



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

MOONG PATTANA INTERNATIONAL PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2022



Table of Contents

| | Page |
|--|------|
| Business Operations and Performance | |
| Group Structure and Operations | 1 |
| Risk Management | 4 |
| Sustainable Development | 6 |
| Corporate Governance | |
| Corporate Governance Policy | 10 |
| Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information | 11 |
| Performance Report on Corporate Governance | 24 |

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

Email : 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*

| | 2020 | 2021 | 2022 |
|--------------------------------|------------|------------|------------|
| Total (Thousand baht) | 801,847.00 | 813,592.00 | 831,005.00 |
| Sales of Goods (Thousand baht) | 779,443.00 | 783,503.00 | 789,851.00 |
| Other Income (Thousand baht) | 22,404.00 | 30,089.00 | 41,154.00 |

| | 2020 | 2021 | 2022 |
|--------------------|--------|--------|--------|
| Total (%) | 100.00 | 100.00 | 100.00 |
| Sales of Goods (%) | 97.21 | 96.30 | 95.05 |
| Other Income (%) | 2.79 | 3.70 | 4.95 |

By Geographical Area or Market*

| | 2020 | 2021 | 2022 |
|---------------------------------|------------|------------|------------|
| Total (Thousand baht) | 801,847.00 | 813,592.00 | 831,005.00 |
| Domestic (Thousand baht) | 779,845.19 | 791,481.18 | 806,102.95 |
| International (Thousand baht) | 22,001.81 | 22,110.82 | 24,902.05 |
| Laos (Thousand baht) | 20,843.48 | 15,004.77 | 15,923.22 |
| Cambodia (Thousand baht) | 552.49 | 4,626.05 | 6,700.62 |
| Other countries (Thousand baht) | 605.84 | 2,480.00 | 2,278.21 |

| | 2020 | 2021 | 2022 |
|-------------------|--------|--------|--------|
| Total (%) | 100.00 | 100.00 | 100.00 |
| Domestic (%) | 97.26 | 97.28 | 97.00 |
| International (%) | 2.74 | 2.72 | 3.00 |

| | | | |
|---------------------|-------|-------|-------|
| Laos (%) | 94.74 | 67.86 | 63.94 |
| Cambodia (%) | 2.51 | 20.92 | 26.91 |
| Other countries (%) | 2.75 | 11.22 | 9.15 |

*Excluding the profit margins in the associated companies

Information on Products and Services (1.2.2)

Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : Yes

| (Unit : Thousand baht) | 2020 | 2021 | 2022 |
|----------------------------------|------|------|------|
| 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, Greenhouse Gas and Climate Change Management

Results with Respect to the Environmental Aspect (3.3.2)

Energy management

• Fuel consumption

| | 2020 | 2021 | 2022 |
|------------------|------|------------|------------|
| Diesel (Litre) | N/A | 141,377.18 | 150,622.53 |
| Gasoline (Litre) | N/A | 76,324.12 | 68,690.49 |

• Electricity consumption

| | 2020 | 2021 | 2022 |
|---------------------------------------|------|------|------------|
| Amount of electricity purchased (kWh) | N/A | N/A | 125,218.00 |

Greenhouse gas management

• Greenhouse gas emissions

| | 2020 | 2021 | 2022 |
|---|------|------|------|
| GHG emission target | 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 |
| Total (Tons of carbon dioxide equivalents) | N/A | N/A | N/A |

• Verification of greenhouse gas emissions over the past year

Third-party verification : No

Social Aspect (3.4)

Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : Yes

URL of human rights policy : <https://www.moongpattana.com/storage/content/cg/cg-report/20230223-moong-human-rights-policy-th.pdf>

Company human right guideline : Employee Rights, Migrant Workers, 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

| | 2020 | 2021 | 2022 |
|--------------------------------------|------------|------------|------------|
| Number of male employees (persons) | 57 | 59 | 56 |
| Number of female employees (persons) | 96 | 95 | 92 |
| Total (persons) | 153 | 154 | 148 |

• Employee remuneration

| | 2020 | 2021 | 2022 |
|------------------------------|----------------|----------------|----------------|
| Employee remuneration (baht) | 141,366,753.02 | 135,223,754.70 | 143,816,648.85 |

• Employee development and training

| | 2020 | 2021 | 2022 |
|--|------------|------------|------------|
| Average training hours of employees (hour / person / year) | 13 | 7 | 17 |
| Employee development and training expenses (baht) | 177,758.00 | 395,926.67 | 944,644.54 |

• Health, safety and work environment

| | 2020 | 2021 | 2022 |
|--|------|------|------|
| Number of employee work injuries leading to employee absence (times) | 0 | 0 | 0 |

