equipment and provide aid to those affected by epidemics or infectious diseases.
3. **Educational Support:** Working with educational institutions and relevant agencies to support underprivileged students and schools in remote areas or those impacted by social challenges, providing necessary scholarships and learning materials.

Expected Outcomes

1. **Rapid Recovery:** Affected citizens receive timely assistance, enabling them to transition back to their normal lives and quality of living swiftly.
2. **Public Health Resilience:** The public, medical personnel, and healthcare facilities receive immediate support to mitigate the spread of infectious diseases, helping affected individuals return to their livelihoods.
3. **Educational Empowerment:** Schools and academic personnel gain opportunities to enhance learning standards to a professional level, allowing students to apply their knowledge to develop their hometowns and remote communities in the long term.

Performance Summary

Throughout 2025, the One CSR Project provided continuous support to communities during various crises, including earthquakes, floods, and border incidents.

The project successfully mobilized public donations totaling over THB 16.8 million through the "One CSR for Disaster Relief" initiative and over THB 4.7 million through the "One CSR for Public Health" initiative. Additionally, more than 6,000 relief packages were distributed to those in need.

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	N/A

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Total number of disclosure boundaries	:	23
Actual number of disclosure boundaries	:	23
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Safety and occupational health at work

Respect for Human Rights

The Group of Companies conducts its business with a commitment to respecting the human rights and dignity of all personnel, which is a core principle in our management and organizational development. We place the highest importance on promoting and protecting the rights and freedoms of employees at all levels, adhering to the principles of equality and justice, which are fundamental to creating a positive and sustainable working environment.

Our treatment of employees complies with all relevant laws and regulations, including fundamental human rights principles under international standards. We do not discriminate against employees for any reason, whether based on race, religion, gender, age, skin color, disability, origin, social status, or political beliefs. We believe that diversity of thought and experience is essential to driving the organization forward, and we welcome talented individuals from all backgrounds.

In addition, the Group of Companies place great importance on the strict prevention of child labor and treat all employees with respect, honor, and appreciation for their individuality. Our personnel selection process is transparent and fair, with clear announcements of qualifications and job requirements. Selection decisions focus on knowledge, skills, and experience relevant to the position, ensuring that we obtain personnel who are suitable and have the potential to perform the job. We believe that investing in our employees is an investment in the future of the organization, and we are fully committed to creating a working environment that fosters the development and growth of all personnel, so that they are happy and proud to work with us and jointly contribute to the sustainable success of the organization.

- 1. Fair and Equal Employment:** The company is committed to fair employment practices, ensuring non-discrimination based on gender, age, race, religion, or disability. We provide fair and competitive compensation and benefits, with mechanisms for employees to provide input on their welfare. Additionally, we strictly prohibit child labor, forced labor, and illegal labor practices.
- 2. Employee Development:** We value the growth and self-development of all employees by assigning tasks that match their abilities and interests. We also offer training programs to enhance their skills and career progression.
- 3. Safe and Healthy Work Environment:** The company ensures a safe, healthy, and development-friendly work environment. We prioritize the health, safety, and well-being of all employees and implement preventive measures to address potential issues promptly.

- 4. Personal Data Protection:** We are committed to protecting the personal data of employees, business partners, and customers. The company strictly complies with relevant laws and regulations and enforces stringent data security measures.
- 5. Responsible News Reporting:** As a media organization, we acknowledge our responsibility to present accurate, impartial, and human rights-respecting content. We emphasize fact-checking and avoid disseminating information that could cause harm or misinterpretation.
- 6. Communication and Awareness:** We consistently communicate our human rights policy to employees and provide education on human rights, ethics, and relevant laws to ensure compliance and proper implementation.
- 7. Grievance Mechanism:** The company has established a structured grievance mechanism to protect whistleblowers and allow employees and stakeholders to report human rights violations conveniently and safely.

Employee Capability Development and Career Advancement

The Group is committed to fostering employee capability and career advancement through an annual, company-wide performance appraisal process. In the appraisal report, supervisors will identify if any employees require specific skill or knowledge development to align with their job roles and evolving business trends. Additionally, the Group supports capability development through various training programs as specified in the appraisal reports, ensuring employees are prepared and skilled to keep pace with industry changes.

Furthermore, the Human Resources department engages in discussions with department heads to understand the training needs of each department, which may vary depending on the nature of the work. This is to facilitate appropriate training within each unit and empower employees with the skills necessary for career growth. There is also specialized training programs designed for specific skill development, such as digital skills, management, and leadership, to equip employees to face future challenges. This process ensures that capability development is precise and addresses both individual and organizational needs.

Objectives of Training or Employee Capability Development and Knowledge Enhancement Programs

Employee capability development is crucial for the Group's sustainable growth and achievement of business goals. The Group prioritizes training and knowledge enhancement to develop the potential of employees at all levels, with the following key objectives:

- 1. Enhance Work Efficiency:** Developing employee skills and knowledge enables more efficient performance, reduces errors in work processes, and improves the quality of outcomes.
- 2. Prepare for Change:** In an era of rapid business change, it is essential to equip employees to handle new technologies and evolving industry trends.
- 3. Promote Career Advancement:** The company supports employee career growth through specialized skill development programs, such as leadership training, project management, and digital skills.
- 4. Strengthening Organizational Culture:** Training and capability development help build understanding of organizational values and goals, enhancing cooperation and unity within teams.
- 5. Promote Sustainable Development:** Training programs also focus on instilling sustainability concepts in all dimensions, including environmental, social, and governance (ESG) aspects, to empower employees to play a significant role in supporting these goals.
- 6. Address Specific Departmental Needs:** The Group tailors training to the nature of each department's work through discussions and analysis with department heads, ensuring targeted and relevant capability development.

With these objectives, the Group believes that investing in employee development is fundamental to building long-term organizational success while adding value to employees as the most important resource.

Benefits Employees Receive from Training, Capability Development, and Knowledge Enhancement Programs

- 1. Job-Relevant Skill Development:** Performance evaluations by supervisors demonstrate that employees who have undergone training possess enhanced expertise and skills that directly align with the curriculum they receive.

2. **Increased Work Efficiency:** Employees can effectively apply the knowledge gained from training to their work, resulting in improved work outcomes and better fulfillment of organizational needs.
3. **Opportunities for Increased Financial Rewards:** Skill development empowers employees to advance in their careers and receive better compensation, such as promotions or salary increases.
4. **Self-Confidence and Job Satisfaction:** Employees who enhance their knowledge gain greater confidence in their abilities, which contributes to higher job satisfaction and stronger engagement with the organization.

Measuring Employee Satisfaction and Engagement with the Organization

Quantitative Goals for Evaluating Employee Satisfaction and Engagement with the Company

The Group is committed to fostering employee satisfaction and engagement at all levels to strengthen organizational culture and support sustainable growth. In the future, the company has set the following quantitative goals for evaluation:

1. **Employee Satisfaction Score:** Aim for an average score of 80% or higher from the annual survey.
2. **Employee Engagement Index:** Focus on increasing the employee engagement index by at least 5% per year.
3. **Response Rate:** Aim for a survey response rate of 90% to reflect comprehensive feedback.

The Group believes that setting these quantitative goals will enable effective monitoring and development of human resource management processes, while building long-term, strong relationships between the organization and its employees.

Maintaining Health and Safety in the Work Environment

Quantitative Occupational Health and Safety Goals Related to Employees

Setting quantitative occupational health goals with a focus on "Zero Accident" or "Zero Lost Time Injury Rate" reflects an organization's commitment to creating a safe working environment for all employees. These goals can be structured and presented clearly as follows:

1. **Zero Accident Goal:**
 - a. Maintain zero work-related accidents annually.
 - b. Implement proactive measures such as monthly risk assessments and training for all department employees.
2. **Zero Lost Time Injury Rate:**
 - a. Maintain a Lost Time Injury Frequency Rate (LTIFR) of 0.00.
 - b. Manage Personal Protective Equipment (PPE) and promote adherence to safety procedures.

Disclosing these goals not only demonstrates responsibility towards employees but also builds stakeholder confidence that the Group is committed to achieving the highest safety standards in all aspects.

Supporting Occupational Health Goals

1. **Training and Skill Development:** Provide comprehensive safety and occupational health training for all employee groups.
2. **Assessment and Analysis:** Implement programs for workplace environment inspections and analysis of potential accident causes.
3. **Building Organizational Culture:** Promote a "Safety is Everyone's Responsibility" culture.

Measuring and Tracking Occupational Health Goals

1. **Set Safety KPIs:** Define safety KPIs, such as the number of workdays without lost-time accidents.
2. **Report Progress:** Periodically report quantitative goal progress to executives and employees.

Safety Statistics (LTIFR, LTIR, Fatality Rate)

The Group prioritizes employee safety. In 2025, the Group reported no work-related accidents or injuries, resulting in key statistics such as LTIFR (Lost Time Injury Frequency Rate), LTIR (Lost Time Incident Rate), and Fatality Rate

remaining at 0. This reflects the Group's standardized and effective occupational health and safety management, as well as its commitment and success in creating a safe work environment and prioritizing the well-being of all employees in the organization.

Measures, Projects, or Activities to Maintain Employee Health and Safety During Disease Outbreaks

The Group, which operates in the media and entertainment industry and produces television programs, recognizes the importance of health and safety management in the workplace, especially in potentially hazardous processes such as virus disinfection spraying and infectious waste management, to prevent harm to employees and stakeholders. The company has conducted risk assessments and implemented rigorous control measures as follows:

1. Virus Disinfection Spraying

Assessed Risks:

- Exposure to chemicals from disinfectants.
- Respiratory hazards from inhalation.
- Slips and falls from wet floors after spraying.

Control Measures:

- **Safe Chemical Selection:** Use disinfectants approved by health and environmental agencies.
- **Employee Training:** Conduct training for personnel responsible for disinfectant spraying on usage and safety procedures.
- **Personal Protective Equipment (PPE) Usage:** Provide employees with air-filtering masks, gloves, and goggles to prevent chemical exposure.
- **Area Notification:** Post warning signs and cordon off areas during operations and ventilate the area after spraying.

2. Infectious Waste Management in the Workplace

Assessed Risks:

- Contamination from infectious waste such as used face masks and protective equipment.
- Spread of pathogens from infectious waste.
- Injuries from waste handling such as punctures from sharp objects.

Control Measures:

- **Infectious Waste Segregation:** Implement an infectious waste segregation system separate from general waste, using red bags and sealed containers with warning labels.
- **Collection and Transportation:** Manage infectious waste transportation by specifically trained personnel wearing personal protective equipment.
- **Infectious Waste Disposal:** Transfer infectious waste to certified infectious waste disposal facilities such as standardized infectious waste incinerators.

3. Monitoring and Improving Safety Measures

- **Inspection and Evaluation:** The Group establishes a team to continuously inspect workplace safety and hygiene, and to assess potential new risks.
- **Employee Guidance:** Develop operational manuals related to hygiene and safety and communicate knowledge through annual training.
- **Incident Reporting:** Encourage employees to report adverse events for future improvement and prevention.

4. Safety Standards at Acts Studio, Pathum Thani Province, for Employees, Partners, and Customers

- Security personnel are hired to provide comprehensive security coverage for the entire studio area, including the assignment of an executive-level security officer stationed at the studio.
- Workplace safety inspections are conducted, and workplace safety documents are submitted to the Provincial Labor Office annually.
- Security personnel participate in monthly fire suppression training.

- Water sprinkler fire cabinets are installed in every studio, along with water hydrants to allow fire trucks to extinguish fires without having to return for water in the event of a fire.
 - Fire extinguishers are installed throughout buildings and outdoor areas.
 - Fire alarm systems are installed.
 - A first aid room is available at the studio to provide initial first aid to employees, partners, and customers in the event of an accident.
- These measures help enhance employee safety and confidence, as well as reduce potential health risks in the workplace, which is in line with the Groups goal of providing employees with a safe and efficient work environment.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : No
and labor management goals?

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes
management

In 2025, the Group of Companies continued to implement its human rights policies and found no risks or complaints related to human rights violations within the organization and its value chain, whether involving employees, business partners, or stakeholders. We remain committed to continuing to implement this policy and to continuously developing and improving our processes to ensure that we can effectively prevent and resolve human rights violations, create a truly human rights-respecting working environment in accordance with international standards, and create sustainable value for society, while being prepared to address new challenges that may arise in the future.

Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	1,295	1,381	1,331

	2023	2024	2025
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	1295	1381	1331
Male employees (persons)	613	631	609
Percentage of male employees (%)	47.34	45.69	45.76
Female employees (persons)	682	750	722
Percentage of female employees (%)	52.66	54.31	54.24

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	N/A	318	250
Percentage of employees under 30 years old (%)	N/A	23.03	18.78
Total number of employees 30-50 years old (Persons)	N/A	945	956
Percentage of employees 30-50 years old (%)	N/A	68.43	71.83
Total number of employees over 50 years old (Persons)	N/A	118	125
Percentage of employees over 50 years old (%)	N/A	8.54	9.39

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	N/A	114	84
Percentage of male employees under 30 years old (%)	N/A	18.07	13.79
Total number of male employees 30-50 years old (Persons)	N/A	473	476

	2023	2024	2025
Percentage of male employees 30-50 years old (%)	N/A	74.96	78.16
Total number of male employees over 50 years old (Persons)	N/A	44	49
Percentage of male employees over 50 years old (%)	N/A	6.97	8.05

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	N/A	204	166
Percentage of female employees under 30 years old (%)	N/A	27.20	22.99
Total number of female employees 30-50 years old (Persons)	N/A	472	480
Percentage of female employees 30-50 years old (%)	N/A	62.93	66.48
Total number of female employees over 50 years old (Persons)	N/A	74	76
Percentage of female employees over 50 years old (%)	N/A	9.87	10.53

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	N/A	1,201	1,022
Percentage of employees in operational level (%)	N/A	86.97	76.78
Total number of employees in management level (Persons)	N/A	135	257
Percentage of employees in management level (%)	N/A	9.78	19.31

	2023	2024	2025
Total number of employees in executive level (Persons)	N/A	45	52
Percentage of employees in executive level (%)	N/A	3.26	3.91

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	N/A	548	492
Percentage of male employees in operational level (%)	N/A	86.85	80.79
Total number of male employees in management level (Persons)	N/A	62	91
Percentage of male employees in management level (%)	N/A	9.83	14.94
Total number of male employees in executive level (Persons)	N/A	21	26
Percentage of male employees in executive level (%)	N/A	3.33	4.27

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	N/A	653	530
Percentage of female employees in operational level (%)	N/A	87.07	73.41
Total number of female employees in management level (Persons)	N/A	73	166
Percentage of female employees in management level (%)	N/A	9.73	22.99

	2023	2024	2025
Total number of female employees in executive level (Persons)	N/A	24	26
Percentage of female employees in executive level (%)	N/A	3.20	3.60

Significant changes in the number of employees

Significant changes in number of employees over the : No
past 3 Years

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	0	0	0
Percentage of disabled workers to total employment (%)	0.00	0.00	0.00
Total number of employees with disabilities (Persons)	0	0	0
Total male employees with disabilities (persons)	0	0	0
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00
Contributions to empowerment for persons with disabilities fund	Yes	Yes	Yes

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	0.00	1,083,598,527.79	1,305,644,670.62
Total male employee remuneration (baht)	N/A	505,329,093.13	652,952,899.78
Percentage of remuneration for male employees (%)	N/A	46.63	50.01
Total female employee remuneration (baht)	N/A	578,269,434.66	652,691,770.84
Percentage of remuneration for female employees (%)	N/A	53.37	49.99
Average of remuneration of employees (Baht/persons)	0.00	784,647.74	980,950.17
Average of remuneration for male employees (Baht/persons)	N/A	800,838.50	1,072,172.25
Average of remuneration for female employees (Baht/persons)	N/A	771,025.91	904,005.22
Rate of average of remuneration between female employees and male employees	N/A	0.96	0.84

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

Presently, the Company and its subsidiaries participated in the provident fund under the management of SCB Asset Management Co., Ltd., according to the Provident Fund Act, B.E. 2530 (amendment), with the following details.

