



# **Annual Registration Statement / Annual Report**

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

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

**MOONG PATTANA INTERNATIONAL PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2023



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# Group Structure and Operations

## Group Structure and Operations

### Business Overview and Policies (1.1)

#### Company Information (1.1.5)

Company Name : MOONG PATTANA INTERNATIONAL PUBLIC COMPANY LIMITED

Symbol : MOONG

Address : No. 2/97-104 18th-19th Floor, Bangna Complex Office Tower, Soi  
Bangna-Trad 25, Bangna-Trad Road, Bang Na Nuea, Bangna

Province : Bangkok

Postcode : 10260

Business : The Company is a consumer products and a distributor of consumer  
goods, our core business are 1) Distribute of Ownbrand  
products, 2) Distributor of consumer goods and 3) Joint venture  
business

Registration Number : 0107551000274

Telephone : 0-2020-8999

Fax (if applicable) : 0-2020-8990

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

Email : [company.secretary@moongpattana.com](mailto:company.secretary@moongpattana.com)

#### Total Shares Sold (shares)

Common Stock : 337,445,266

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping

	2021	2022	2023
Total revenue from operations (Thousand baht)	813,592.00	831,005.00	810,762.00
Sales of Goods (Thousand baht)	783,503.00	789,851.00	773,841.00
Other Income (Thousand baht)	30,089.00	41,154.00	36,921.00

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Sales of Goods (%)	96.30	95.05	95.45
Other Income (%)	3.70	4.95	4.55

#### By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	813,592.00	831,005.00	810,762.00
Domestic (Thousand baht)	791,481.18	806,102.95	793,234.00
International (Thousand baht)	22,110.82	24,902.05	17,527.00
Laos (Thousand baht)	15,004.77	15,923.22	11,729.00
Cambodia (Thousand baht)	4,626.05	6,700.62	5,798.00
Other countries (Thousand baht)	2,480.00	2,278.21	0.00

  

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	97.28	97.00	97.84

International (%)	2.72	3.00	2.16
Laos (%)	67.86	63.94	66.92
Cambodia (%)	20.92	26.91	33.08
Other countries (%)	11.22	9.15	0.00

#### Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	30,089.00	41,154.00	36,291.00
Other income from operations (Thousand baht)	30,089.00	41,154.00	36,291.00
Other income not from operations (Thousand baht)	0.00	0.00	0.00

#### Share of profit of joint ventures and associates accounted for using equity method

	2021	2022	2023
Share of profit (Thousand baht)	62,459.00	21,980.00	25,067.00

## Information on Products and Services (1.2.2)

### Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2021	2022	2023
R&D expenses in the past 3 years	N/A	N/A	N/A

# Risk Management

# Risk Management

## Risk Factors (2.2)

**Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)**

### Risk Management

**Risk Management Measures:** Yes

### Related Risk Topics

#### Strategic Risk

- Behavior or needs of customers / consumers
- Government policy
- Changes in technologies
- Reliance on large partners / distributors or few partners / distributors
- Other

#### Operational Risk

- Reliance on employees in key positions
- Shortage or reliance on skilled workers
- Information security and cyber-attack
- Climate change and disasters
- Corruption
- Other

#### Compliance Risk

- Change in laws and regulations

#### Financial Risk

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





# Sustainable Development

## Sustainable Development

### Sustainability Management Policy and Targets (3.1)

#### Sustainability Management Policy and Targets

Corporate Sustainability Policy : Yes

URL of corporate sustainability policy : <https://www.moongpattana.com/th/sustainability/sustainability-overview>

### Environmental Aspect (3.3)

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

Environmental Policy and Practice : Yes

URL of environmental policy and practice : <https://www.moongpattana.com/storage/content/cg/cg-report/20230223-moong-coc-th.pdf>

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

#### Results with Respect to the Environmental Aspect (3.3.2)

##### Energy management

###### • Fuel consumption

	2021	2022	2023
Diesel (Litres)	141,377.18	150,622.53	147,599.50
Gasoline (Litres)	76,324.12	68,690.49	69,827.50

###### • Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	0.00	125,218.00	185,741.00

## Water management

### • Water consumption

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

## Waste management

### • Waste from operations

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

## Greenhouse gas management

### • Greenhouse gas emissions

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

### • Verification of greenhouse gas emissions over the past year

Third-party verification : No

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy and Practice : Yes

URL of human rights policy : <https://www.moongpattana.com/storage/content/cg/cg-report/20221124-moong-human-rights-policy-th.pdf>