• **Employee retention**

| | 2020 | 2021 | 2022 |
|--|-------|-------|-------|
| Percentage of employees who voluntarily resigned (%) | 29.41 | 15.58 | 23.65 |

• **Significant labor dispute**

| | 2020 | 2021 | 2022 |
|---------------------------|------|------|------|
| 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/20230223-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: 72 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: 72 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 & 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</p> |
| 3. | <p>Mr. MANIT JEERADIT</p> <p>Gender: Male</p> <p>Age: 74 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: Original director</p> | 5 Nov 2010 | <p>Economics, Home & Office Products, Personal Products & Pharmaceuticals, Banking, Finance & 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: 53 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 & 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, Project Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance</p> |

| | | | | |
|----|---|---|-------------|--|
| 5. | Mr. METHIN LERSUMITKUL Gender: Male Age: 46 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: 64 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: Original director | 1 Jun 2019 | Information & Communication Technology, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Audit, Internal Control, Governance/ Compliance, Data Analysis, Statistics, Project Management, Digital Marketing, Change Management, Leadership, Strategic Management, Risk Management |
| 7. | Mr. SOMBOON PRASITJUTRAKUL Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Marketing 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, Fashion, Human Resource Management, Project Management, Corporate Management, Change Management, Leadership, Risk Management, Budgeting |

| | | | | |
|----|---|--|-------------|---|
| 8. | <p>Mrs. CHADAPORN TEEKA-UTTAMAKORN</p> <p>Gender: Female</p> <p>Age: 61 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Management</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive, 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, Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Data Management, Project Management, Corporate Management, Change Management</p> |
| 9. | <p>Mr. SUTHEE LERSUMITKUL</p> <p>Gender: Male</p> <p>Age: 43 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Marketing Analysis</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p> | <p>Director</p> <p>(Non-executive)</p> <p>Director type: Original director</p> | 27 Apr 2021 | <p>Economics, Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Marketing, Corporate Social Responsibility, Sustainability, Digital Marketing, Brand Management, Governance/ Compliance</p> |

Other Information pertaining to committees

The Chairman is an independent director : No

The Chairman and the manager are the same person : No

The Chairman and the manager are members of the same family : No

The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings : 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: 74 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: Original director</p> | 12 May 2021 | <p>Economics, Home & Office Products, Personal Products & Pharmaceuticals, Banking, Finance & Securities, Accounting, Finance, Corporate Social Responsibility, Sustainability, Risk Management, Audit, Governance/ Compliance, Internal Control</p> |
| 2. | <p>Mrs. CHADAPORN TEEKA-UTTAMAKORN [1]</p> <p>Gender: Female</p> <p>Age: 61 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, Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Data Management, Project Management, Corporate Management, Change Management</p> |

| | | | | |
|----|---|--|-------------|--|
| 3. | Mr. SONGTHAM PHIANPATTANAWIT [1] Gender: Male Age: 64 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: Original director | 12 May 2021 | Information & Communication Technology, Corporate Social Responsibility, Sustainability, IT Management, Data Management, Audit, Internal Control, Governance/ Compliance, Data Analysis, Statistics, Project Management, Digital Marketing, Change Management, Leadership, Strategic Management, Risk Management |
|----|---|--|-------------|--|

[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: 72 years old Highest level of education: Honorary degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes | Chairman of the executive committee | 12 Feb 2020 |
| 2. Ms. SUWANNA CHOKDEE-ANAND Gender: Female Age: 53 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: 72 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>Mr. METHIN LERSUMITKUL</p> <p>Gender: Male</p> <p>Age: 46 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> |
| 5. | <p>Mrs. Pornpimon Suwankajit</p> <p>Gender: Female</p> <p>Age: 51 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> |
| 6. | <p>Mrs. Sasithon Lersumitkul</p> <p>Gender: Female</p> <p>Age: 47 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> |

Other sub-committees

Sub-committees information

| Name of sub-committees | List of directors | Position |
|------------------------|-------------------|----------|
|------------------------|-------------------|----------|