Company	Registration Date for Entry into the Fund	Total Employee	Number of employees applied for the fund	Percentage	Employer Contributions
1.ONEE	1-Jun-2014	115	78	67.83	4,397,445
2.ONE31	1-Jun-2014	603	384	63.69	10,645,962
3.Exact Scenario	27-Aug-2015	27	20	74.08	433,820
4.ACTS	1-May-2013	33	24	72.73	724,080
5.Change2561	26-Jul-2018	71	42	59.16	2,322,790
6.GMMTV	2-Dec-2002	270	239	88.52	6,761,848
7.GMM Media	15-Oct-2002	143	102	71.33	2,598,520
8.GMM Studios	25-Oct-2018	4	1	25	108,680
9.Parbdee Taweek	1-Oct-2016	53	21	39.63	397,540
10.TIFA	22-May-2025	3	1	33.34	12,000
11.GMMCH	25-Oct-2018	9	3	33.34	172,580
Total		1,331	915	68.75	28,575,265

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	1295	1381	1331
Number of employees joining in PVD (persons)	662	914	915
Number of PVD members / Total employees (%)	51.12	66.18	68.75
Number of PVD members / Total eligible employees (%)	51.12	66.18	68.75

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	14,398,537.00	25,447,862.00	28,575,265.00

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
THE ONE ENTERPRISE PUBLIC COMPANY LIMITED	Yes	1,331	1,331	915	68.75	68.75

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	-	Yes	Yes
Average employee training hours (Hours / Person / Year)	N/A	15.00	2.00
Total amount spent on employee training and development (Baht)	N/A	1,000,000.00	1,000,000.00
Percentage of training and development expenses ^(*) to total expenses (%)	N/A	0.000162	0.000146
Percentage of training and development expenses ^(*) to total revenue (%)	N/A	0.000149	0.000136

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	N/A	2,872,480.00	2,768,480.00
Total number of hours worked by employees (Hours)	N/A	2,872,480.00	2,768,480.00

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	N/A	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	N/A	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	N/A	0.00	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	N/A	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	N/A	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	N/A	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	N/A	0.00	0.00

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	N/A	232	211
Total number of male employee turnover leaving the company voluntarily (persons)	N/A	106	88
Total number of female employee turnover leaving the company voluntarily (persons)	N/A	126	123
Proportion of voluntary resignations (%)	N/A	16.80	15.85
Percentage of male employee turnover leaving the Company voluntarily (%)	N/A	45.69	41.71
Percentage of female employee turnover leaving the Company voluntarily (%)	N/A	54.31	58.29

	2023	2024	2025
Evaluation result of employee engagement	-	No	No

Employee internal groups

Employee internal groups : No

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines : Yes

Consumer data privacy and protection guidelines : Collection of personal data, Retention and storage duration of personal data, Security measures of personal data

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines : No

Reference link for responsible sales and marketing policy and guidelines :

Page number of the reference link :

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers : No

Information on customer management plan

Customer management plan

Company's customer management plan : Yes

Customer management plan implemented by the company in the past year : Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

Consumer Responsibility

The Group places the utmost importance on delivering service experiences that exceed expectations. We conduct our business with a strong sense of social and consumer responsibility. All operational processes strictly adhere to relevant laws and standards. We prioritize the security of customer data, employing modern and efficient security systems to protect customers' personal information from unauthorized access. We also emphasize fairness and transparency in our business operations. Every decision and action we take is made with the customer's best interests in mind.

We provide comprehensive after-sales service, offering prompt and efficient assistance and problem resolution to ensure maximum customer satisfaction. We have a team of professionals ready to serve and answer all inquiries. We continuously monitor and measure customer satisfaction to use the feedback to improve and enhance our products and services. We believe that listening to customer feedback is essential and is the key to sustainable success.

Our advertising and sales promotion (Sales Conduct) activities are conducted with the highest level of responsibility. We provide accurate and clear information, avoiding any misrepresentation or exploitation of customer misunderstandings. We strictly adhere to business ethics and are committed to building strong and lasting relationships with all customers. We believe that customer trust and satisfaction are the most valuable assets of the Group, and we will continuously strive to achieve this goal.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : No

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	-	-	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from customers/consumers : Yes

Telephone : 02-669-9000

Fax : -

Email : complaint@onee.one

Company's website : www.theoneenterprise.com

Address : 50 GMM Grammy PLACE, Sukhumvit 21 Rd. (Asoke),
Klongtoeinuea, Vadhana, Bangkok 10110, Thailand

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan : Employment and professional skill development, implemented by the company over the past year Education, Forests and natural resources, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Reducing inequality

Social Policies and Practices

The Company recognizes the importance of social and community engagement and responsibility. We believe that business success should be accompanied by creating sustainable value for society. Therefore, we are committed to using the Company's knowledge, experience, and resources to create projects and activities that provide tangible benefits to the community continuously.

The Company's operational approach emphasizes genuine participation, not just donations of money or goods. We prioritize building long-term partnerships with communities, understanding their real needs, and designing projects that directly address those needs.

Our projects cover various areas, including:

Educational Support: Providing scholarships to talented but disadvantaged students and donating computer equipment to promote international standard learning and enhance career opportunities for community members.

Infrastructure Development: Improving school buildings and public utilities to enhance the quality of life for community members.

Career Development and Promotion: Collaborating with higher education institutions to provide vocational training and develop specialized skills.

Social Activities Promotion: Organizing public service activities, reforestation, and environmental conservation to build long-term cooperation and sustainability.

Furthermore, the Company values building strong relationships with communities through transparent communication, listening to feedback, and responding to community needs promptly. We believe that collaboration between the Company and communities leads to sustainable development and a better society for everyone.

We will continue to strive to develop and expand the scope of our social projects to align with community needs and create a lasting positive impact on Thai society. We believe that conducting business with social responsibility is essential for the sustainability of both the Company and society, and it is something we prioritize and are committed to doing continuously.

Social Practices

The Group recognizes the importance of responsibility towards the community and society and leverages its business experience to create tangible benefits for the community.

1. We have policies and practices that are fair and socially responsible, and we do not engage in any activities that harm the community, society, or the public. Examples include measures to ensure the welfare of animals used in

performances and filming, measures to promote and protect individual and human rights, and the presentation of news that is verified, thoroughly vetted, and presented from all perspectives by our news editorial team.

2. We support social assistance and development activities by establishing operational policies through relevant departments and coordinating with external agencies, such as:

a. The One CSR (Wan Sang Suk) Project: A collaboration between the Rewat Buddhinan Foundation and One31 Channel to provide assistance to communities during natural disasters, public health crises, educational challenges, and post-crisis recovery. We coordinate with government agencies, state enterprises, private sector entities, military units, schools, hospitals, temples, rescue units, local journalists, and community leaders to join forces in assisting disaster victims and affected individuals comprehensively, with support from viewers and public donations.

b. The One Volunteer Project, Building People, Creating Opportunities: A project that bridges the social gap between urban and rural areas to reduce educational inequality among youth. Artists, actors, experts, and viewers as volunteer teachers to share knowledge from their direct experiences, such as language skills, marketing, and content creation, enabling teachers and students in participating schools to develop beyond academic principles, incorporating the wisdom and local ways of each community.

c. BU Come One Project: A collaboration between One31 Channel and the Faculty of Communication Arts, Bangkok University, providing opportunities for Bangkok University students from all faculties and majors interested in working in various aspects of the entertainment industry to submit their work showcasing their individuality. Selected students participate in an exclusive Boot Camp led by professionals from One31 Channel, where they gain knowledge and experience through intensive workshops. Participants can further develop their expertise through the iFIT One31 (Individual Future Innovative Learning of Thailand) curriculum, focusing on their specific areas of interest, in collaboration with One31 Channel staff and university faculty. One31 Channel also sends qualified personnel to teach various aspects of the entertainment industry, such as screenwriting, editing, directing, filming, and news production, in a course called "One31 Course." Students who meet the qualifications, demonstrate their abilities, potential, and outstanding work through real-world experience with professionals, are given the opportunity to join One31 Channel as full-fledged employees.

3. We are responsible to society and the community by complying with labor laws, employment regulations, and laws related to social and community affairs.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social : No
management goals

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and : Yes
social management

The One CSR (One Sang Suk) Project

The One Enterprise Public Company Limited, in collaboration with the Rewat Buddhinan Foundation, recognizes the hardships faced by people affected by various crises, including natural disasters, emergency situations, and educational

disparities. The project serves as a coordinator between the public and private sectors to provide consumer goods, clothing, medical supplies, and daily necessities. Furthermore, it implements community rehabilitation plans to repair and reconstruct public facilities for social benefit, such as hospitals, schools, temples, and public libraries.

Rationale and Background

Annual natural disasters ranging from floods and windstorms to fires occur across every region of Thailand, severely impacting the livelihoods of local residents. In many instances, government assistance may be insufficient or unable to reach all affected areas in a timely manner.

In response, the One CSR Project identifies these critical needs and aligns them with its core objective: to provide comprehensive and continuous relief. The project functions as a centralized fundraising hub, mobilizing donations from the public and allocating those resources to provide systematic remedies and aid for victims of various emergencies.

Objectives

The One CSR Project manages and distributes proceeds from fundraising initiatives through the following three pillars:

1. **Disaster Relief:** Collaborating with government agencies, state enterprises, and public interest organizations to provide timely relief, remedies, and quality-of-life restoration for victims of natural disasters.
2. **Public Health Support:** Partnering with healthcare institutions and public health organizations to supply essential medical equipment and provide aid to those affected by epidemics or infectious diseases.
3. **Educational Support:** Working with educational institutions and relevant agencies to support underprivileged students and schools in remote areas or those impacted by social challenges, providing necessary scholarships and learning materials.

Expected Outcomes

1. **Rapid Recovery:** Affected citizens receive timely assistance, enabling them to transition back to their normal lives and quality of living swiftly.
2. **Public Health Resilience:** The public, medical personnel, and healthcare facilities receive immediate support to mitigate the spread of infectious diseases, helping affected individuals return to their livelihoods.
3. **Educational Empowerment:** Schools and academic personnel gain opportunities to enhance learning standards to a professional level, allowing students to apply their knowledge to develop their hometowns and remote communities in the long term.

Performance Summary

Throughout 2025, the One CSR Project provided continuous support to communities during various crises, including earthquakes, floods, and border incidents.

The project successfully mobilized public donations totaling over THB 16.8 million through the "One CSR for Disaster Relief" initiative and over THB 4.7 million through the "One CSR for Public Health" initiative. Additionally, more than 6,000 relief packages were distributed to those in need.

The BU Come One Project

Channel one31 recognizes the vital importance of human capital development within the media and entertainment industry. In a strategic partnership with the Faculty of Communication Arts, Bangkok University, the Company established this project to transform higher education students into "industry real-deals." Since its inception in 2018, the project has successfully cultivated six generations of high-caliber personnel for the entertainment sector.

In 2025, executives and professional teams from Channel one31 shared technical expertise, industry insights, and professional philosophies with the students. The program featured "Real-World Assignments" across various fields, including Drama, News, and Television Production. A significant highlight was providing students with the opportunity to undergo practical trials with the Channel one31 Creative Promo team. This initiative offers invaluable hands-on experience, allowing students to bridge the gap between academic theory and professional practice for their future careers.

Computer Donation to the Department of Juvenile Observation and Protection

The One Enterprise Public Company Limited values equitable access to educational media and digital technology as a cornerstone for skill development and life opportunities for youth. The Company initiated a social collaboration project with technology partners, including Dell Technologies Thailand and IT Pro Service Co., Ltd.

Under this collaboration, the Company donated 40 computers, fully equipped with essential software, to the Department of Juvenile Observation and Protection, Ministry of Justice.

The primary objective of this donation is to facilitate online learning and expand access to educational information for youth in juvenile observation and protection centers nationwide. By providing digital tools, the Company empowers these youths to develop essential modern-day skills, creating a solid foundation for their successful reintegration into society as quality citizens.

BDMS Basic Life Support Training Project

The One Enterprise Public Company Limited is committed to conducting business alongside a strong sense of social responsibility and the sustainable development of people's quality of life. In a strategic partnership with Bangkok Hospital, a member of the BDMS network, the Company launched the "BDMS Basic Life Support (BLS) Training" project. Recognizing that proficiency in life-saving skills is paramount to increasing survival rates and minimizing loss during emergencies, this project aims to provide fundamental first-aid knowledge and emphasize the critical importance of providing correct and timely assistance.

The training offered intensive and comprehensive content covering common emergency scenarios. A team of specialized physicians, nurses, and medical personnel from BDMS led demonstrations and hands-on practice in key areas, including:

- Automated External Defibrillator (AED) usage.
- Effective Cardiopulmonary Resuscitation (CPR) techniques.
- Choking/Airway Obstruction maneuvers for both adults and children.
- General First Aid for various emergency cases.

The core of this project lies in practical training under expert supervision, ensuring that participants gain the confidence and competence to act decisively when a family member, colleague, or bystander experiences a crisis. This initiative reflects the Companys dedication to creating "Lifesavers" within the communitya vital foundation for a safe and resilient society. This collaboration underscores our intent to leverage the expertise of world-class partners to elevate public health awareness, in alignment with our Good Corporate Governance and Sustainable Growth policies.

The Na-Ning: Thai Red Cross Volunteer Project

The One Enterprise Public Company Limited focuses on fostering social innovation through its content and personnel. The "Na-Ning: Thai Red Cross Volunteer" project serves as a model for integrating Intellectual Property (IP) for public benefit. By utilizing the character "Na-Ning" from the series 9 Years of You, the character was cast as a modern-day volunteer representative, serving as a relatable medium to promote and raise awareness of the Thai Red Cross Societys humanitarian missions among a broader and younger audience.

The project collaborated with six major departments of the Thai Red Cross to provide comprehensive services and education to employees and the general public. Activities included organ and eye donation registration, first-aid training, mental and physical health counseling, and the sale of a special collection of Art Toys to raise funds.

This initiative successfully generated a measurable Social Impact, as detailed below:

Activity Category	Operational Results
Organ and Eye Donation	88 individuals registered their intent to donate
Physical and Mental Health Promotion	97 individuals received counseling and physical therapy
Life-Saving Skill Development	54 individuals completed basic first-aid training
Volunteer Network Expansion	20 new Thai Red Cross volunteer sign-ups
Digital Engagement and Awareness	Over 85 new followers and awareness-related interactions
Total Fundraising Donations	THB 64,500

This project not only increased the number of donors and volunteers for the Thai Red Cross but also reflected the Company's vision as a socially responsible media leader. By applying Creativity to bridge the gap between public services and the community, we continue to promote a culture of altruism and support the long-term well-being of the Thai people.

Hope Hero Project

The One Enterprise Public Company Limited recognizes the importance of enhancing Good Health and Well-being (SDG 3) for the Thai people. Through its television station, Channel one31, the Company launched a social campaign in observance of World Marrow Donor Day. By leveraging the influence of its artists, the project aims to raise public awareness and invite citizens to become volunteer blood donors and register as stem cell donors. This initiative significantly increases treatment opportunities and offers a "new life" to over 3,400 patients suffering from blood-related diseases in Thailand.

In this campaign, the new generation of Channel one31 actors stepped into the role of "Hope Heroes," serving as role models and inspirations for fanbases and the general public. The Company utilized its integrated media platforms to publicize details and promote the ten Thai Red Cross registration points nationwide, ensuring regional accessibility.