Company human right guideline : Employee Rights, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

### Results with Respect to the Social Aspect (3.4.2)

#### Information about employees

##### • Total number of employees

	2021	2022	2023
Number of male employees (Persons)	59	56	53
Number of female employees (Persons)	95	92	87
<b>Total number of employees (Persons)</b>	<b>154</b>	<b>148</b>	<b>140</b>

##### • Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	135,223,754.70	143,816,648.85	129,901,395.17

##### • Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	7.00	17.00	9.30
Employee development and training expenses (baht)	395,926.67	944,644.54	851,911.00

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

	2021	2022	2023
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Total number of lost time injury incidents by employees (Cases)	0	0	0
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• **Employee retention**

	2021	2022	2023
Percentage of employees who voluntarily resigned (%)	15.58	23.65	26.43

• **Significant labor dispute**

	2021	2022	2023
Significant labor dispute	No	No	No

# Corporate Governance Policy

## Corporate Governance Policy

### Overview of the Corporate Governance Policy and Guideline (6.1)

#### Corporate Governance Policy

Corporate Governance Policy : Yes

Company website on corporate governance policy : <https://www.moongpattana.com/storage/content/cg/cg-report/20240220-moong-cg-th.pdf>

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

##### Policy and guideline related to the board of directors

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

## Code of Conduct (6.2)

### Establishing a Code of Conduct

#### Establishing a Code of Conduct

Code of Conduct : Yes

##### Policy and Guideline related to the Code of Conduct

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



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

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

### Board of Directors (7.2)

#### Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	9	100.00
Number of male directors	6	66.67
Number of female directors	3	33.33
Number of executive directors	3	33.33
Number of non-executive directors	6	66.67
Number of independent directors	3	33.33

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

##### List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SUMETH LERSUMITKUL Gender: Male Age: 73 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive)  Director type: Original director	31 Mar 2008	Economics, Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Transportation & Logistics, Marketing, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Corporate Management, Risk Management, Governance/ Compliance

2.	<p>Mrs. SUREEPORN ANUVATUDOM</p> <p>Gender: Female</p> <p>Age: 73 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	31 Mar 2008	<p>Economics, Food &amp; Beverage, Home &amp; Office Products, Personal Products &amp; Pharmaceuticals, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Digital Marketing, Brand Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance</p>
3.	<p>Mr. MANIT JEERADIT</p> <p>Gender: Male</p> <p>Age: 75 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	15 Nov 2010	<p>Economics, Home &amp; Office Products, Personal Products &amp; Pharmaceuticals, Banking, Finance &amp; Securities, Accounting, Finance, Corporate Social Responsibility, Sustainability, Risk Management, Audit, Governance/ Compliance, Internal Control</p>
4.	<p>Ms. SUWANNA CHOKDEE-ANAND</p> <p>Gender: Female</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director (Executive)</p> <p>Director type: Original director</p>	26 Apr 2011	<p>Food &amp; Beverage, Home &amp; Office Products, Personal Products &amp; Pharmaceuticals, Packaging, Transportation &amp; Logistics, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Digital Marketing, Brand Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Economics</p>

5.	Mr. METHIN LERSUMITKUL Gender: Male Age: 47 years old Highest level of education: Master's degree Major: International Business Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Original director	25 Feb 2013	Economics, Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Banking, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Analysis, Digital Marketing, Brand Management, Project Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance
6.	Mr. SONGTHAM PHIANPATTANAWIT Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	1 Jun 2019	Information & Communication Technology, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Audit, Internal Control, Governance/ Compliance, Accounting, Finance, Data Analysis, Digital Marketing, Project Management, Risk Management, Strategic Management
7.	Mr. SOMBOON PRASITJUTRAKUL Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Original director	27 Apr 2020	Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Paper & Printing Materials, Transportation & Logistics, Marketing, Corporate Social Responsibility, Sustainability, Data Management, Data Analysis, Digital Marketing, Brand Management, Strategic Management, Governance/ Compliance, Change Management

