



Annual Registration Statement / Annual Report

Form 56-1 One Report

(Structured Data Report)

THE UNION MOSAIC INDUSTRY 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 : THE UNION MOSAIC INDUSTRY PUBLIC COMPANY LIMITED

Symbol : UMI

Address : CHAMNAN PENCHAT BUSINESS CENTER BLDG, FLOOR 29, 65 RAMA IX ROAD,
HUAH KWANG

Province : Bangkok

Postcode : 10320

Business	: Manufacturing and Distributing of	- Mosaic Tiles “UMI” -
	Ceramic Floor Tiles “DURAGRES”	- Ceramic Wall Tiles “DURAGRES
	LILA”	

Registration Number : 0107537000777

Telephone : 0-2248-7007-65

Fax (if applicable) : 0-2248-7005-6

Website : www.umi-tiles.com

Email : investor@umi-tiles.com

Total Shares Sold (shares)

Common Stock : 836,504,741

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)	2,452.34	2,658.22	2,726.15
Manufacturing and Distributing of Ceramic Floor Tiles and Wall Tiles (Thousand baht)	2,400.00	2,580.00	2,665.00
Other (Thousand baht)	52.34	78.22	61.15

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Manufacturing and Distributing of Ceramic Floor Tiles and Wall Tiles (%)	97.87	97.06	97.76
Other (%)	2.13	2.94	2.24

By Geographical Area or Market

	2021	2022	2023
Total revenue from operations (Thousand baht)	2,452.34	2,658.22	2,726.15
Domestic (Thousand baht)	2,324.00	2,530.00	2,631.00
International (Thousand baht)	128.34	128.22	95.15

	2021	2022	2023
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	94.77	95.18	96.51
International (%)	5.23	4.82	3.49

Other income as specified in the financial statements

	2021	2022	2023
Total other income (Thousand baht)	33,571.29	398,999.59	22,608.27
Other income from operations (Thousand baht)	33,571.29	398,999.59	22,608.27
Other income not from operations (Thousand baht)	0.00	0.00	0.00

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	0.00	0.00	0.00

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: No

Related Risk Topics

Strategic Risk

- Volatility in the industry in which the company operates
- Behavior or needs of customers / consumers
- Business operations of partners in the supply chain
- Reliance on large customers or few customers
- Reliance on large partners / distributors or few partners / distributors
- Competition risk
- Other

Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources
- Product obsolescence
- Information security and cyber-attack
- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Impact on human rights
- Corruption

Compliance Risk

- Corporate Governance

Financial Risk

- Default on payment or exchange of goods
- 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 : No

Environmental Aspect (3.3)

Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

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)	58,846.00	67,626.00	62,141.00
Natural gas (Standard cubic feet)	819,051,000.00	878,529,000.00	844,966,000.00

• Electricity consumption

	2021	2022	2023
Total electricity consumption within the organization (Kilowatt-Hours)	27,082,718.00	29,208,269.00	27,984,124.28

Water management

• Water consumption

	2021	2022	2023
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Total water withdrawal (Cubic meters)	204,598.00	243,697.00	205,094.00
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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
Total GHG emissions (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

• 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 : No

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

	2021	2022	2023
Number of male employees (Persons)	391	378	361
Number of female employees (Persons)	318	314	294
Total number of employees (Persons)	709	692	655

• Employee remuneration

	2021	2022	2023
Employee remuneration (baht)	0.00	0.00	0.00

• Employee development and training

	2021	2022	2023
Average employee training hours (Hours / Person / Year)	2.05	2.88	3.56
Employee development and training expenses (baht)	142,289.00	310,054.00	342,281.00

• Health, safety and work environment

	2021	2022	2023
Total number of lost time injury incidents by employees (Cases)	5	4	3

• 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 : No

Remark : The Board of Directors has considered and reviewed the implementation of good corporate governance code for listed companies in the year 2017, was issued by the Securities and Exchange Commission, has been deployed in accordance with the business context of the Company. The code of conduct that has not yet been applied, the Board of Directors will consider the appropriateness and take action in the next occasion.