This project reflects the Company's strategy of Creating Shared Value (CSV) by utilizing the Soft Power and cultural influence of its artists to support the National Blood Centre, Thai Red Cross Society. By expanding the national stem cell donor database, the Company contributes to sustainable public health solutions, fulfilling its responsibility as a leading media organization dedicated to improving the quality of life for all Thais.

Annual Mass Ordination Project

The One Enterprise Public Company Limited values holistic human resource development, encompassing both professional skills and moral ethics. The Company consistently organizes its Annual Mass Ordination Project to uphold Thai traditions and provide employees with the opportunity to study Dharma (Buddhist teachings), practice mindfulness, and express gratitude toward their parents. These spiritual foundations are essential for cultivating a positive mindset in both life and work.

In 2025, three employees participated in the program. The executive management honored the occasion by presiding over the hair-shaving ceremony and offering meals to the monks. Colleagues gathered to join the merit-making ceremony at the Ubosot of Wat Bowonniwet Vihara. This event fostered deep Employee Engagement and boosted morale within the organization.

This project is a key mission reflecting the Company's commitment to social responsibility through spiritual development and the preservation of religious heritage. The Company believes that employees who have undergone ordination will return with enhanced mindfulness and integrity, contributing to high-quality work and delivering sustainable value to society.

Green Charity: The Path of Love

The One Enterprise Public Company Limited, through Green Wave 106.5 FM, focuses on creating multi-dimensional social activities, including the promotion of animal welfare and sustainable solutions for stray animals. The "Green Charity: The Path of Love" project was initiated as a platform to raise funds and awareness for abandoned, sick, and disabled dogs and cats, fostering participation among artists, employees, and volunteer listeners.

The project featured volunteer workshops to produce toys and essential gear for animal shelters. It also included a panel discussion with animal welfare networks, such as the Soi Dog Foundation and Viphavadi Veterinary, alongside social influencers to advocate for the prevention of animal cruelty and promote the "Adopt, Don't Shop" culture as a long-term solution to this social issue.

Furthermore, the Company received support from renowned artist Saowaluck Leelabut, who performed in a charity concert and donated her entire fee to the cause. The project also featured an auction for the special "Journey of Love" collection, designed by the "Dog Please" (Ma-Jah) page and produced by the brand YUEDPAO. The fundraising and auction activities generated a total donation of THB 271,500 after expenses. All proceeds were delivered to the Soi Dog Foundation and Viphavadi Veterinary to support medical treatments, sterilization, and the well-being of underprivileged

animals. This project reflects the Company's intent to utilize its media potential to drive compassion and elevate animal welfare standards in Thai society.

Green Charity: Heart to Heart

The One Enterprise Public Company Limited, through Green Wave 106.5 FM, continues its commitment to social responsibility with a focus on enhancing quality of life and promoting social equality. The "Green Charity: Heart to Heart" project was launched to raise funds for the visually impaired, supporting their access to education and vocational skill development for sustainable self-reliance.

For this initiative, the Company collaborated with artist Paiboonkiat Kiewkaew and the partner brand YUEDPAO to create a limited-edition "Heart to Heart" t-shirt collection (1,000 units). The design featured Braille characters, symbolizing understanding and accessibility to the world of the visually impaired. Additionally, the project provided a stage for visually impaired individuals to showcase their musical talents alongside professional artists and served as a channel to promote handicrafts from the Vocational Development Center for the Blind.

The project's success culminated in the donation of proceeds after expenses to the Foundation for the Blind in Thailand under the Royal Patronage of H.M. the Queen. These funds were allocated for scholarships and the procurement of essential learning equipment for visually impaired youth. The "Green Charity: Heart to Heart" project reaffirms the Company's role as a creative medium that leverages a strong fan base to drive tangible social benefits, ensuring that no one is left behind in accordance with the organization's sustainability framework.

Green Charity: Healing Hearts

The One Enterprise Public Company Limited, through Green Wave 106.5 FM, remains dedicated to its mission of social care and improving the well-being of vulnerable groups. The "Green Charity: Healing Hearts" project was organized to raise funds for medical treatments for underprivileged children with Congenital Heart Disease (CHD), a condition that significantly hinders youth development and quality of life.

The project focused on raising awareness about pediatric heart disease through educational panels led by medical specialists. It also provided a space for survivors treated through the foundation to share inspiring experiences. Engagement was further driven by a DIY Workshop and a charity concert by acclaimed artist Saharat Sangkapreecha, who joined the campaign to encourage public participation.

To support surgical costs, the Company raised funds through the sale of the special "Filling Hearts Together" t-shirt collection and a charity auction. Combined with public donations, the project raised a total of THB 252,250, which was delivered to the Pediatric Cardiac Surgery Foundation to support heart surgeries and the procurement of necessary medical equipment. This initiative is a key part of the Company's Social Aspect policy, demonstrating that beyond financial aid, its media capabilities are a powerful tool for communicating public health information and giving Thai youth a chance to return to a healthy, vibrant life.

Do Good for Dad: Winter Relief Project 2026

The Company remains dedicated to creating social value alongside its business operations. In 2025, the Company fostered internal synergy between Green Wave 106.5 FM and CHANGE2561 Co., Ltd. to participate in the "Do Good for Dad" Winter Relief Project 2026, organized by the Relief and Community Health Bureau of the Thai Red Cross Society. The objective was to alleviate the hardships of citizens facing cold weather in remote areas while honoring the royal legacy of providing practical humanitarian aid.

In the dimension of environmental and resource management, Green Wave 106.5 FM delivered 500 blankets to cold-weather victims in Chaiyaphum Province. Each blanket was produced using innovative recycled fibers from plastic drinking bottles (rPET: Recycled Polyethylene Terephthalate). This initiative integrated social assistance with Circular Economy principles, reducing plastic waste and greenhouse gas emissions. Concurrently, CHANGE2561 empowered human capital by encouraging young actors from the series "Sing Sala Tai" to serve as volunteers in the logistics and packing process at the Thai Red Cross Society, ensuring the rapid deployment of relief supplies.

This collaboration reflects the Company's sustainability policy, which prioritizes not only environmental responsibility but also the cultivation of a Good Corporate Citizen mindset among its artists. The Company takes pride in being a medium for warmth and smiles for the Thai people through mindful resource utilization and the collective power of volunteerism.

Pass on with Heart, Help the South Together: Flood Relief Project

The One Enterprise Public Company Limited, through Green Wave 106.5 FM, recognized the severe impact of flooding on residents in Southern Thailand. In a swift response, the Company partnered with the Thai Health Promotion Foundation (ThaiHealth) and the Mirror Foundation to launch the "Pass on with Heart, Help the South Together" project. This initiative served as a centralized hub for donating consumer goods and essential supplies to provide immediate relief to those in affected areas.

Leveraging its media platforms, the Company campaigned for and invited listeners and GMM Grammy group employees to show their spirit of sharing. Contributions included life-sustaining items and home restoration supplies, such as clothing, student uniforms, cleaning kits, medical supplies, and dry food. The project received an overwhelming response from the public throughout its duration.

In addition to its role as a communication medium, the Company's senior executives, along with employee representatives and DJs, joined ThaiHealth executives in volunteer activities to sort and pack donations. These supplies were delivered to the Mirror Foundation for systematic distribution to victims, with a particular focus on the Recovery Phase to help citizens return to their normal lives as quickly as possible. This project underscores the Company's commitment to standing by the public during crises, integrating multi-sector cooperation to drive systematic and efficient aid in line with its sustainable stakeholder value creation policy.

CHANGE2561 Joins Forces with Artists and Fan Clubs for Southern Flood Relief

CHANGE2561 Co., Ltd., a subsidiary of The One Enterprise Public Company Limited, is committed to operating business while creating social values. By leveraging the potential of its personnel and artists, the Company serves as a medium for mobilizing social assistance. In late 2025, the Company organized an emergency donation drive for southern flood victims at the GMM Grammy Place building. This event showcased the strong bond between artists and their fan clubs, transforming the power of admiration into a tangible spirit of sharing.

The activity saw the united efforts of over 30 Change Artists and a large number of fans who donated consumer goods and dry food throughout the day. Artists and fans worked side-by-side to sort and pack relief kits personally, ensuring that every item reached those in need systematically and as quickly as possible. This reflects a corporate culture centered on Engagement and the cultivation of public consciousness within the entertainment industry.

To ensure efficient and widespread distribution, the executive team and artist representatives delivered all donated items and relief bags to the Relief and Community Health Bureau of the Thai Red Cross Society. These resources were then used in the recovery and rehabilitation phase for citizens in affected provinces. The success of this activity not only addressed immediate hardships but also reinforced the Company's image as a socially responsible media and entertainment leader that inspires and drives Thai society through crises.

CHANGE2561 Blood Donation: Alleviating Shortages During Flood Crisis

The One Enterprise Public Company Limited, through CHANGE2561, recognized the urgent public health needs during the flooding crisis in Southern Thailand. The crisis led to a severe shortage of blood reserves in several hospitals as the number of patients requiring treatment rose sharply following the initial flood peak. Consequently, the Company initiated a volunteer activity, mobilizing executives and artists to donate blood and campaigning for the importance of maintaining blood reserves during emergencies.

On December 4, 2025, the management team and a large group of Change Artists jointly donated blood at the National Blood Centre, Thai Red Cross Society. This contribution aimed to provide backup blood supplies for the treatment of patients and those injured in disaster-stricken areas. This collective effort not only supported the operations of the Thai Red Cross but also utilized the public influence of the artists to serve as role models, raising public awareness regarding the vital need for regular blood donations.

This activity is part of the Company's Social (S) policy, which aims to improve the health and safety of citizens, especially during urgent crises. The Company and its artists take great pride in serving as a medium to channel generosity, alleviate suffering, and support the stabilization of public health services in affected areas, ensuring safety for all Thai citizens.

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits : Yes
from social development?

	2023	2024	2025
Donations / Grants (Baht)	0.00	15,000,000.00	21,500,000.00

Non-financial benefits

Does the company measure the non-financial : Yes
benefits from social development?

	2023	2024	2025
Beneficiaries of the company's community development projects (Provinces)	0.00	10.00	10.00

Remarks - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : THE ONE ENTERPRISE PUBLIC COMPANY LIMITED Symbol : ONEE

Market : SET Industry Group : Services Sector : Media & Publishing

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

To comply with the criteria and guidelines set by the Securities and Exchange Commission and the Stock Exchange of Thailand or relevant regulatory agencies, including the principles of good corporate governance for listed companies and other relevant laws with the awareness that having a good management system, transparency, auditability, and a board of directors with vision, responsibility for duties, and being a good example in practice will be important factors that will help the company's business operations succeed. To be an ethical organization that develops and creates sustainable business value by integrating with the organization's vision, mission, strategies and goals. This will lead to increased confidence among shareholders, investors and all stakeholders and strengthen the organization to have an efficient management system and serve as a foundation for the Group to grow sustainably.

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board : Yes
of directors

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

Nomination of directors

In the case of selecting new directors

Consider the appropriateness of the number, composition and diversity in the structure of the diverse board (Board Diversity)

2. Consider finding individuals who have complete qualifications as specified by law, regulatory agencies and the company.
3. Consider recruiting qualified individuals with knowledge, ability, leadership, and the courage to express their opinions.

In the case of proposing to the agenda of the directors who are due to leave their positions according to the term

1. Consider the history and past performance
1. Have studied the company's information, meeting agenda and provided useful suggestions
2. Devoting time to the organization, participating in various activities / meetings

Reference link for Nomination of directors : <https://investor.theoneenterprise.com/storage/document/cg/onee-corporate-governance-th.pdf>

Page number of the reference link : 52

Determination of director remuneration

The Company determines the remuneration of directors and executives by considering the remuneration objectives, main goals of the organization and long-term benefits, which are at a level comparable to the remuneration data of other companies in the same type of business of similar size. However, the payment of remuneration must be approved by the Company's shareholders' meeting.

Reference link for Determination of director remuneration : <https://investor.theoneenterprise.com/storage/document/cg/onee-corporate-governance-th.pdf>

Page number of the reference link : 54

Independence of the board of directors from the management

The Board of Directors set the separation of power and duty in order to decentralize responsibility in decision-making and directing with clearly checking and balancing in management. It has been revised and improved all the time to be appropriate in order to covers all activities of the Company as well as in accordance with change in announcement or requirement of various regulatory agencies. The authority to operate in management is defined under the approval and operation authority regulation for the Company and its subsidiaries which the latest edition has been approved by the Board of Directors in order to those whom are involved for acknowledgment and strict adherence to

Reference link for Independence of the board of directors from the management : <https://hub.optiwise.io/storage/45/annual-report/2023/e-book/en/index.html>

Page number of the reference link : 155

Director development

The Board of Directors promotes, supports and facilitates those involved in the Company's corporate governance system, such as directors, subcommittees, executives, company secretary and investor relations department to attend training seminars or participate in various activities including regular and continuous training within the company. Initiation is required for directors in the event of a change in directors or new directors.

Reference link for Director development : <https://investor.theoneenterprise.com/en/document/viewer/fliplibbook/storage/document/annual-report/2024/onee-one-report2024-e-book-en.pdf>

Page number of the reference link : 169

Board performance evaluation

The Board of Directors has determined that the performance evaluation of both the group and individual employees shall be conducted at least once a year, with clear criteria and methods for measuring the evaluation results. The opinions and evaluation results will be collected and presented to the board of directors' meeting for joint consideration of the performance, problems and obstacles for consideration and joint improvement.

Corporate governance of subsidiaries and associated companies

The Company was established with the primary objective of conducting business by holding shares in other companies (Holding Company). In this regard, the Company has established a policy for the supervision of the Company's subsidiaries by setting direct and indirect measures and mechanisms to enable the Company to determine the direction of management of its subsidiaries to lead to a good, transparent and auditable management system. Able to determine the management direction of subsidiaries in which the Company has invested in order to maintain the Company's investment benefits.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and : Yes

stakeholders

Guidelines and measures related to shareholders : Shareholder, Employee, Customer, Business competitor,
and stakeholders Business partner, Creditor, Community and society

Shareholder

The Board of Directors has policies and guidelines for treating shareholders consistently and equally.

1. Ensure that all directors and executives are able to perform their duties and conduct business with honesty.
2. Oversee the Company's business operations with transparent and efficient corporate governance.
3. Supervise operations
4. Take care of and manage the company's assets to prevent depreciation or loss
5. Do not seek benefits for yourself and those involved
6. Respect the rights of shareholders
7. Do not perform any actions that may cause conflicts of interest

Employee

The Board of Directors is well aware that all employees are the Company's most valuable resources and are an important factor in driving the Company's business. The Board of Directors has therefore established a policy for personnel management and development to continuously recruit and promote personnel development, promote employees and workers to have knowledge, potential and professional abilities, and create a good working atmosphere and culture.

Customer

The Board of Directors oversees the treatment of customers and consumers with responsibility, in accordance with relevant standards and laws, and takes into account occupational health, safety, fairness, customer data retention, and after-sales management.

Business competitor

The Board of Directors oversees the Company to conduct business in accordance with relevant laws and regulations, to be transparent, to disclose important information, to be auditable, to comply with policies and good corporate governance, and to take into account business competitors.

Business partner

The Board of Directors oversees the treatment of business partners with equality and consideration of mutual benefits by ensuring that there are procurement processes and fair contract or agreement terms.

Creditor

The Board of Directors will oversee that the Company conducts business in accordance with the law and relevant regulations, with transparency, disclosure of important information, and verification comply with good corporate governance policies, taking into account fairness for stakeholders including creditors.

Community and society

The Board of Directors adheres to conducting business under the principles of ethics and good corporate governance, along with managing to create a balance of generating business results to grow along with being responsible for society and the environment, which has become the corporate culture.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Business ethics and codes of conduct are an important foundation for strengthening and enhancing good corporate governance and are an important foundation for stable and sustainable growth, as well as being something that helps the company achieve its strategies and objectives.