8.	Associate Professor CHADAPORN TEEKA-UTTAMAKORN Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Original director	27 Apr 2020	Accounting, Finance, Corporate Social Responsibility, Sustainability, Audit, Internal Control, Budgeting, Governance/ Compliance, Change Management
9.	Mr. SUTHEE LERSUMITKUL Gender: Male Age: 44 years old Highest level of education: Master's degree Major: Marketing Analysis Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)  Director type: Re-elected as director	27 Apr 2021	Economics, Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Marketing, Corporate Social Responsibility, Sustainability, Digital Marketing, Brand Management, Governance/ Compliance

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

General information	Position	Tenure	Replacement Director
1. Mr. SOMBOON PRASITJUTRAKUL Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	Date position was assumed: 27 Apr 2020 Date directorship ended: 11 May 2023	No replacement director

#### Other Information pertaining to committees

The Chairman is an independent director	: No
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: No

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information		Position	Date position was assumed	Experience and expertise
1.	<p>Mr. MANIT JEERADIT [1]</p> <p>Gender: Male</p> <p>Age: 75 years old</p> <p>Highest level of education: Bachelor's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Chairman of the audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	12 May 2021	<p>Economics, Home &amp; Office Products, Personal Products &amp; Pharmaceuticals, Banking, Finance &amp; Securities, Accounting, Finance, Corporate Social Responsibility, Sustainability, Risk Management, Audit, Governance/ Compliance, Internal Control</p>
2.	<p>Associate Professor CHADAPORN TEEKA-UTTAMAKORN [1]</p> <p>Gender: Female</p> <p>Age: 62 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Audit committee</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	27 Apr 2020	<p>Accounting, Finance, Corporate Social Responsibility, Sustainability, Audit, Internal Control, Budgeting, Governance/ Compliance, Change Management</p>

3.	Mr. SONGTHAM PHIANPATTANAWIT [1] Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Re-elected as director	12 May 2021	Information & Communication Technology, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Audit, Internal Control, Governance/ Compliance, Accounting, Finance, Data Analysis, Digital Marketing, Project Management, Risk Management, Strategic Management
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[1] A director with the accounting expertise needed to review financial statements

## Executive Committee

### List of executive committee members

General information	Position	Date position was assumed
1. Mr. SUMETH LERSUMITKUL Gender: Male Age: 73 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	25 Feb 2020
2. Ms. SUWANNA CHOKDEE-ANAND Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	26 Apr 2011

3.	<p>Mrs. SUREEPORN ANUVATUDOM</p> <p>Gender: Female</p> <p>Age: 73 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>31 Mar 2008</p>
4.	<p>Mrs. Sasithon Lersumitkul</p> <p>Gender: Female</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>10 May 2022</p>
5.	<p>Mr. METHIN LERSUMITKUL</p> <p>Gender: Male</p> <p>Age: 47 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: International Business</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>25 Feb 2013</p>
6.	<p>Mrs. Pornpimon Suwankajit</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Information System</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Member of the executive committee</p>	<p>1 Apr 2019</p>

## Other sub-committees

### Sub-committees information

Name of sub-committees	List of directors	Position
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Risk Management Committee	Mr. METHIN LERSUMITKUL	Chairman
	Ms. SUWANNA CHOKDEE-ANAND	Member
	Mrs. SUREEPORN ANUVATUDOM	Member
	Mrs. Sasithon Lersumitkul	Member
	Mrs. Pornpimon Suwankajit	Member
Nomination and Remuneration Committee	Mr. SONGTHAM PHIANPATTANAWIT	Chairman
	Mr. MANIT JEERADIT	Member
	Associate Professor CHADAPORN TEEKA-UTTAMAKORN	Member
Sustainability and Corporate Governance Committee	Associate Professor CHADAPORN TEEKA-UTTAMAKORN	Chairman
	Mr. MANIT JEERADIT	Member
	Mr. SONGTHAM PHIANPATTANAWIT	Member
Creating Shared Value and Environmental Management Committee	Ms. SUWANNA CHOKDEE-ANAND	Chairman
	Mr. METHIN LERSUMITKUL	Member
	Mrs. Sasithon Lersumitkul	Member
	Mrs. Pornpimon Suwankajit	Member
	Mr. Teerapong Songkrowh	Member
	Ms. Weraporn Worawiwat	Member