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 : No

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	12	100.00
Number of male directors	8	66.67
Number of female directors	4	33.33
Number of executive directors	5	41.67
Number of non-executive directors	7	58.33
Number of independent directors	4	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. Capt. SERANEE PHENJATI Gender: Male Age: 68 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Non-executive) Director type: Original director	1 Jul 2004	Finance, Data Analysis, Banking

2.	Mr. METHAWEE LAOWIWATWONG Gender: Male Age: 75 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	1 Jan 1993	Transportation & Logistics, Health Care Services
3.	Mrs. NIPANAN TANTRANONT Gender: Female Age: 63 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive) Director type: Original director	31 Dec 1993	Finance
4.	Mr. SIVAPORN DARDARANANDA Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	23 Apr 2004	Banking
5.	Mr. MARUT MANGKLABRUKS Gender: Male Age: 79 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	23 Apr 2004	Data Analysis

6.	<p>Mrs. NOPPARAT RUNGUTHAISIRI</p> <p>Gender: Female</p> <p>Age: 72 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	28 Apr 2006	Accounting
7.	<p>Mr. VORAVAT TANTRANONT</p> <p>Gender: Male</p> <p>Age: 64 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</p> <p>(Executive)</p> <p>Director type: Re-elected as director</p>	28 Apr 2006	Finance, Law
8.	<p>Mr. KRIT PHANRATANAMALA</p> <p>Gender: Male</p> <p>Age: 55 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</p> <p>(Non-executive, Independent director)</p> <p>Director type: Re-elected as director</p>	13 Nov 2012	Accounting, Finance
9.	<p>Ms. PAVARISA PHENJATI</p> <p>Gender: Female</p> <p>Age: 39 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</p> <p>(Executive)</p> <p>Director type: Re-elected as director</p>	28 Apr 2017	Finance, Strategic Management

10.	Ms. PAWEENA LAOWIWATWONG Gender: Female Age: 77 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	30 Apr 2019	Accounting
11.	Mr. SUPOJ KAEWMANEE Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Original director	30 Apr 2019	Law, Accounting
12.	Mr. SUTIN YOUTHANAVARAPORN Gender: Male Age: 58 years old Highest level of education: Master's degree Major: MBA Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	1 Jan 2022	Economics

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. Mrs. NOPPARAT RUNGUTHAISIRI [1] Gender: Female Age: 72 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director) Director type: Re-elected as director	28 Apr 2011	Accounting
2. Mr. KRIT PHANRATANAMALA [1] Gender: Male Age: 55 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Re-elected as director	13 Nov 2012	Accounting, Finance
3. Mr. SUPOJ KAEWMANEE [1] Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) Director type: Original director	30 Apr 2019	Law, Accounting

[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. Ms. PAWEENA LAOWIWATWONG Gender: Female Age: 77 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the executive committee	1 Apr 2016
2. Mr. MARUT MANGKLABRUKS Gender: Male Age: 79 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Apr 2016
3. Mr. VORAVAT TANTRANONT Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Apr 2016
4. Ms. PAVARISA PHENJATI Gender: Female Age: 39 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Apr 2016

5.	Mr. SUTIN YOUTHANAVARAPORN Gender: Male Age: 58 years old Highest level of education: Master's degree Major: MBA Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Apr 2016
6.	Mr. Somboon Uranukul Gender: Male Age: 63 years old Highest level of education: Master's degree Major: Engineering Thai nationality: Yes Residing in Thailand: Yes	Vice-chairman of the executive committee	1 Jan 2021
7.	Ms. Ratirat Laowiwatwong Gender: Female Age: 50 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Member of the executive committee	1 Apr 2016
8.	Ms. Kiratcha Laowiwatwong 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	1 Apr 2016

Other sub-committees

Roles of Sub-committees

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : None

Sub-committees responsible for corporate governance : None

Sub-committees responsible for corporate sustainability development : None

Executives (7.4)

List and positions of the executive (7.4.1)

The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Ms. PAWEENA LAOWIWATWONG Gender: Female Age: 77 years old Highest level of education: Master's degree Major: Accounting	CHAIRMAN OF THE EXECUTIVE BOARD OF DIRECTORS	30 Apr 2019	Accounting
2. Mr. SUTIN YOUTHANAVARAPORN Gender: Male Age: 58 years old Highest level of education: Master's degree Major: MBA	MANAGING DIRECTOR	1 Jan 2022	Economics

[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 : No

Remuneration

	2021	2022	2023
Total executive remuneration (baht)	29,138,640.00	25,857,000.00	26,882,840.00

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) : 361

Number of female employees (persons) : 294

Total number of employees (persons) : 655

Employee Remuneration

Total employee remuneration : 0.00

Provident fund

Total number of employees (persons) : 655

Number of employees contributing to the PVD (persons) : 183

Percentage of employees who are members (%) : 27.94

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. Mrs. NOPPARAT RUNGUTHAISIRI Gender: Female Age: 72 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director) Director type: Re-elected as director	Date position was assumed: 28 Apr 2006	Accounting
2. Mr. VORAVAT TANTRANONT Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Re-elected as director	Date position was assumed: 28 Apr 2006	Finance, Law
3. Mr. KRIT PHANRATANAMALA Gender: Male Age: 55 years old Highest level of education: Master'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: 13 Nov 2012	Accounting, Finance