Therefore, the Company promotes business operations and the performance of duties of related persons to comply with the Company's code of ethics and business ethics.

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Money laundering prevention, Compliance with laws, regulations, and rules, Information and IT system security, Environmental management, Human rights

Prevention of Conflicts of Interest

The Company has a practice that requires all directors, executives and employees to prepare a report disclosing any suspicious transactions in which they or their family members have interests that conflict with the Company's interests. Every time an item is found, the supervisor will be notified to sign and the information will be sent to the company's secretariat so that the executives can be informed and manage it.

Anti-corruption

The Board of Directors realizes the importance of combating all forms of corruption by acting in accordance with the law and benefiting society, and encourages employees to act ethically and be good citizens. The Company has therefore established a written anti-corruption policy to serve as a guideline for the Company's prosecution and anti-corruption practices.

Whistleblowing and Protection of Whistleblowers

The Company has assigned the Internal Audit Department to perform the duties of managing, collecting, screening and investigating complaints or suspicious clues regarding the violation of the rights of stakeholders or corruption. Including any illegal acts, corporate governance policies, and business ethics or any doubts regarding the company's financial reports or internal control systems through the channels specified by the company.

Prevention of Misuse of Inside Information

The Company has policies and methods for taking care of directors, executives, including those holding executive positions in accounting or finance at the department manager or equivalent level, and employees of the Company and its subsidiaries don't use confidential or inside information of the Company and its subsidiaries that has not yet been disclosed to the public for personal or other benefits.

Money laundering prevention

The Company operates its business with transparency and realizes the importance of combating all forms of corruption and bribery by conducting business in accordance with the law and benefiting society. It encourages employees to work ethically and be good citizens. The Company has therefore established a written Anti-Corruption Policy to serve as a clearer guideline for the Company's prevention and combat of corruption problems. By creating an organizational culture that makes everyone aware of the dangers of corruption, creating the right values, and increasing the confidence of all stakeholders to make the fight against corruption effective. Providing goods, money or other benefits, fraud, money laundering, embezzlement, concealment of facts or obstruction of justice, abuse of power to intimidate or demand benefits or any business decisions from others. and covers both the relationship between the private sector and government agencies and between private sectors themselves.

Compliance with laws, regulations, and rules

Compliance with the principles of good corporate governance to support the assessment of the Corporate Governance Assessment of Listed Companies (CGR) and the assessment of the quality of the annual general meeting of shareholders.

Information and IT system security

An information technology security policy has been established to serve as a guideline for personnel to set work standards related to security systems and to build confidence in information security systems.

Environmental management

The Group has set a sustainable business approach, striving to minimize negative environmental impacts. The Company's strategy covers every step of its operations, from selecting environmentally friendly raw materials. Efficient energy management, both in the production of content, concert and event organization, and in the office, the company emphasizes the use of water economically and cost-effectively. Reusing renewable resources, including investing in technologies and innovations to reduce the use of natural resources.

Human rights

The Group places the highest importance on respect and protection of human rights. The Company is aware of the potential risks of human rights violations in all aspects of its business operations. Treatment of employees and business partners with human rights policies covering all dimensions of operations

1. Fair and equal employment
2. Development of the company's personnel
3. Safe and good working conditions
4. Protection of personal data
5. Responsible news presentation
6. Communication and education
7. Complaint system

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and : Yes
employees to comply with the business code of
conduct

Keep confidential information and do not use inside information for personal gain. Perform duties with honesty and integrity and comply with laws and regulations.

Participation in anti-corruption networks

Participation or declaration of intent to join anti- : No
corruption networks

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors charter

In the past year, did the company review the : Yes
corporate governance policy and guidelines, or
board of directors charter

Material changes and developments in policy and : Yes
guidelines over the past year

The Company regularly submits its corporate governance policies, practices, and committee charters, including those of the subcommittees, to the Board of Directors for annual review to ensure their continued relevance and alignment with current circumstances and developments.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the : Mostly used in practice
SEC

The Board of Directors has provided an opportunity for minority shareholders to participate in proposing agendas and names of persons to serve as directors in advance to replace directors whose terms have expired. The appointment of directors is based on the experience and specialized skills of the directors. An information technology security policy has been established to serve as a guideline for personnel to set standards for work related to security systems and to build confidence in information security systems. Review and improve the charter of the Board of Directors and subcommittees, approve strategic plans, business plans, budgets, investment budgets, structures and personnel. Review of the Good Corporate Governance Policy The Board of Directors has evaluated its own performance and that of its subcommittees. Approved the schedule of the general shareholders' meeting. The Company Secretary reported the securities holdings of the Board of Directors.

Other corporate governance performance and outcomes

The Company was assessed under the Corporate Governance Rating (CGR) for the year 2025 by the Thai Institute of Directors (IOD) and received an Excellent rating.

Corporate Governance Structure

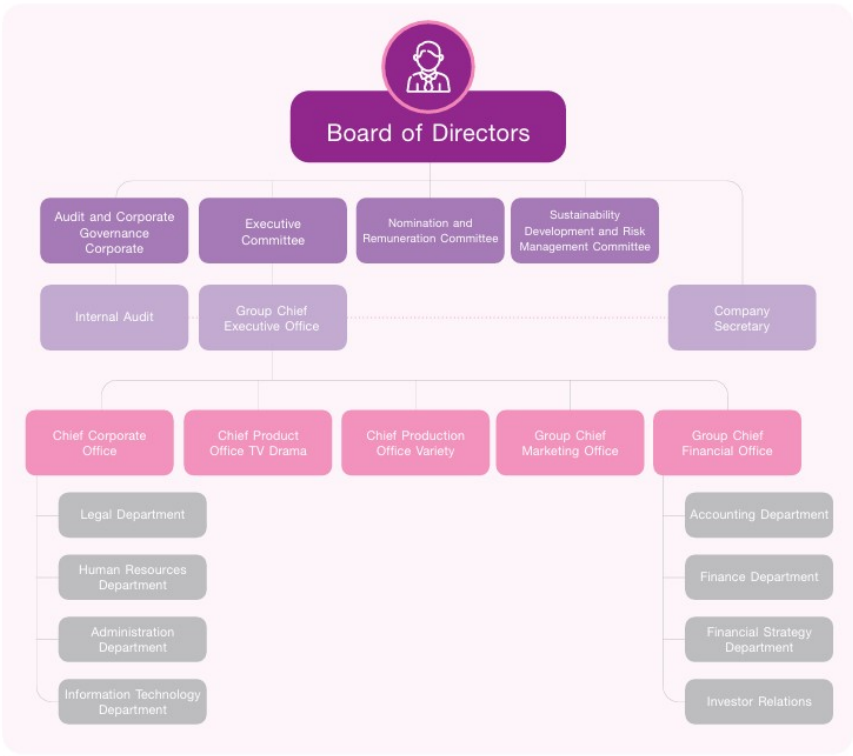
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Management Structure of The One Enterprise Public Company Limited

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	15		13		13	
	8	7	7	6	8	5
Executive directors	3		2		2	
	3	0	2	0	2	0
Non-executive directors	12		11		11	
	5	7	5	6	6	5
Independent directors	5		5		5	
	0	5	2	3	2	3
Non-executive directors who have no position in independent directors	7		6		6	
	5	2	3	3	4	2

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	53.33	46.67	53.85	46.15	61.54	38.46
Executive directors	20.00		15.38		15.38	
	20.00	0.00	15.38	0.00	15.38	0.00
Non-executive directors	80.00		84.62		84.62	
	33.33	46.67	38.46	46.15	46.15	38.46
Independent directors	33.33		38.46		38.46	
	0.00	33.33	15.38	23.08	15.38	23.08
Non-executive directors who have no position in independent directors	46.67		46.15		46.15	
	33.33	13.33	23.08	23.08	30.77	15.38

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	55		56		58	
	52	58	56	56	59	58

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
1. Mr. PAIBOON DAMRONGCHAITHAM Gender: Male Age : 76 years Highest level of education : Honorary degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No	Chairman of the board of directors (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	31 May 2017	Corporate Management, Marketing, Governance/ Compliance, Leadership, Risk Management
2. Ms. BOOSABA DAORUENG Gender: Female Age : 73 years Highest level of education : Bachelor's degree Study field of the highest level of education : Faculty of Liberal Arts Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No	Vice-chairman of the board of directors (Non-executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	27 Apr 2024	Business Administration, Marketing, Leadership

List of directors	Position	First appointment date of director	Skills and expertise
3. Mr. TAKONKIET VIRAVAN Gender: Male Age : 59 years Highest level of education : Honorary degree Study field of the highest level of education : Bachelor of Arts Thai nationality : Yes Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	21 Jul 2015	Media & Publishing, Governance/ Compliance, Information & Communication Technology, Digital Marketing, Business Administration
4. Mr. PIYA SOSOTHIKUL Gender: Male Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	21 Jul 2015	Accounting, Finance, Corporate Management, Governance/ Compliance, Business Administration

List of directors	Position	First appointment date of director	Skills and expertise
5. Mr. RAFAH DAMRONGCHAITHAM Gender: Male Age : 38 years Highest level of education : Bachelor's degree Study field of the highest level of education : Communication Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No	Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	31 May 2017	Information & Communication Technology, Digital Marketing, Strategic Management, Corporate Management, Governance/ Compliance
6. Ms. SUVABHA CHAROENYING Gender: Female Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	22 Jan 2020	Finance, Accounting, Governance/ Compliance, Business Administration, Law

List of directors	Position	First appointment date of director	Skills and expertise
7. Mrs. DUANGMANEE SUKHUM Gender: Female Age : 59 years Highest level of education : Bachelor's degree Study field of the highest level of education : Architecture Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	22 Jan 2020	Strategic Management, Corporate Management, Governance/ Compliance, Business Administration, Leadership
8. Mrs. DUANGJAI LORLERTWIT Gender: Female Age : 63 years Highest level of education : Bachelor's degree Study field of the highest level of education : Communication Arts Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	24 Feb 2023	Governance/ Compliance, Corporate Management, Business Administration, Marketing, Sustainability

List of directors	Position	First appointment date of director	Skills and expertise
9. Ms. INGFAH DAMRONGCHAITHAM Gender: Female Age : 34 years Highest level of education : Bachelor's degree Study field of the highest level of education : Design and Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director	23 Feb 2024	Marketing, Digital Marketing, Governance/ Compliance, Business Administration
10. Mr. SIROT SETABANDHU Gender: Male Age : 53 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	26 Apr 2024	Business Administration, Governance/ Compliance, Accounting, Finance, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
11. Mr. NALIKATIBHAG SANGSNIT Gender: Male Age : 60 years Highest level of education : Doctoral degree Study field of the highest level of education : Interdisciplinary Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	26 Apr 2024	Risk Management, Business Administration
12. Mr. KANCHIT BUNAJINDA Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes	Director (Non-executive directors, Independent director) Authorized directors as per the companys certificate of registration : No Type of director : Existing director	8 May 2024	Business Administration, Governance/ Compliance, Risk Management, Finance, Accounting

List of directors	Position	First appointment date of director	Skills and expertise
13. Mr. KITTISAK CHUANG-A-ROON Gender: Male Age : 71 years Highest level of education : Bachelor's degree Study field of the highest level of education : Communication Arts Thai nationality : Yes Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No Type of director : Newly appointed director to replace the ex-director	1 Sep 2025	Media & Publishing

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

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

List of directors	Position	Date of resignation / termination	Replacement director
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List of directors	Position	Date of resignation / termination	Replacement director
1. Ms. JANJIRA PANITPON Gender: Female Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes	Director (Executive directors) Authorized directors as per the companys certificate of registration : No	20 Feb 2025	Ms. SIREETORN SRISUNGWORN Appointment date of replacement director : 3 Mar 2025
2. Ms. SIREETORN SRISUNGWORN Gender: Female Age : 39 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : No	Director (Non-executive directors) Authorized directors as per the companys certificate of registration : No	28 Aug 2025	Mr. KITTISAK CHUANG-A-ROON Appointment date of replacement director : 1 Sep 2025

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. PAIBOON DAMRONGCHAITHAM	Chairman of the board of directors		✓		✓	
2. Ms. BOOSABA DAORUENG	Vice-chairman of the board of directors		✓		✓	✓
3. Mr. TAKONKIET VIRAVAN	Director	✓				✓
4. Mr. PIYA SOSOTHIKUL	Director		✓		✓	✓
5. Mr. RAFAH DAMRONGCHAITHAM	Director	✓				✓
6. Ms. SUVABHA CHAROENYING	Director		✓	✓		
7. Mrs. DUANGMANEE SUKHUM	Director		✓	✓		
8. Mrs. DUANGJAI LORLERTWIT	Director		✓	✓		
9. Ms. INGFAH DAMRONGCHAITHAM	Director		✓		✓	✓
10. Mr. SIROT SETABANDHU	Director		✓		✓	
Total (persons)		2	11	5	6	5

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
11. Mr. NALIKATIBHAG SANGSNIT	Director		✓	✓		
12. Mr. KANCHIT BUNAJINDA	Director		✓	✓		
13. Mr. KITTISAK CHUANG-A-ROON	Director		✓		✓	
Total (persons)		2	11	5	6	5

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Media & Publishing	2	15.38
2. Information & Communication Technology	2	15.38
3. Law	1	7.69
4. Marketing	4	30.77
5. Accounting	4	30.77
6. Finance	4	30.77
7. Sustainability	1	7.69
8. Digital Marketing	3	23.08
9. Corporate Management	5	38.46
10. Leadership	3	23.08

Skills and expertise	Number (persons)	Percent (%)
11. Strategic Management	3	23.08
12. Risk Management	3	23.08
13. Governance/ Compliance	10	76.92
14. Business Administration	10	76.92

Information about the other directors ^{(*)(**)}

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	No	No
The chairman of the board and the highest-ranking executive are from the same family	No	No	No
Chairman is a member of the executive board or taskforce	-	No	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	Yes	Yes

Additional explanation :

(*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the : Have
board of directors and the Management

Methods of balancing power between the board of : Appointing an independent director to jointly consider the
directors and Management agenda of the board of directors meeting

The Chairman of the Audit Committee of the Company, who is an independent director, together with the Chairman of the Board of Directors, determines the agenda for the Board of Directors' meetings.

Information on the roles and duties of the board of directors

Board charter : Have

Board of Directors Charter includes the composition of the Board of Directors, qualifications, terms of office, scope and responsibilities, meetings.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Audit of financial statements and internal controls
- Risk management
- Director and executive nomination
- Remuneration
- Corporate governance
- Sustainability development

Scope of authorities, role, and duties

Perform duties with responsibility, caution (duty of care) and honesty (duty of loyalty) and ensure that the operations of the Company and its subsidiaries comply with the law, objectives, regulations, resolutions of the Board of Directors' meetings and resolutions of the shareholders' meetings.

Reference link for the charter

-

Executive Committee

Role

- Others
- To operate and manage the business of the Company and its subsidiaries in accordance with the objectives, regulations, policies, rules and requirements.

Scope of authorities, role, and duties

Set policies, directions, business strategies, business plans, annual budget plans and various administrative powers of the Company and its subsidiaries.

Supervise, inspect and monitor the business operations of the Company and subsidiaries to ensure compliance with the Company's policies, vision, mission, goals, business strategies, business plans and annual budget.

Study the feasibility of investing in new projects and have the authority to consider and approve the Company and subsidiaries to invest or jointly invest with individuals, juristic persons or other business organizations.

Follow up on the performance and progress of investment projects of each business and report the results including any problems or obstacles that occur and the guidelines for improvement to the Board of Directors. Consider and approve the expenditure of investment funds, financial transactions with financial institutions in borrowing, requesting credit, pawning, mortgaging, guaranteeing and others, including buying and selling and registering ownership of any land for the purpose of benefiting the operations of the Company and its subsidiaries. Approval of the establishment of a subsidiary company, capital increase or reduction in a subsidiary company, adjustment of the shareholding structure within the group

Subsidiary company Consideration of the determination of the organizational structure and management authority of the organization.