#### **Roles of Sub-committees**

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

## Executives (7.4)

### List and positions of the executive (7.4.1)

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. SUREEPORN ANUVATUDOM Gender: Female Age: 73 years old Highest level of education: Master's degree Major: Management	JOINT - CHIEF OF EXECUTIVE OFFICERS	1 Jun 2015	Economics, Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Digital Marketing, Brand Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Audit, Budgeting, Governance/ Compliance
2. Ms. SUWANNA CHOKDEE-ANAND Gender: Female Age: 54 years old Highest level of education: Master's degree Major: Business Administration	CHIEF OF EXECUTIVE OFFICER	1 Jun 2015	Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Packaging, Transportation & Logistics, Marketing, Accounting, Finance, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, Digital Marketing, Brand Management, Corporate Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance, Economics

3.	<p>Mrs. Sasithon Lersumitkul [1]</p> <p>Gender: Female</p> <p>Age: 48 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Finance and Account Director and Deputy CFO</p>	10 May 2022	<p>Food &amp; Beverage, Home &amp; Office Products, Personal Products &amp; Pharmaceuticals, Banking, Finance, Corporate Social Responsibility, Sustainability, Data Management, Data Analysis, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p>
4.	<p>Mr. METHIN LERSUMITKUL</p> <p>Gender: Male</p> <p>Age: 47 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: International Business</p>	<p>Senior Business Development and Marketing Director</p>	25 Feb 2013	<p>Economics, Food &amp; Beverage, Home &amp; Office Products, Personal Products &amp; Pharmaceuticals, Banking, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Analysis, Digital Marketing, Brand Management, Project Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p>
5.	<p>Mrs. Pornpimon Suwankajit</p> <p>Gender: Female</p> <p>Age: 52 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Information System</p>	<p>Human Resource Director</p>	1 Apr 2019	<p>Food &amp; Beverage, Home &amp; Office Products, Personal Products &amp; Pharmaceuticals, Marketing, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Data Analysis, IT Management, Corporate Management, Change Management, Governance/ Compliance</p>
6.	<p>Mrs. Saovakhon Somabot [2]</p> <p>Gender: Female</p> <p>Age: 56 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p>	<p>Accounting Manager</p>	2 May 2018	<p>Business Administration, Food &amp; Beverage, Home &amp; Office Products, Accounting, Budgeting</p>

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

## Remuneration policy for executives (7.4.2 – 7.4.3)

### Remuneration policy for executives

Remuneration policy for executives : Yes

### Remuneration

	2021	2022	2023
Total executive remuneration (baht)	28,879,679.00	30,194,229.00	34,018,601.00

### Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 53

Number of female employees (persons) : 87

**Total number of employees (persons)** : 140

#### Employee Remuneration

Total employee remuneration : 129,901,395.17

#### Provident fund

Total number of employees (persons) : 140

Number of employees contributing to the PVD (persons) : 129

Percentage of employees who are members (%) : 92.14

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

##### • Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Mrs. Saovakhon Somabot	Saovakhon@moongpattana.com	02 020 8999

##### • Company secretary

General information	Email	Telephone
1. Ms. Chananya Vilamard	chananya@moongpattana.com	02 020 8999

##### • Head of internal audit

General information	Email	Telephone
1. Mrs. Pavadee Udomsritanakorn	Pavadee@moongpattana.com	02 020 8999

##### • Head of investor relations

General information	Email	Telephone
1. Mrs. Sasithon Lersumitkul	sasithon@moongpattana.com	02 020 8999

### Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
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1. EY OFFICE LIMITED	1. Mr. Klot Suwantarangsri	1,280,000.00	Details: Non-Audit
	Email: Klot. Suwantarangsri@th.ey.com		Fee - Products
	Telephone: 022649090		Disposal Observation Fee
	2. Mrs. Chonlaros Santiasvaraporn		Total service fee
	Email: chonlaros. santiasvaraporn@th.ey.com		(baht): 52,000.00
	Telephone: 022649090		
	3. Mr. Preecha Arunnara		
	Email: preecha.arunnara@th.ey. com		
	Telephone: 022649090		

# Performance Report on Corporate Governance

# Performance Report on Corporate Governance

## Summary of Director Performance (8.1)

### Selection, development, and evaluation of duty performance of the Board of Directors (8.1.1)

#### List of new directors appointed in the past year

- List of continuing directors (full term of directorship and being re-appointed as a director)