| | | |
|--|---------------------------------|----------|
| Risk Management Committee | Mr. METHIN LERSUMITKUL | Chairman |
| | Mrs. SUREEPORN ANUVATUDOM | Member |
| | Ms. SUWANNA CHOKDEE-ANAND | Member |
| | Mrs. Sasithon Lersumitkul | Member |
| | Mrs. Pornpimon Suwankajit | Member |
| Nomination and Remuneration Committee | Mr. SONGTHAM PHIANPATTANAWIT | Chairman |
| | Mr. MANIT JEERADIT | Member |
| | Mrs. CHADAPORN TEEKA-UTTAMAKORN | Member |
| Good Corporate Governance Committee | Mrs. CHADAPORN TEEKA-UTTAMAKORN | Chairman |
| | Mr. MANIT JEERADIT | Member |
| | Mr. SONGTHAM PHIANPATTANAWIT | Member |
| Creating Shared Value and Environment Management Committee | Ms. SUWANNA CHOKDEE-ANAND | Chairman |
| | Mr. METHIN LERSUMITKUL | Member |
| | Mrs. Sasithon Lersumitkul | Member |
| | Mrs. Pornpimon Suwankajit | 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 | : Good Corporate Governance Committee |
| Sub-committees responsible for corporate sustainability development | : Creating Shared Value and Environment 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. Ms. SUWANNA CHOKDEE-ANAND Gender: Female Age: 53 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, Project Management, Change Management, Leadership, Strategic Management, Risk Management, Budgeting, Governance/ Compliance |
| 2. Mrs. SUREEPORN ANUVATUDOM Gender: Female Age: 72 years old Highest level of education: Master's degree Major: Management | JOINT - CHIEF OF EXECUTIVE OFFICERS | 7 Mar 2014 | 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 |

| | | | | |
|----|--|---|-------------|--|
| 3. | <p>Mrs. Sasithon Lersumitkul [1]</p> <p>Gender: Female</p> <p>Age: 47 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> | 1 Apr 2022 | <p>Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Banking, Accounting, Finance, Corporate Social Responsibility, Sustainability, Data Management, Data Analysis, Project Management, Risk Management, Budgeting, Governance/ Compliance</p> |
| 4. | <p>Mr. METHIN LERSUMITKUL</p> <p>Gender: Male</p> <p>Age: 46 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 2014 | <p>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</p> |
| 5. | <p>Mrs. Pornpimon Suwankajit</p> <p>Gender: Female</p> <p>Age: 51 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Information System</p> | HR Director | 1 Apr 2019 | <p>Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Corporate Social Responsibility, Human Resource Management, Sustainability, Data Management, Governance/ Compliance</p> |
| 6. | <p>Mrs. Saovakhon Somabot [2]</p> <p>Gender: Female</p> <p>Age: 55 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> | Accounting Manager | 2 May 2018 | <p>Food & Beverage, Home & Office Products, Personal Products & Pharmaceuticals, Accounting</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

| | 2020 | 2021 | 2022 |
|-------------------------------------|---------------|---------------|---------------|
| Total executive remuneration (baht) | 30,523,356.00 | 28,906,079.00 | 30,219,429.00 |

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) : 56

Number of female employees (persons) : 92

Total (persons) : 148

Employee Remuneration

Total employee remuneration : 143,816,648.85

Provident fund

Total number of employees (persons) : 148

Number of employees contributing to the PVD (persons) : 135

Percentage of employees who are members (%) : 91.22

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 | 095 524 2255 |

- Company secretary

| General information | Email | Telephone |
|---------------------------|---------------------------|--------------|
| 1. Mrs. Chananya Vilamard | chananya@moongpattana.com | 080 826 3599 |

- Head of internal audit

| General information | Email | Telephone |
|---------------------------------|--------------------------|---------------------|
| 1. Mrs. Pavadee Udomsritanakorn | Pavadee@moongpattana.com | 02 020 8999 ext 160 |

- 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) |
|----------------------|--|------------------|-----------------------------|
| 1. EY OFFICE LIMITED | <p>1. Mr. Klot Suwantarangsri Email: klot. suwantarangsri@th.ey.com Telephone: -</p> <p>2. Mr. Supachai Phanyawattano Email: supachai. phanyawattano@th.ey.com Telephone: -</p> <p>3. Mr. Preecha Arunnara Email: preecha.arunnara@th.ey. com Telephone: -</p> | 1,200,000.00 | - |

Performance Report on Corporate Governance

Performance Report on Corporate Governance

Summary of Director Performance (8.1)

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

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 |
| Mrs. 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 : 26 Apr 2022

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) | - | 4/4 | Participating | Did not hold the meeting |
| 8. | Mrs. 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) | - | 340,000.00 | 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) | - | 295,000.00 | 0.00 | No |
| 7. | Mr. SOMBOON PRASITJUTRAKUL (Director) | - | 120,000.00 | 0.00 | No |
| 8. | Mrs. CHADAPORN TEEKA-UTTAMAKORN (Director) | - | 295,000.00 | 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. | Mrs. CHADAPORN TEEKA-UTTAMAKORN (Audit committee) | - | 5/5 |
| 3. | Mr. SONGTHAM PHIANPATTANAWIT (Audit committee) | - | 5/5 |