Reference link for the charter

-

The Nomination and Remuneration Committee

Role

- Others
- Recruitment and compensation

Scope of authorities, role, and duties

Establish criteria and policies for selecting directors, executives and subcommittees by considering the appropriateness of the number, structure and composition of the board of directors and establish the qualifications of directors to be submitted to the board of directors. Consider recruiting, selecting and proposing suitable persons to hold positions as directors, executives and subcommittees whose terms have expired and/or whose positions are vacant and/or additional appointments.

Evaluate the performance of the company's top executives. Establish criteria and policies for determining the remuneration of the Board of Directors, executives and subcommittees to be proposed to the Board of Directors and/or submitted for approval to the shareholders' meeting. Determine the necessary and appropriate compensation, both monetary and non-monetary, for the Board of Directors, executives and subcommittees on an individual basis. Determine the necessary and appropriate compensation, both monetary and non-monetary, for the Board of Directors, executives and subcommittees on an individual basis.

Consider the Company's annual bonus payment and prepare the bonus allocation approval document and sign it by the Chairman of the Nomination and Remuneration Committee.

Review the Charter. Prepare the report of the Nomination and Remuneration Committee

Reference link for the charter

-

The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability)

Role

- Others
- Risk management, corporate governance, and sustainability development

Scope of authorities, role, and duties

Consider and review risk management policies and/or plans to ensure they are consistent with objectives, goals and strategies.

Consider and review policies, strategies, operations and practices related to operations for good corporate

governance, business ethics and code of conduct, anti-corruption policies and whistleblowing and complaint policies.

Set policies, goals, and operational plans and manage risks in sustainable development of the company covering all 3 dimensions: environmental dimension, social dimension, and corporate governance dimension or "ESG" to create long-term value for stakeholders.

Reference link for the charter

-

Information on each subcommittee

List of audit committee⁽¹⁾

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Ms. SUVABHA CHAROENYING ^(*) Gender: Female Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	8 May 2024	Finance, Accounting, Governance/ Compliance, Business Administration, Law
2. Mrs. DUANGJAI LORLERTWIT ^(*) Gender: Female Age : 63 years Highest level of education : Bachelor's degree Study field of the highest level of education : Communication Arts Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	24 Feb 2023	Governance/ Compliance, Corporate Management, Business Administration, Marketing, Sustainability

List of directors	Position	Appointment date of audit committee member	Skills and expertise
3. Mr. NALIKATIBHAG SANGSNIT Gender: Male Age : 60 years Highest level of education : Doctoral degree Study field of the highest level of education : Interdisciplinary Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	8 May 2024	Risk Management, Business Administration

Additional explanation :

(*) Directors with expertise in accounting information review

Remark: ⁽¹⁾ At the Board of Directors Meeting No. 5/2025 held on November 24, 2025, the Board approved the change of the sub-committee name from the Audit Committee to the Audit and Corporate Governance Committee.

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

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Mr. TAKONKIET VIRAVAN Gender: Male Age : 59 years Highest level of education : Honorary degree Study field of the highest level of education : Bachelor of Arts Thai nationality : Yes Residence in Thailand : No	The chairman of the executive committee	31 May 2017

List of committee members	Position	Appointment date of executive committee member
2. Mr. RAFAH DAMRONGCHAITHAM Gender: Male Age : 38 years Highest level of education : Bachelor's degree Study field of the highest level of education : Communication Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	31 May 2017
3. Mr. Nipon Pewnen Gender: Male Age : 58 years Highest level of education : Bachelor's degree Study field of the highest level of education : Communication Arts Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	31 May 2017
4. Ms. BOOSABA DAORUENG Gender: Female Age : 73 years Highest level of education : Bachelor's degree Study field of the highest level of education : Faculty of Liberal Arts Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	27 Apr 2024
5. Mr. KITTISAK CHUANG-A-ROON Gender: Male Age : 71 years Highest level of education : Bachelor's degree Study field of the highest level of education : Communication Arts Thai nationality : Yes Residence in Thailand : No	Member of the executive committee	1 Sep 2025

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

List of directors	Position	Date of resignation / termination	Replacement committee member
1. Ms. JANJIRA PANITPON Gender: Female Age : 49 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the executive committee	20 Feb 2025	Ms. SIREETORN SRISUNGWORN Appointment date of replacement committee member : 3 Mar 2025
2. Ms. SIREETORN SRISUNGWORN Gender: Female Age : 39 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes	Member of the executive committee	28 Aug 2025	Mr. KITTISAK CHUANG-A-ROON Appointment date of replacement committee member : 1 Sep 2025

Other Subcommittees

Subcommittee name	Name list	Position
The Nomination and Remuneration Committee	Ms. SUVABHA CHAROENYING	The chairman of the subcommittee (Independent director)
	Mrs. DUANGMANEE SUKHUM	Member of the subcommittee (Independent director)

Subcommittee name	Name list	Position
	Mrs. DUANGJAI LORLERTWIT	Member of the subcommittee (Independent director)
The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability)	Mrs. DUANGJAI LORLERTWIT	The chairman of the subcommittee (Independent director)
	Mr. PIYA SOSOTHIKUL	Member of the subcommittee
	Mr. Setthabut Maruchinda	Member of the subcommittee
	Mr. Dew Waratangtragoon	Member of the subcommittee
	Mr. Naran Poomsiri	Member of the subcommittee
	Mrs. Somsri Preutthipan	Member of the subcommittee

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

Subcommittee name	Name list	Position	Date of resignation / termination	Replacement committee member
The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability)	Mr. RAFAH DAMRONGCHAITHAM	Member of the subcommittee	5 Nov 2025	Mrs. Somsri Preutthipan Appointment date of replacement committee member : 25 Nov 2025

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
1. Mr. Nipon Pewnen Gender: Male Age : 58 years Highest level of education : Bachelor's degree Study field of the highest level of education : Communication Arts Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	-	1 Jan 2020	Media & Publishing, Information & Communication Technology, Leadership, Digital Marketing
2. Ms. Suthasinee Busrapan (***) Gender: Female Age : 53 years Highest level of education : Bachelor's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	-	1 Jan 2020	Media & Publishing, Information & Communication Technology, IT Management, Digital Marketing, Leadership

List of executives	Position	First appointment date	Skills and expertise
3. Mr. TAKONKIET VIRAVAN (***) Gender: Male Age : 59 years Highest level of education : Honorary degree Study field of the highest level of education : Bachelor of Arts Thai nationality : Yes Residing in Thailand : No Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	- (The highest-ranking executive)	1 Mar 2021	Media & Publishing, Governance/ Compliance, Information & Communication Technology, Digital Marketing, Business Administration
4. Mr. RAFAH DAMRONGCHAITHAM^(***) Gender: Male Age : 38 years Highest level of education : Bachelor's degree Study field of the highest level of education : Communication Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	-	1 Mar 2021	Information & Communication Technology, Digital Marketing, Strategic Management, Corporate Management, Governance/ Compliance

List of executives	Position	First appointment date	Skills and expertise
5. Mrs. Somsri Preutthipan (***) Gender: Female Age : 70 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	-	1 Jan 2022	Business Administration, Information & Communication Technology, IT Management, Corporate Management
6. Mr. Naran Poomsiri ^{(*)(**)} Gender: Male Age : 46 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	-	4 Jun 2024	Finance, Accounting, Sustainability, Audit, Governance/ Compliance

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

(***) Appointed after the fiscal year end of the reporting year

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure diagram of the highest-ranking executive and the next four executives from the top executive

Remuneration policy for executive directors and executives

The Company determines the remuneration of directors and executives by considering the consistency with the objectives, compensation, main goals of the organization and long-term benefits, which are at a level comparable to

the remuneration data of other companies. In the same type of business with a similar size, the payment of remuneration must be approved by the company's shareholders' meeting.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	74,090,805.00	65,217,142.00	69,325,349.00
Total remuneration of executive directors (baht)	460,000.00	340,000.00	220,000.00
Total remuneration of executives (baht)	73,630,805.00	64,877,142.00	69,105,349.00

The Board of Directors has approved and presented to the general meeting of shareholders Determine the remuneration policy for the Board of Directors and the remuneration for various sub-committees of the Company for the year 2025 clearly and transparently. By assigning the Nomination and Remuneration Committee Determine criteria and policies for determining the remuneration of the Board of Directors and sub-committee both monetary and non-monetary each year and presented to the Board of Directors for approval. before presenting for approval to the shareholders' meeting The determination of remuneration for directors has been considered to be suitable for their duties and responsibilities. responsibility Including the expected benefits from the directors and compare with companies in similar businesses including The results of the 2024 survey on directors' remuneration of listed companies on the Stock Exchange of Thailand conducted by the Thai Institute of Directors Association (IOD) were taken into consideration

Other remunerations of executive directors and executives

	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	2,338,692.00	2,305,242.00	2,461,512.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive : 0.00
directors and executives in the past year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Napa Thongeim	napa.tho@onee.one	-

List of the company secretary

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

List of the head of internal audit or outsourced internal auditor

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

List of the head of the compliance unit

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

Head of investor relations

Does the Company have an appointed head of : Have
investor relations

List of the head of investor relations

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

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090	1,350,000.00	-	-

Details of the auditors of the subsidiaries

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090	1,350,000.00	-	1. Mrs. POONNARD PAOCHAROEN Email: Poonnard. Wattanawong@th.ey.com License number: 5238 2. Ms. SINEENART JIRACHAIKHUANKHAN Email: Sineenart. Jirachaikhuan@th.ey.com License number: 6287 3. Ms. YUCHIRA TUATON Email: Yuchira.Tuaton@th.ey.com License number: 10725 4. Mr. KITTI TEACHAKASEMBUNDIT Email: Kitti. Teachakasembundit@th.ey.com License number: 9151

Assigned personnel in case of a foreign company

Does the company have any individual assigned to : No
be representatives in Thailand

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past year

Summary of duty performance of the board of directors over the past year

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. KITTISAK CHUANG-A-ROON	Director	1 Sep 2025	Media & Publishing

List of newly appointed director not being replaced the ex-director

Selection of independent directors

Criteria for selecting independent directors

Consider the qualifications in accordance with the definition of independent director of the Securities and Exchange Commission and the Stock Exchange of Thailand and the Company, and will be able to express opinions independently as an independent director.

Business or professional relationships of independent directors over the past year

Business or professional relationships of : No
independent directors over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as : Yes
directors through the nomination committee

Method for selecting persons to be appointed as the : Yes
highest-ranking executive through the nomination
committee

Number of directors from major shareholders

Number of directors from each group of major : 7
shareholders over the past year (persons)

Rights of minority shareholders on director appointment

In order to promote and support the good corporate governance policy, the Company has provided an opportunity for shareholders to propose a list of persons with suitable qualifications to serve as directors of the Company in advance for the Annual General Meeting of Shareholders.

Method of director appointment : Method whereby each director requires approval
votes more than half of the votes of attending
shareholders and casting votes

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. PAIBOON DAMRONGCHAITHAM (Chairman of the board of directors)	Non-participating	Thai Institute of Directors (IOD) • 2024: Director Accreditation Program (DAP)
2. Ms. BOOSABA DAORUENG (Vice-chairman of the board of directors)	Non-participating	Other • 2024: No
3. Mr. TAKONKIET VIRAVAN (Director)	Participating	Thai Institute of Directors (IOD) • 2021: Director Accreditation Program (DAP)
4. Mr. PIYA SOSOTHIKUL (Director)	Participating	Thai Institute of Directors (IOD) • 2005: Director Accreditation Program (DAP) Other • 2015: Corporate Governance for Capital Market Intermediaries
5. Mr. RAFAH DAMRONGCHAITHAM (Director)	Participating	Thai Institute of Directors (IOD) • 2021: Director Accreditation Program (DAP)

List of directors	Participation in training in the past financial year	History of training participation
6. Ms. SUVABHA CHAROENYING (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2023: ESG in the Boardroom: A Practical Guide for Board (ESG) • 2023: Role of the Chairman Program (RCP) • 2021: Board Nomination and Compensation Program (BNCP) • 2021: Director Leadership Certification Program (DLCP) • 2019: Strategic Board Master Class (SBM) • 2000: Director Certification Program (DCP) Other • 2023: ESG in the Boardroom: A Practical Guide for Board (ESG) • 2023: Refreshment Training Program • 2016: Boardroom Success through Financing and Investment • 2014: Corporate Governance for Capital Market Intermediaries • 2014: Financial Institutions Governance Program • 2011: Audit Committee Program • 2011: Successful Formulation & Execution of Strategy • 2003: Finance For Non-Finance Director
7. Mrs. DUANGMANEE SUKHUM (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2023: Subsidiary Governance Program (SGP) • 2021: Director Leadership Certification Program (DLCP) • 2018: Advanced Audit Committee Program (AAP) • 2011: Director Certification Program (DCP)

List of directors	Participation in training in the past financial year	History of training participation
8. Mrs. DUANGJAI LORLERTWIT (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2023: Subsidiary Governance Program (SGP) • 2021: Director Leadership Certification Program (DLCP) • 2018: Advanced Audit Committee Program (AAP) • 2011: Director Certification Program (DCP)
9. Ms. INGFAH DAMRONGCHAITHAM (Director)	Non-participating	Thai Institute of Directors (IOD) • 2021: Director Accreditation Program (DAP)
10. Mr. SIROT SETABANDHU (Director)	Non-participating	Thai Institute of Directors (IOD) • 2004: Director Accreditation Program (DAP)
11. Mr. NALIKATIBHAG SANGSNIT (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2009: Advanced Audit Committee Program (AAP) • 2007: Role of the Chairman Program (RCP) • 2006: Director Certification Program (DCP)

List of directors	Participation in training in the past financial year	History of training participation
12. Mr. KANCHIT BUNAJINDA (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) • 2023: Role of the Chairman Program (RCP) • 2023: Strategic Board Master Class (SBM) • 2021: Director Leadership Certification Program (DLCP) • 2006: Advanced Audit Committee Program (AAP) • 2005: Director Accreditation Program (DAP) • 2003: Director Certification Program (DCP) Other • 2009: Monitoring of the Quality of Financial Reporting (MFR) • 2009: Monitoring the Internal Audit Function • 2009: Monitoring the System of Internal Control and Risk Management (MIR) • 2003: Director Diploma Examination (Exam)
13. Mr. KITTISAK CHUANG-A-ROON (Director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The criteria for evaluating one's own performance (Board Self-Assessment) is divided into 5 levels, namely 4 = excellent, 3 = very good, 2 = fair, 1 = unsatisfactory, 0 = needs improvement.