General information	Position	Date position was assumed	Experience and expertise
1. Mr. MANIT JEERADIT Gender: Male Age: 75 years old Highest level of education: Bachelor's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 15 Nov 2010	Economics, Home & Office Products, Personal Products & Pharmaceuticals, Banking, Finance & Securities, Accounting, Finance, Corporate Social Responsibility, Sustainability, Risk Management, Audit, Governance/ Compliance, Internal Control
2. Mr. SONGTHAM PHIANPATTANAWIT Gender: Male Age: 65 years old Highest level of education: Bachelor's degree Major: Computer Science Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)  Director type: Re-elected as director	Date position was assumed: 1 Jun 2019	Information & Communication Technology, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Audit, Internal Control, Governance/ Compliance, Accounting, Finance, Data Analysis, Digital Marketing, Project Management, Risk Management, Strategic Management



3.	Mr. SUTHEE LERSUMITKUL	Director	Date position was assumed:	Economics, Food & Beverage,
	Gender: Male	(Non-executive)	27 Apr 2021	Home & Office Products,
	Age: 44 years old			Personal Products &
	Highest level of education:	Director type: Re-elected		Pharmaceuticals, Marketing,
	Master's degree	as director		Corporate Social
	Major: Marketing Analysis			Responsibility,
	Thai nationality: Yes			Sustainability, Digital
	Residing in Thailand: Yes			Marketing, Brand Management,
				Governance/ Compliance

### Development of directors over the past year

List of directors	Position	Participated in director development program
Mr. SUMETH LERSUMITKUL	Chairman of the board	Participating
Mrs. SUREEPORN ANUVATUDOM	Director	Participating
Mr. MANIT JEERADIT	Director	Participating
Ms. SUWANNA CHOKDEE-ANAND	Director	Participating
Mr. METHIN LERSUMITKUL	Director	Participating
Mr. SONGTHAM PHIANPATTANAWIT	Director	Participating
Mr. SOMBOON PRASITJUTRAKUL	Director	Participating
Associate Professor CHADAPORN TEEKA-UTTAMAKORN	Director	Participating
Mr. SUTHEE LERSUMITKUL	Director	Participating

### Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

### Meeting attendance and remuneration to each Board member (8.1.2)

#### Meeting attendance of the board of directors

Number of board meetings (times) : 4

Date of AGM meeting : 25 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Mr. SUMETH LERSUMITKUL (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mrs. SUREEPORN ANUVATUDOM (Director)	-	4/4	Participating	Did not hold the meeting
3.	Mr. MANIT JEERADIT (Director)	-	4/4	Participating	Did not hold the meeting
4.	Ms. SUWANNA CHOKDEE-ANAND (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. METHIN LERSUMITKUL (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mr. SONGTHAM PHIANPATTANAWIT (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. SOMBOON PRASITJUTRAKUL (Director)	-	0/2	Non-participating	Did not hold the meeting
8.	Associate Professor CHADAPORN TEEKA-UTTAMAKORN (Director)	-	4/4	Participating	Did not hold the meeting
9.	Mr. SUTHEE LERSUMITKUL (Director)	-	4/4	Participating	Did not hold the meeting

#### Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non-monetary
1.	Mr. SUMETH LERSUMITKUL (Chairman of the board)	-	340,000.00	0.00	No
2.	Mrs. SUREEPORN ANUVATUDOM (Director)	-	120,000.00	0.00	No
3.	Mr. MANIT JEERADIT (Director)	-	350,000.00	0.00	No

4.	Ms. SUWANNA CHOKDEE-ANAND (Director)	-	120,000.00	0.00	No
5.	Mr. METHIN LERSUMITKUL (Director)	-	120,000.00	0.00	No
6.	Mr. SONGTHAM PHIANPATTANAWIT (Director)	-	310,000.00	0.00	No
7.	Mr. SOMBOON PRASITJUTRAKUL (Director)	-	0.00	0.00	No
8.	Associate Professor CHADAPORN TEEKA- UTTAMAKORN (Director)	-	305,000.00	0.00	No
9.	Mr. SUTHEE LERSUMITKUL (Director)	-	120,000.00	0.00	No

## Report on the Audit Committee's Performance for the Past Year (8.2)

### Report on the audit committee's performance for the past year

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 5

	List of directors	Termination date	Number of the audit committee meeting
1.	Mr. MANIT JEERADIT (Chairman of the audit committee)	-	5/5
2.	Associate Professor CHADAPORN TEEKA-UTTAMAKORN (Audit committee)	-	5/5
3.	Mr. SONGTHAM PHIANPATTANAWIT (Audit committee)	-	5/5