4.	Ms. PAVARISA PHENJATI	Director	Date position was	Finance, Strategic
	Gender: Female	(Executive)	assumed:	Management
	Age: 39 years old		28 Apr 2017	
	Highest level of education:	Director type: Re-elected		
	Master's degree	as director		
	Major: Business Administration			
	Thai nationality: Yes			
	Residing in Thailand: Yes			

Development of directors over the past year

List of directors	Position	Participated in director development program
Capt. SERANEE PHENJATI	Chairman of the board	Non-participating
Mr. METHAWEE LAOWIWATWONG	Director	Non-participating
Mrs. NIPANAN TANTRANONT	Director	Non-participating
Mr. SIVAPORN DARDARANANDA	Director	Non-participating
Mr. MARUT MANGKLABRUKS	Director	Non-participating
Mrs. NOPPARAT RUNGUTHAISIRI	Director	Non-participating
Mr. VORAVAT TANTRANONT	Director	Non-participating
Mr. KRIT PHANRATANAMALA	Director	Non-participating
Ms. PAVARISA PHENJATI	Director	Non-participating
Ms. PAWEENA LAOWIWATWONG	Director	Non-participating
Mr. SUPOJ KAEWMANEE	Director	Non-participating
Mr. SUTIN YOUTHANAVARAPORN	Director	Non-participating

Directors' performance assessment

Method used to evaluate directors' performance : 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 : 28 Apr 2023

EGM meeting : No

	List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1.	Capt. SERANEE PHENJATI (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2.	Mr. METHAWEE LAOWIWATWONG (Director)	-	4/4	Participating	Did not hold the meeting
3.	Mrs. NIPANAN TANTRANONT (Director)	-	3/4	Participating	Did not hold the meeting
4.	Mr. SIVAPORN DARDARANANDA (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. MARUT MANGKLABRUKS (Director)	-	4/4	Participating	Did not hold the meeting
6.	Mrs. NOPPARAT RUNGUTHAISIRI (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. VORAVAT TANTRANONT (Director)	-	3/4	Participating	Did not hold the meeting
8.	Mr. KRIT PHANRATANAMALA (Director)	-	4/4	Participating	Did not hold the meeting
9.	Ms. PAVARISA PHENJATI (Director)	-	3/4	Participating	Did not hold the meeting
10.	Ms. PAWEENA LAOWIWATWONG (Director)	-	4/4	Participating	Did not hold the meeting
11.	Mr. SUPOJ KAEWMANEE (Director)	-	3/4	Participating	Did not hold the meeting

12.	Mr. SUTIN YOUTHANAVARAPORN (Director)	-	4/4	Participating	Did not hold the meeting
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Remuneration for company directors

	List of directors	Termination date	Meeting allowance (baht)	Other monetary remuneration (baht)	Other non- monetary
1.	Capt. SERANEE PHENJATI (Chairman of the board)	-	480,000.00	0.00	No
2.	Mr. METHAWEE LAOWIWATWONG (Director)	-	240,000.00	0.00	No
3.	Mrs. NIPANAN TANTRANONT (Director)	-	240,000.00	0.00	No
4.	Mr. SIVAPORN DARDARANANDA (Director)	-	240,000.00	0.00	No
5.	Mr. MARUT MANGKLABRUKS (Director)	-	240,000.00	0.00	No
6.	Mrs. NOPPARAT RUNGUTHAISIRI (Director)	-	240,000.00	60,000.00	No
7.	Mr. VORAVAT TANTRANONT (Director)	-	240,000.00	0.00	No
8.	Mr. KRIT PHANRATANAMALA (Director)	-	240,000.00	60,000.00	No
9.	Ms. PAVARISA PHENJATI (Director)	-	240,000.00	0.00	No
10.	Ms. PAWEENA LAOWIWATWONG (Director)	-	240,000.00	0.00	No
11.	Mr. SUPOJ KAEWMANEE (Director)	-	240,000.00	60,000.00	No
12.	Mr. SUTIN YOUTHANAVARAPORN (Director)	-	240,000.00	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) : 4

List of directors		Termination date	Number of the audit committee meeting
1.	Mrs. NOPPARAT RUNGUTHAISIRI (Chairman of the audit committee)	-	4/4
2.	Mr. KRIT PHANRATANAMALA (Audit committee)	-	4/4
3.	Mr. SUPOJ KAEWMANEE (Audit committee)	-	4/4