Evaluation of the duty performance of the board of directors over the past year

The self-evaluation of the entire board of directors had an average score of 3.78 points, and the self-evaluation of individual directors had an average score of 3.64 points, with a full score of 4 points.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The criteria for evaluating the performance of the Group CEO are divided into 5 levels, namely:

4 = Excellent implementation of that matter

3 = Good implementation of that matter

2 = Moderate action taken on the matter

1 = Little action taken on the matter

0 = No action taken on the matter

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the : 5
past year (times)

Date of AGM meeting : 27 Apr 2025

EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. PAIBOON DAMRONGCHAITHAM (Chairman of the board of directors)	5	/	5	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
2. Ms. BOOSABA DAORUENG (Vice-chairman of the board of directors)	5	/	5	1	/	1		/	
3. Mr. TAKONKIET VIRAVAN (Director)	5	/	5	1	/	1		/	
4. Mr. PIYA SOSOTHIKUL (Director)	5	/	5	1	/	1		/	
5. Mr. RAFAH DAMRONGCHAITHAM (Director)	4	/	5	1	/	1		/	
6. Ms. SUVABHA CHAROENYING (Director, Independent director)	5	/	5	1	/	1		/	
7. Mrs. DUANGMANEE SUKHUM (Director, Independent director)	5	/	5	1	/	1		/	
8. Mrs. DUANGJAI LORLERTWIT (Director, Independent director)	5	/	5	1	/	1		/	
9. Ms. INGFAH DAMRONGCHAITHAM (Director)	5	/	5	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
10. Mr. SIROT SETABANDHU (Director)	5	/	5	1	/	1		/	
11. Mr. NALIKATIBHAG SANGSNIT (Director, Independent director)	5	/	5	1	/	1		/	
12. Mr. KANCHIT BUNAJINDA (Director, Independent director)	5	/	5	1	/	1		/	
13. Mr. KITTISAK CHUANG-A-ROON (Director)	2	/	2	0	/	0		/	
14. Ms. JANJIRA PANITPON (Director)	0	/	0	0	/	0		/	
15. Ms. SIREETORN SRISUNGWORN (Director)	2	/	2	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. PAIBOON DAMRONGCHAITHAM (Chairman of the board of directors)	5/5 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
2. Ms. BOOSABA DAORUENG (Vice-chairman of the board of directors)	5/5 (100.00%)	1/1 (100.00%)	N/A
3. Mr. TAKONKIET VIRAVAN (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
4. Mr. PIYA SOSOTHIKUL (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
5. Mr. RAFAH DAMRONGCHAITHAM (Director)	4/5 (80.00%)	1/1 (100.00%)	N/A
6. Ms. SUVABHA CHAROENYING (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
7. Mrs. DUANGMANEE SUKHUM (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
8. Mrs. DUANGJAI LORLERTWIT (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
9. Ms. INGFAH DAMRONGCHAITHAM (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
10. Mr. SIROT SETABANDHU (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
11. Mr. NALIKATIBHAG SANGSNIT (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
12. Mr. KANCHIT BUNAJINDA (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
13. Mr. KITTISAK CHUANG-A-ROON (Director)	2/2 (100.00%)	N/A	N/A
14. Ms. JANJIRA PANITPON (Director)	N/A	N/A	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
15. Ms. SIREETORN SRISUNGWORN (Director)	2/2 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	98.57%	100.00%	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

Remuneration of the board of directors

Types of remuneration of the board of directors

The monthly remuneration (paid to the Board of Directors and the Audit Committee for a monthly basis at the specified rate)

The Meeting Allowance per meeting (paid to directors and sub-committees, according to the actual attendance per meeting basis at the specified rate) The annual bonus for the year which is paid to company directors in the amount not exceeding baht 10,000,000 (allocated according to the criteria and details specified)

Non-Monetary Remuneration / Other Benefits: The Company provided the Directors and Officers Liability Insurance (D&O), with a total coverage of 200,000,000 baht, covering the Company's directors and executive officers. and affiliated companies including sub-committees.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. PAIBOON DAMRONGCHAITHAM (Chairman of the board of directors)			1,605,038.00		0.00
Board of Directors (Chairman of the board of directors)	100,000.00	1,505,038.00	1,605,038.00	No	
2. Ms. BOOSABA DAORUENG (Vice-chairman of the board of directors)			1,213,358.00		0.00
Board of Directors (Vice-chairman of the board of directors)	100,000.00	1,003,358.00	1,103,358.00	No	
Executive Committee (Member of the executive committee)	110,000.00	0.00	110,000.00	No	
3. Mr. TAKONKIET VIRAVAN (Director)			863,358.00		0.00
Board of Directors (Director)	100,000.00	763,358.00	863,358.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
4. Mr. PIYA SOSOTHIKUL (Director)			1,148,358.00		0.00
Board of Directors (Director)	100,000.00	1,003,358.00	1,103,358.00	No	
The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability) (Member of the subcommittee)	45,000.00	0.00	45,000.00	No	
5. Mr. RAFAH DAMRONGCHAITHAM (Director)			690,687.00		0.00
Board of Directors (Director)	80,000.00	610,687.00	690,687.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability) (Member of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
6. Ms. SUVABHA CHAROENYING (Director, Independent director)			1,363,358.00		0.00
Board of Directors (Director)	100,000.00	1,123,358.00	1,223,358.00	No	
Audit Committee (Chairman of the audit committee)	80,000.00	N/A	80,000.00	No	
The Nomination and Remuneration Committee (The chairman of the subcommittee)	60,000.00	N/A	60,000.00	No	
7. Mrs. DUANGMANEE SUKHUM (Director, Independent director)			1,163,358.00		0.00
Board of Directors (Director)	100,000.00	1,003,358.00	1,103,358.00	No	
The Nomination and Remuneration Committee (Member of the subcommittee)	60,000.00	0.00	60,000.00	No	
8. Mrs. DUANGJAI LORLERTWIT (Director, Independent director)			1,348,358.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	100,000.00	1,063,358.00	1,163,358.00	-	
Audit Committee (Member of the audit committee)	80,000.00	N/A	80,000.00	-	
The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability) (The chairman of the subcommittee)	45,000.00	N/A	45,000.00	-	
The Nomination and Remuneration Committee (Member of the subcommittee)	60,000.00	N/A	60,000.00	-	
9. Ms. INGFAH DAMRONGCHAITHAM (Director)			1,103,358.00		0.00
Board of Directors (Director)	100,000.00	1,003,358.00	1,103,358.00	No	
10. Mr. SIROT SETABANDHU (Director)			1,103,358.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	100,000.00	1,003,358.00	1,103,358.00	No	
11. Mr. NALIKATIBHAG SANGSNIT (Director, Independent director)			1,243,358.00		0.00
Board of Directors (Director)	100,000.00	1,063,358.00	1,163,358.00	-	
Audit Committee (Member of the audit committee)	80,000.00	N/A	80,000.00	-	
12. Mr. KANCHIT BUNAJINDA (Director, Independent director)			1,103,358.00		0.00
Board of Directors (Director)	100,000.00	1,003,358.00	1,103,358.00	No	
13. Mr. KITTISAK CHUANG- A-ROON (Director)			455,343.00		0.00
Board of Directors (Director)	40,000.00	385,343.00	425,343.00	No	
Executive Committee (Member of the executive committee)	30,000.00	0.00	30,000.00	No	
14. Mr. Nipon Pween (Member of the executive committee)			0.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
15. Mr. Setthabut Maruchinda (Member of the subcommittee)			0.00		0.00
The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability) (Member of the subcommittee)	0.00	0.00	0.00	No	
16. Mr. Dew Waratangragoon (Member of the subcommittee)			0.00		0.00
The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability) (Member of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
17. Mr. Naran Poomsiri (Member of the subcommittee)			0.00		0.00
The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability) (Member of the subcommittee)	0.00	0.00	0.00	No	
18. Mrs. Somsri Preutthipan (Member of the subcommittee)			0.00		0.00
The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability) (Member of the subcommittee)	0.00	0.00	0.00	No	
19. Ms. JANJIRA PANITPON (Director)			53,571.43		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	0.00	33,571.43	33,571.43	No	
Executive Committee (Member of the executive committee)	20,000.00	0.00	20,000.00	No	
20. Ms. SIREETORN SRISUNGWORN (Director)			521,472.03		0.00
Board of Directors (Director)	40,000.00	421,472.03	461,472.03	No	
Executive Committee (Member of the executive committee)	60,000.00	0.00	60,000.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	1,260,000.00	12,989,691.46	14,249,691.46
2. Audit Committee	240,000.00	0.00	240,000.00
3. Executive Committee	220,000.00	0.00	220,000.00
4. The Nomination and Remuneration Committee	180,000.00	0.00	180,000.00
5. The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability)	90,000.00	0.00	90,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	2,490,000.00	2,650,000.00	1,990,000.00
Other monetary remuneration (Baht)	13,040,241.70	12,945,084.79	12,989,691.46
Total (Baht)	15,530,241.70	15,595,084.79	14,979,691.46

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the : 0.00
board of directors over the past year
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes
companies

Mechanism for overseeing subsidiaries and : Yes
associated companies

Mechanism for overseeing management and taking : The appointment of representatives as directors,
responsibility for operations in subsidiaries and executives, or controlling persons in proportion to
associated companies approved by the board of shareholding, The determination of the scope of duties
directors and responsibilities of directors and executives as company
representatives in establishing important policies,
Disclosure of financial condition and operating results,
Transactions between the company and related parties,
Other significant transactions, Acquisition or disposal of
assets, Internal control system of the subsidiary operating
the core business is appropriate and sufficient in the
subsidiary operating the core business

The Company will nominate its representatives as directors in each of its subsidiaries, which do not operate the core business, in a proportion to, at least, the Companys shareholding in each subsidiary, in an exception for this policy or the Companys Board of Directors to designate any others. These representatives will govern and supervise the subsidiaries which do not operate the core business to run operations in compliance with the laws, the corporate governance policy and other policies of the Company. Meanwhile, dispatching the representatives to each of the subsidiaries which do not operate the core business shall be the authority of the Executive Committees meetings in regard to each subsidiarys appropriateness.

Disclosure of agreements between the company and shareholders in managing subsidiaries and associated companies (Shareholders agreement)

The company has a guideline requiring all directors, executives and employees to prepare a report to disclose suspected items that they or relatives are related in the family. have conflicting interests with the interests of the Company Every time an item is found (Incident-based reports) and notify the supervisor to sign for acknowledgment. along with submitting the information to the Office of the Company Secretary to gather information and summarize reports that are correlated which may have a conflict of interest with the Company to the Board of Directors for executives to acknowledge and manage A group of employees who are related are not allowed to carry out activities that may benefit each other. Directors and executives are required to prepare a conflict of interest disclosure report. to the Board of Directors for acknowledgment of such actions annually. or when an event occurs

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of : Yes
interest over the past year

The Company shall supervise or prevent in cases where conflicts of interest arise or may arise related to the Company's business operations appropriately and shall not seek any unlawful benefits or those in violation of the requirements of relevant government agencies and regulatory agencies.

Number of cases or issues related to conflict of interest

	2023	2024	2025
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of : Yes

inside information to seek benefits over the past year

The Company has policies and methods for taking care of directors, executives, including those holding executive positions in accounting or finance at the department manager or equivalent level, and employees of the Company and its subsidiaries don't use confidential or inside information of the Company and its subsidiaries that has not yet been disclosed to the public for personal or other benefits.

Number of cases or issues related to the use of inside information to seek benefits

	2023	2024	2025
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over : Yes
the past year

Form of operations in anti-corruption : The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

Anti-Corruption

The Group is committed to conducting business with transparency and integrity by adhering to strict anti-corruption policies, which are essential for building a highly ethical and trustworthy organization. The Group has instilled a sense of awareness, values, and positive attitudes in employees at all levels to ensure everyone is responsible for strict compliance with relevant laws, regulations, and policies, without supporting or providing opportunities for corruption, both internally and externally.

The Group has established an Audit Committee and developed an effective internal audit system to prevent corruption at all levels of business operations. This committee is responsible for monitoring and verifying that organizational processes comply with the highest standards.

In addition, the Group has established a comprehensive code of business ethics, which is reviewed and updated annually to align with business changes and the evolving legal environment. It is submitted to the Corporate Governance Committee for consideration and implementation by the Board of Directors.

The Group conducts communications and public relations regarding business ethics, including training employees on business ethics and related practices to ensure everyone in the organization understands and complies with the anti-

corruption policy. The Group also provides channels for employees and stakeholders to communicate and report corruption complaints, ensuring protection for whistleblowers from retaliation or unfair treatment. The Group affirms that it will not demote or negatively impact employees who act ethically and refuse to engage in corruption, even if it results in lost business opportunities.

Through strict adherence to these principles, the Group is committed to building a transparent, honest, and sustainable organization, while maintaining the trust and confidence of all stakeholders.

Number of cases or issues related to corruption

	2023	2024	2025
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing : Yes
procedures over the past year

The Company has assigned the Internal Audit Department to manage, collect, screen and investigate complaints or suspicious clues regarding the violation of the rights of stakeholders, corruption, and illegal acts. Corporate Governance Policy and Business Ethics or have any doubts about the financial reports or internal control systems of the Group of Companies through the channels provided by the Company, which requires the Secretary of the Audit Committee, who is an independent person in performing his duties. Responsible for screening and summarizing clues and complaints to present to the Audit Committee, which is independent from the management for further consideration. The Company has also established policies and guidelines for protecting informants or whistleblowers.

Number of cases or issues related to whistleblowing

	2023	2024	2025
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	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases)	0	2	0

Details of cases or issues received through whistleblowing channels

Year of event	Details	Progress status
Jun 2024 - Jun 2024	Case or issue In 2024, the company received 2 complaints through the whistleblowing channel. Upon receiving the complaints, the company followed up, investigated, considered punishments, and reported the results to the Audit committee, which is in accordance with the company's procedures. However, no action by the directors, executives and employees of the group was found to be in violation of corporate governance and business ethics, relevant laws, and regulations of the SEC and SET. Issue 1: Corrupt employees Topics or issues about Anti-corruption Investigation results - Corrective actions -	Incident no longer subject to action

The monitoring of compliance with other corporate governance policy and guidelines

- 1.The Board of Directors provided an opportunity for minority shareholders to participate in proposing the agenda and nominating persons to be elected as directors in order to replace those who are due to retire by rotation during the 2026 Annual General Meeting of Shareholders in advance. The Company has required shareholders to propose agenda items and nominate persons to be elected as directors according to the rules and procedures set by the company from October 1st, 2025 until December 31st, 2025 via the company's website
2. The Board of Directors Meeting No.4/2025, held on November 11, 2025 and Meeting No.5/2025, held on November 24, 2025 (with approval from the relevant committees in each committee) reviewed and resolved to approve the amendment to the Board of Directors' charter, the charter of sub-committees
3. The Board of Directors through the opinions of the Group Executive Committee has resolved to approve strategy, business plan, budget, investment budget, structure and personnel for the year 2026
4. In 2025, the Board of Directors with the approval of the Risk Management, Corporate Governance and Sustainability Committee has reviewed the appropriateness of the good corporate governance policy and code of conduct and

business ethics of the company group which is defined in "Management and Policy on Good Corporate Governance of the Group of Companies (CG Handbook)" and assessed the compliance with good corporate governance principle for listed companies

5.The Board of Directors conducted self-assessment (group and individual) for the year 2025 and sub-committees

6.The Board of Directors approved the date of the Board of Directors' meeting for the year 2026 in advance.

7.The Board of Directors requires the Company secretary to report on the securities holdings of the Board of Directors and executives to the Board of Directors' meeting

8.The Board of Directors assigns the Company secretary to provide a report summarizing information on stakeholder

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Ms. SUVABHA CHAROENYING (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mrs. DUANGJAI LORLERTWIT (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mr. NALIKATIBHAG SANGSNIT (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

1. Review of Financial Report

Audit and Corporate Governance Committee reviewed significant information contained in the interim financial statements and the financial statements for the year ended 31 December 2025 of the Company and its subsidiaries, which were reviewed and audited by the Company's external auditors. The Committee also considered matters relating to significant accounting policies, changes during the year, and potential future impacts. The Committee is of the opinion that the interim and annual financial statements for the year ended 31 December 2025 fairly present the financial position and operating results of the Company and its subsidiaries in a complete, reliable, and reasonable manner, in compliance with applicable financial reporting standards. Appropriate accounting policies have been applied consistently, with adequate disclosure of information, and in full compliance with relevant laws and regulations.

2. Review of related transactions, connected transactions, or transactions with potential conflicts of interest

Audit and Corporate Governance Committee reviewed and provided opinions on intercompany transactions, related party transactions, or transactions that may give rise to conflicts of interest involving the Company and its subsidiaries. The Committee also reviewed the disclosure of such transactions to ensure that they were conducted in a fair manner and in the ordinary course of business, with reasonable and appropriate terms and conditions, and were accurate and complete. Such transactions were carried out in compliance with the notifications of the Securities and Exchange Commission and in accordance with the Companys policy on intercompany and related party transactions, taking into consideration the interests of all stakeholders. In this regard, the Committee also provided recommendations for management to review and improve normal business terms to ensure they remain appropriate and robust in response to changing circumstances.

3. Review of Adequacy of Internal Control

Audit and Corporate Governance Committee regularly reviewed the results of the Companys internal control system assessment on a quarterly basis, including the assessment of the adequacy of the internal control system based on the evaluation form prescribed by the Securities and Exchange Commission of Thailand, which serves as a guideline for assessing the adequacy of the Companys internal control system. The Committee is of the opinion that the Companys internal control system is appropriate, sufficiently effective, transparent, and in compliance with the principles of good corporate governance.

4. Oversight of Compliance with Laws and Regulations in Accordance with the Principles of Good Corporate Governance

Audit and Corporate Governance Committee reviewed the Companys compliance with the Securities and Exchange Act, the regulations and requirements of the Stock Exchange of Thailand, and other laws relevant to the Companys business operations. The Committee also performed its duties in accordance with the guidance issued by the Securities and Exchange Commission of Thailand under Letter No. SEC.Nor.(Wor) 23/2023, which aims to enhance supervision and deter inappropriate conduct by listed companies. Based on the oversight and monitoring performed, the Audit and Corporate Governance Committee is of the opinion that the Company has complied with the principles of good corporate governance and that no violations of laws or regulations have occurred that could materially affect the Companys reputation or financial position. The Committee also reviewed the Companys operations and/or related party transactions to ensure that they were conducted properly and transparently, in compliance with applicable rules, regulations, policies, operating manuals, and the Companys Corporate Authority Index.

In addition, Audit and Corporate Governance Committee ensured that appropriate mechanisms were in place to oversee and monitor the proper and appropriate use of funds raised by the Company, in accordance with the disclosed objectives. The Committee also ensured that the Company regularly and appropriately reported and disclosed information on the use of proceeds from capital raising to shareholders, in compliance with the reporting timeframes prescribed by the Securities and Exchange Commission of Thailand.

5. Review and Oversight of the Complaint Handling and Whistleblowing Process

Audit and Corporate Governance Committee oversaw the establishment of processes and channels for receiving complaints and whistleblowing reports relating to fraud and corruption. The Committee also ensured that appropriate policies and procedures were in place for handling complaints and providing adequate protection for whistleblowers. In addition, the Committee considered reports on the results of fact-finding investigations arising from whistleblowing reports and complaints and oversaw managements implementation of improvements to strengthen the Companys internal control system.

6. Oversight of Internal Audit Functions

Audit and Corporate Governance Committee oversaw the Internal Audit function, including approving the appointment, performance evaluation, transfer, and termination of the Head of Internal Audit. The Committee also reviewed and provided approval on the scope of work, roles and responsibilities, independence, and the adequacy of staffing resources, and provided recommendations to enhance the effectiveness and efficiency of the Internal Audit function.

7. Consideration of external auditors nomination and remuneration

Audit and Corporate Governance Committee considered and selected the external auditor for the financial year 2025, based on appropriateness with respect to qualifications, knowledge, expertise, experience, performance, independence, and the reasonableness of audit fees. The Committee resolved to propose the appointment to the Board of Directors for approval and to submit the proposal to the 2025 Annual General Meeting of Shareholders for consideration and approval. The proposed external auditor is EY Office Limited, as follows:

Miss Yuchira Tuaton	CPA License No. 10725 or
Mr.Kitti Teachakasembundit	CPA License No. 9151 or
Ms. Sineenart Jirachaikhuan Khan	CPA License No. 6287 or
Mrs. Poonnard Paocharoen	CPA License No. 5238

8. Reporting of Performance to the Board of Directors

Audit and Corporate Governance Committee reported the results of its reviews of the financial statements to the Board of Directors at least on a quarterly basis and prepared the Audit and Corporate Governance Committee Report for disclosure in the annual ONE Report, in accordance with the requirements of the Stock Exchange of Thailand. If any transactions or actions were identified or suspected to have a material impact on the Company's financial position or operating results, the Committee would report such matters to the Board of Directors for acknowledgment. During the past year, no such events or circumstances were identified.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 11

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. TAKONKIET VIRAVAN (The chairman of the executive committee)	11	/	11	11/11 (100.00%)

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
2 Mr. RAFAH DAMRONGCHAITHAM (Member of the executive committee)	11	/	11	11/11 (100.00%)
3 Mr. Nipon Pewnen (Member of the executive committee)	9	/	11	9/11 (81.82%)
4 Ms. BOOSABA DAORUENG (Member of the executive committee)	11	/	11	11/11 (100.00%)
5 Mr. KITTISAK CHUANG-A-ROON (Member of the executive committee)	3	/	3	3/3 (100.00%)
6 Ms. JANJIRA PANITPON (Member of the executive committee)	2	/	2	2/2 (100.00%)
7 Ms. SIREETORN SRISUNGWORN (Member of the executive committee)	6	/	6	6/6 (100.00%)
Average meeting attendance rate				(97.40%)

The results of duty performance of Executive Committee

1. Report of key performance in production, sales, finance and supporting department of the company group every month.
2. Follow up the operation of each department and the overall picture of the Company on a monthly basis.
3. Consider for approval and presenting goal, business strategy, business plan, budget, investment budget and annual manpower rate of the Company group to the Board of Directors for approval as well as being responsible for managing the business of the Company Group to be in accordance with the policy, direction, goal, work plan and annual budget that the Board of Directors has approved.
4. Consider the feasibility study of investment in projects and/or new business by considering business factor, risk management and beneficial return of the Company Group as well as proposing and approving new project/ business and/or establishing subsidiaries to the Board of Directors for consideration and approval respectively. The performance and progress of investment project of each business are monitored and report to the Board of Directors.
5. Consider and approve transaction with connected person and/or acquisition or disposition of asset, as the case may be, with prudence and be reasonable in term of price and other conditions which are related in taking into account the benefit of the company and shareholder by complying with the rule and regulation prescribed by the SEC Office and the Stock Exchange of Thailand. The Executive Director who has benefit in any case will not be involved in decision making in that case before proposing to the Audit Committee and the Board of Directors for approval, respectively.
6. Consider and approve financial and credit transaction that are important to the business of the Company group before proposing to the Board of Directors for approval.

7. Review the Executive Committee charter for the year 2025 and propose to the Board of Directors for approval. Hence, the guideline of performing duty is appropriate and consistent with the current situation.
8. Evaluate the performance of the Executive Committee for the year 2025, where the overall assessment results are at the Very Good level with an average score of 3.76 (full score of 4) by reporting this assessment results to the Board. Director in order for developing the performance of the Executive Committee to be more efficient as well as disclose this evaluating results in the form 56-1 One Report for the year 2025.

Meeting attendance of The Nomination and Remuneration Committee

Meeting The Nomination and Remuneration : 4
Committee (times)

List of Directors	Meeting attendance of The Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Ms. SUVABHA CHAROENYING (The chairman of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
2 Mrs. DUANGMANEE SUKHUM (Member of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
3 Mrs. DUANGJAI LORLERTWIT (Member of the subcommittee, Independent director)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of The Nomination and Remuneration Committee

1. Nomination

● Consideration of the nomination of directors to replace those retiring by rotation at the 2025 Annual General Meeting of Shareholders

The Company provided shareholders with an opportunity to nominate qualified individuals for consideration as directors in advance, during the period from 1 October to 31 December of each year. However, upon the close of the nomination period, **no nominations** were received from shareholders. Accordingly, the Nomination and Remuneration Committee considered and proposed the reappointment of the four incumbent directors, namely: 1) Mrs. Duangjai Lorlertwit 2) Mrs. Duangmanee Sukhum 3) Mr. Piya Sosothikul 4) Mr. Rafah Damrongchaitham to continue serving as directors in replacement of those retiring by rotation and to hold office for another term.

The Nomination and Remuneration Committee was of the opinion that all four directors possess qualifications in accordance with the Public Limited Companies Act, are highly qualified individuals with knowledge, expertise, and experience beneficial to the Company's business operations, and have appropriate vision. In addition, they have demonstrated strong performance in carrying out their duties as directors, have consistently attended Board meetings, and have continuously contributed constructive opinions for the benefit of the Company.

Accordingly, the 2025 Annual General Meeting of Shareholders resolved to approve the appointment of all four directors as proposed by the Board of Directors, following consideration and approval by the Nomination and Remuneration Committee.

- **Appointment of Directors to Replace Those Who Resigned During the Year 2025**

The Board of Directors resolved to appoint Ms. Sireetorn Srisangworn as a director in replacement of Ms. Janjira Panitpol, who resigned from her position, and to appoint Mr. Kittisak Chuang-a-roonn as a director in replacement of Ms. Sireetorn Srisangworn

2. Remuneration

- Consider the remuneration for company directors and sub-committees year 2025, namely the Audit and Corporate Governance Committee, the Sustainability Development and Risk Management Committee, the Nomination and Remuneration Committee and the Executive Committee for the year 2025 as well as propose to the Board of Directors' meeting for consideration and also to the Annual General Meeting of Shareholders for the year 2025 for approval. In this regard, the Nomination and Remuneration Committee has considered the criteria and procedure for proposing remuneration for the company's directors by considering the suitability to duty, scope of role and responsibility, the reasonableness and benefit that the company was received from the Board of Directors including suitability for the type of business and business expansion of the company as well as considering the remuneration rate of other companies in the same industry or close to the company.

In this regard, the 2025 Annual General Meeting of Shareholders has approved the remuneration for the Board of Directors and sub-committees for the year 2025. The remuneration is consisted of monthly remuneration meeting, the allowance per time (according to the actual attendance per meeting) and annual bonus (not exceeding 10,000,000 Baht) according to the criteria and detail proposed by the Nomination and Remuneration Committee.

- Consider and approve the allocation of remuneration for the Company's directors for the year 2025 in accordance with the criteria approved by the shareholders' meeting.

- Consider the annual bonus payment for the year 2025 of the senior executives of the Company's group (C-Level and Key Position) under the bonus consideration framework approved by the Board of Directors by considering the performance of each executive which is linked to the overall performance of the Company Group and the performance of each subsidiary which each senior executive has been responsible for managing appropriately as well as concurring and proposing to the Board of Directors for approval.

- Consider the remuneration and benefit of senior executives of the company group for the year 2026 (C-Level and Key Position) which has taken factors in various fields taken into consideration. For example, the performance was linked to the overall performance of the Company Group, management ability including leadership in order to achieve suitability and has fair compensation that can be an incentive support in the recruitment and retention of personnel with knowledge and ability to join the Company group as well as concurring and proposing to the Board of Directors for approval.

3. Performance Evaluation of the Board of Directors and Senior Executives for the Year 2025

- Reviewed the 2025 performance evaluation of the Chief Executive Officer (CEO) for submission to the Board of Directors.

- Arranged the annual performance evaluation of the Nomination and Remuneration Committee for 2025. The overall assessment result was rated as Good, with an average score of 3.82 out of 4. The evaluation results were reported to the Board of Directors to further enhance the effectiveness of the Nomination and Remuneration Committees performance.

4. Others

- Consider reviewing the plan and follow up on the progress of operation in various matters, including (1) organizational restructuring; (2) the establishment of the remuneration structure for senior executives of the Company and its subsidiaries; and (3) director development, in order to ensure the smooth and continuous operations of the group.

- Consider reviewing the appropriateness of the Nomination and Remuneration Committee charter for the year 2025.

Meeting attendance of The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability)

Meeting The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability) : 3
(times)

List of Directors	Meeting attendance of The Sustainability Development and Risk Management (Formerly, Risk Management Corporate Governance and Sustainability)			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mrs. DUANGJAI LORLERTWIT (The chairman of the subcommittee, Independent director)	3	/	3	3/3 (100.00%)
2 Mr. PIYA SOSOTHIKUL (Member of the subcommittee)	3	/	3	3/3 (100.00%)
3 Mr. Setthabut Maruchinda (Member of the subcommittee)	3	/	3	3/3 (100.00%)
4 Mr. Dew Waratangtragoon (Member of the subcommittee)	3	/	3	3/3 (100.00%)
5 Mr. Naran Poomsiri (Member of the subcommittee)	3	/	3	3/3 (100.00%)
6 Mrs. Somsri Preutthipan (Member of the subcommittee)	0	/	0	N/A
Average meeting attendance rate				(100.00%)

The results of duty performance of The Sustainability Development and Risk

Management (Formerly, Risk Management Corporate Governance and Sustainability)

1. **Consideration of sustainability and risk management frameworks and processes,** by approving the formulation of the risk management policy and the sustainability management policy, as well as reviewing the Companys Corporate Governance Handbook (CG Handbook) and examining the Charter of the Sustainability Development and Risk Management Committee.

2. **Monitoring of progress and performance Risk Management**

1. To review, provide comments on, and approve the risk assessment and the development of the enterprise risk management plan (Corporate Risk) to ensure alignment with the Groups strategic direction and business plans.

This includes providing recommendations, opinions, and suggestions on the risk management plan to ensure its effectiveness and appropriateness for the Groups business operations, as well as approving the classification and risk levels of the Companys risks, which are categorized into eight categories, as follows:

Risk Categories	Risk Level	
	2025	2024
Strategic Risk	High	High
Information Technology and Data Security Risk	Medium	High
Legal and Compliance Risk	Medium	Medium
Human Resources Capacity and Competency Risk	Medium	Medium
Reputation Risk	Medium	Medium
Operational Risk	Low	Low
Financial Risk	Low	Low
Emerging Risk	Low	Low

- Sustainability Development and Risk Management Committee (*formerly the Risk Management, Corporate Governance and Sustainability Committee*) monitored the progress and direction of the risk management plan, as well as the results of the implementation of the risk management plan as presented by management. In 2025, the risk level relating to information technology and data security (IT Risk) was adjusted to a moderate level.

2. To oversee and monitor the implementation of the risk management plan to ensure that the Company has appropriately developed and executed such plan, with regular reporting on the progress and performance results.

3. To oversee, monitor, review, and examine emerging risks to mitigate potential risks and impacts on operations, and to ensure that the Company can continue its activities in accordance with its business plans, including the following:

- Review of emergency broadcasting operation plans for television and radio stations.
- Provision of opinions and recommendations on operational approaches and measures related to employee welfare, such as work-from-home in circumstances where employees are unable to perform their duties at the office due to external factors, including hazardous levels of PM 2.5 air pollution.
- Monitoring the results of penetration testing and the development of the Business Continuity Management (BCM) plan and Disaster Recovery Plan (DRP), to ensure that the Company has adequate and appropriate measures and risk management plans in place to address cybersecurity risks.

3. Monitoring of progress and performance Corporate Governance

1. Continuous enhancement of good corporate governance practices to ensure they remain current and compliant with applicable laws, rules, and regulations relating to business operations. This includes monitoring and assigning Management to strictly comply with relevant regulations, as well as promoting awareness among employees and business partners to ensure compliance. In addition, the Committee oversees and monitors the Companys adherence to the principles of good corporate governance in accordance with notifications and/or regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission, as well as other applicable laws.

2. Requiring directors and executives to disclose information regarding their interests and those of related persons, to enable the Board to consider transactions that may involve conflicts of interest.

3. Review and enhancement of corporate governance, anti-corruption, and whistleblowing policies to ensure their appropriateness in the current business environment and alignment with international standards.

4. Review and approval of corporate governance performance reports, including approval of the Company's report on compliance with the Corporate Governance Code (CG Code), which applies the principles issued by the Securities and Exchange Commission. Such disclosure in the annual report contributed to the Company receiving an Excellence rating in the Corporate Governance Report of Thai Listed Companies (CGR) for 2025 as assessed by the Thai Institute of Directors (IOD).

4. Monitoring of progress and performance Sustainability Development

1. Oversight and monitoring of the Company's sustainable development operations, with the establishment of sustainability management policies and targets covering environmental, social, and corporate governance (ESG) dimensions. The details are as follows:

- **Environmental Dimension**

Utilization of Renewable Energy	GreenWave 106.5 FM received the Thailand Energy Awards 2025 Outstanding Award in the category of Promoter of Energy Conservation and Renewable Energy (Mass Media Radio Broadcasting), presented by the Department of Alternative Energy Development and Efficiency (DEDE), Ministry of Energy. <i>(Aligned with SDG 7: Affordable and Clean Energy and SDG 12: Responsible Consumption and Production and SDG 13: Climate Action through public awareness and promotion of energy efficiency and renewable energy)</i> Acts Studio installed solar panels to generate electricity from solar energy. In 2025, electricity generated from solar cells totaled 1,253,779 units, representing 35.83% of the Companys total energy consumption. <i>(Aligned with SDG 7: Affordable and Clean Energy and SDG 13: Climate Action)</i>
Waste Management	Promoting environmental awareness, responsible consumption, and community well-being through employee engagement activities such as the waste segregation project ONE Yeak Laek Suk. The project converts plastic bottle waste into reflective safety vests and donates them to street cleaning personnel of Watthana District, Bangkok Metropolitan Administration, thereby supporting urban safety, resource efficiency, and local communities. <i>(Aligned with SDG 11: Sustainable Cities and Communities and SDG 12: Responsible Consumption and Production)</i> Acts Studio implemented waste management and circular economy practices by converting 15,000 kilograms of food waste into animal feed, supporting resource efficiency and responsible consumption. <i>(Aligned with SDG 12: Responsible Consumption and Production SDG 2: Zero Hunger and SDG 13: Climate Action (reduction of waste-related emissions))</i>

● Social Dimension

Building a value chain through the production of creative content	Application of artificial intelligence (AI) in creative content production to enhance innovation and stakeholder engagement, including its use in the daily current affairs program Ruang Yai Rai Wan (NEWS PROGRAM) broadcast on ONE31, where AI supports debate facilitation and the analysis and generation of discussion topics and questions for guests. <i>(Aligned with SDG 9: Industry, Innovation and Infrastructure, and SDG 16: Peace, Justice and Strong Institutions)</i> Implementation of a community-based waste-to-clean-energy project, jointly undertaken by Green Wave 106.5 FM and ONE31, converting 3,955 kilograms of waste into clean energy through the installation of a 15-kilowatt solar power system donated to Bo Kluea Hospital, Nan Province, thereby supporting access to renewable energy, resource efficiency, and community well-being. <i>(Aligned with SDG 7: Affordable and Clean Energy, SDG 11: Sustainable Cities and Communities, and SDG 12: Responsible Consumption and Production)</i>
Other Activities	Implementation of public benefit and community support initiatives through the Companys program platforms, including the Wan Sang Suk project, which helps disaster-affected communities, and the GREEN CHARITY initiative of Green Wave 106.5 FM, supporting social welfare and community development. <i>(Aligned with SDG 11: Sustainable Cities and Communities, and SDG 17: Partnerships for the Goals)</i>

- Corporate Governance Dimension

Project	Performance Results
Awareness to strengthen good corporate governance practices	The Company promotes awareness of good corporate governance principles among executives, employees, and stakeholders through the dissemination of the Corporate Governance Handbook, Anti-Corruption Policy, and Human Rights Policy, which are disclosed on the Companys intranet and corporate website, to support transparency, ethical conduct, and accountability. <i>(Aligned with SDG 16: Peace, Justice and Strong Institutions and SDG 17: Partnerships for the Goals)</i>
Whistleblowing	Established a whistleblowing channel for external parties via ac@onee.one, enabling the reporting of concerns related to misconduct, unethical behavior, or non-compliance. Reports received through this channel are monitored and followed by the Audit and Corporate Governance Committee An internal whistleblowing channel has been established for employees to submit complaints, suggestions, and other related matters. Chief Corporate Officer is responsible for overseeing, investigating, and taking corrective actions in response to such reports. <i>(Aligned with SDG 16: Peace, Justice and Strong Institutions)</i>

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Sustainability Management Policies and Goals

The Board of Directors plays a crucial role in setting policies and operational directions for the maximum benefit of the Group of Companies and all stakeholders, especially in sustainability. The Board of Directors has established a clear vision, mission, and policy framework to ensure that the operations of the Group of Companies align with the principles of social and environmental responsibility and strive for long-term sustainable growth.

The executive management team plays a key role in driving the sustainability strategies set by the Board of Directors. They focus on instilling awareness and understanding of the importance of sustainability among employees at all levels. This awareness not only builds a positive organizational culture but also encourages all employees to participate in adhering to sustainability principles, from internal work processes to creating positive impacts on external society.

The Group of Companies' sustainability operations focus on balancing business profitability with creating value for society and the environment. We recognize that the true success of the Group of Companies is not just about strong financial performance, but also about creating positive impacts on the economy, society, and the environment, in line with the Group's mission: 'To create and produce content across all integrated communication channels, adapting to every era, to build popularity, achieve good performance, and be socially responsible, while continuously developing professional personnel for sustainable organizational growth.'

To achieve these goals, the Group of Companies has established systematic strategic plans and operations, with continuous monitoring and evaluation, and improvements to work processes for greater efficiency. We believe that the collaborative efforts of the Board of Directors, executive management, and all employees will lead to sustainable success and continue to create value for Thai society.

Sustainability management goals

Does the company set sustainability management : Yes
goals

Corporate Sustainability Management Goals

The Group of Companies has integrated the 17 Sustainable Development Goals (SDGs) of the United Nations into its sustainability development across economic, social, and environmental dimensions in an integrated and participatory manner. These goals have been used to establish a sustainability framework aligned with 9 long-term development goals:

Goal 3 Ensure healthy lives and promote well-being for all at all ages: Promote well-being and good health for company employees.

Goal 5 Achieve gender equality and empower all women and girls: Promote gender equality and non-discrimination.

Goal 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all: Protect labor rights and promote a safe and secure working environment for employees.

Goal 10 Reduce inequality within and among countries: Promote and develop access to information, knowledge, and entertainment to provide equal opportunities for Thai people to access information beneficial to improving their quality of life at an international level.

Goal 11 Make cities and human settlements inclusive, safe, resilient and sustainable: Recognize the importance of responsibility to communities and society and utilize business experience to create tangible benefits for communities.

Goal 12 Ensure sustainable consumption and production patterns: Prioritize quality service, conducting business with consumer responsibility in accordance with relevant laws and standards, and considering customer safety, fairness, and data privacy.

Goal 13 Take urgent action to combat climate change and its impacts: Promote control measures to prevent, reduce, manage, and ensure that the Group of Companies does not create or cause negative impacts on the environment.

Goal 16 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels: Recognize the importance of combating all forms of corruption, conducting business with transparency, legality, and social benefit.

Goal 17 Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development: Promote and develop collaboration with domestic and international partners to enhance the quality of products and services at an international level, resulting in sustainable business growth.

United Nations SDGs that align with the organization's sustainability management goals	: Goal 3 Good Health and Well-being, Goal 5 Gender Equality, Goal 8 Decent Work and Economic Growth, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals
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Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

The company's board of directors has reviewed and revised the sustainability management policies/goals through the Sustainability Development and Risk Management Committee.

Information on impacts on stakeholder management in business value chain

Business value chain

Identifying Stakeholders in the Value Chain

Building strong relationships with relevant stakeholders in the business value chain is key to achieving business goals. Therefore, the Group of Companies is committed to fostering strong long-term relationships and continuously exchanging information to build understanding and collaboration on sustainability with all sectors in the supply chain. This enables stakeholders to understand, access, and appropriately respond to environmental, social, and governance (ESG) expectations.

Supply Chain Management

The One Enterprise Public Company Limited (the Company) manages its supply chain by focusing on quality supplier selection, supplier capacity building, and supplier engagement. We also integrate sustainable development into our business operations, considering social, environmental, and governance (ESG) factors throughout the supply

chain. This approach aims to enhance opportunities, mitigate risks, drive business growth, and strengthen our supplier and business partner network sustainably.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
Internal stakeholders			
• Board of director • Employees • Expatriate • Joint venture partners	Economy, Society, Environment	-	• Social Event • Online Communication • Internal Meeting • Annual General Meeting (AGM) • Complaint Reception • Employee Engagement Survey • Satisfaction Survey • Training / Seminar

Diagram of the stakeholder analysis in the business value chain



Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : Yes

materiality topics

Over the past year, the company has reviewed its : No
sustainability materiality topics

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Climate Change	• Environmental Management Standards Policy and Compliance • Energy Management • Water Management • Waste and Waste Management • Greenhouse Gas Management • Sustainability Risk Management • Sustainable Supply Chain Management
Innovation	• Innovation Development

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesnt Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with : GRI Standards
standards or guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Company concerned the risk management is the priority, by recognizes that risk management is one of the tools that are recognized internationally and adhered to as a governance practice. Assessing, monitoring, inspecting and vigilant against various changes caused by internal and external factors. to reduce the opportunities and impacts that will have on the business as well as impacts on stakeholders including communities, society, environment and shareholders.

The Company has established a systematic risk management structure through the Risk Management Corporate Governance and Sustainability Committee. It also regularly reviews the enterprise risk management system. The enterprise risk management is conducted by Risk Management, Corporate Governance and Sustainability Committee which was appointed by the Board of Directors. To serve in the formulation of the risk managements policies and risk management framework as well as supervising and advising on enterprise risk management that are in line with business goals, strategy under changing circumstances. The principles of practice are as follows.

Responsible for supervising, controlling, and following up on risk management by specifying the duties in writing as specified in the Charter of the Audit Committee and the Risk Management Policy.

Study and understand the major risks of the entity and approve the risk appetite.

Consider and approve the risk management policy. that are consistent with the objectives, key goals, strategies, and risk appetite of the entity. This is to serve as a framework for operating in the risk management process of everyone in the organization in the same direction. The Board of Directors has assigned the Audit Committee to consider risk factors and risk management plans. Including the importance of early warning signs and/or emerging risk such as review and comment the business continuous plan for broadcasting of TV and Radio on incident matters. And to ensure that the risk management policy is regularly reviewed.

To conduct and monitor to ensure that the Company identified all those risks by assessment and/or consideration of both external and internal factors which impact and/or affect the Companys goal and/or objectives. The key risks are clarified as follows: -

Strategy Risk

IT & Cybersecurity Risk

Legal & Compliance Risk

People Risk

Reputation Risk

Operational Risk

Financial Risk

Emerging Risk

To conduct and monitor to ensure that the Company has prioritized the risks such as High Risk, Moderate Risk and Acceptance Risk. In addition, following and conducting the Company prepares the mitigation plan and restricted follow with the plan as well. Risk Type and Grade are clarified as follows:

High

- Strategic Risk

- IT & Cybersecurity Risk

Moderate

- Legal & Compliance Risk
- People Risk
- Reputation Risk

Acceptance

- Operational Risk
- Financial Risk
- Emerging Risk

The Company has already prepared the mitigation plan to apply all those risks mentioned above. In addition, the Company reported the progress and result which is following with the mitigation plan to the Risk Management Governance and Sustainability Committee to acknowledge and consider.

Risk Grade was identified the risk grade by consequences multiply with likelihoods.

Risk Management Governance and Sustainability Committee has regularly monitor and evaluate the effectiveness of risk management.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Human Rights Due Diligence

Related risk factors : Strategic Risk
• ESG risk

ESG risk factors : Yes

Risk characteristics

The Group of Companies place the highest importance on respecting and protecting human rights. We recognize the potential risks of human rights violations in all aspects of our business operations, including employment practices, treatment of employees and business partners, as well as the presentation of news and content. To address these concerns, we have established strict policies and guidelines, along with a comprehensive, effective, and adaptable risk management mechanism to respond swiftly to changing circumstances. To ensure that our operations comply with international standards and relevant laws, our human rights policy aligns with the principles and spirit of the Universal Declaration of Human Rights (UDHR). This policy covers all aspects of our operations as follows:

1. Fair and Equal Employment: The company is committed to fair employment practices, ensuring non-discrimination based on gender, age, race, religion, or disability. We provide fair and competitive compensation and benefits, with mechanisms for employees to provide input on their welfare. Additionally, we strictly prohibit child labor, forced labor, and illegal labor practices.

2. **Employee Development:** We value the growth and self-development of all employees by assigning tasks that match their abilities and interests. We also offer training programs to enhance their skills and career progression.
3. **Safe and Healthy Work Environment:** The company ensures a safe, healthy, and development-friendly work environment. We prioritize the health, safety, and well-being of all employees and implement preventive measures to address potential issues promptly.
4. **Personal Data Protection:** We are committed to protecting the personal data of employees, business partners, and customers. The company strictly complies with relevant laws and regulations and enforces stringent data security measures.
5. **Responsible News Reporting:** As a media organization, we acknowledge our responsibility to present accurate, impartial, and human rights-respecting content. We emphasize fact-checking and avoid disseminating information that could cause harm or misinterpretation.
6. **Communication and Awareness:** We consistently communicate our human rights policy to employees and provide education on human rights, ethics, and relevant laws to ensure compliance and proper implementation.
7. **Grievance Mechanism:** The company has established a structured grievance mechanism to protect whistleblowers and allow employees and stakeholders to report human rights violations conveniently and safely.

Risk-related consequences

-

Risk management measures

The Group of Companies does not merely conduct a one-time human rights risk assessment; we have a continuous risk assessment process that considers various factors, including:

1. **Changes in Laws and Regulations:** We monitor changes in laws, regulations, and best practices, both nationally and internationally, to ensure that our operations are always in compliance with legal and international standards.
2. **Changes in the Business Context:** We consider changes in the business environment, such as business expansion, partnerships with new allies, or entering new markets to assess potential risks in each situation.
3. **Suggestions and Complaints:** We welcome suggestions and complaints from employees, business partners, customers, and all stakeholders to use as information in assessing risks and improving operations.
4. **In-Depth Data Analysis:** We use in-depth data from various analyses, such as employment data, performance data, and complaint data, to accurately identify and analyze potential risks.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The Company has developed a Business Continuity Plan (BCP) that assesses climate change risks and prepares for various scenarios, ensuring business continuity in all situations. This includes assigning responsibilities and conducting regular drills to ensure immediate emergency response.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management : Yes
policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

Managing Stakeholder Impacts on the Business Value Chain

Identifying Stakeholders in the Value Chain

Building strong relationships with relevant stakeholders in the business value chain is key to achieving business goals. Therefore, the Group of Companies is committed to fostering strong long-term relationships and continuously exchanging information to build understanding and collaboration on sustainability with all sectors in the supply chain. This enables stakeholders to understand, access, and appropriately respond to environmental, social, and governance (ESG) expectations.

Supply Chain Management

The One Enterprise Public Company Limited (the Company) manages its supply chain by focusing on quality supplier selection, supplier capacity building, and supplier engagement. We also integrate sustainable development into our business operations, considering social, environmental, and governance (ESG) factors throughout the supply chain. This approach aims to enhance opportunities, mitigate risks, drive business growth, and strengthen our supplier and business partner network sustainably.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening : No
criteria with new suppliers?

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : <https://investor.theoneenterprise.com/storage/document/cg/onee-code-of-conduct-th.pdf>

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to : No
acknowledge compliance with the supplier code of
conduct?

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

Research and development (R&D) expenses over the past 3 years

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	15,000,000.00	43,908,595.80	7,160,000.00

Additional explanation for research and development (R&D) expenses over the past 3 years

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No
innovation culture

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits : No
from innovation development?

Non-financial benefits

Does the company measure the non-financial : No
benefits from innovation development?

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