



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 2024



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	21

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 KHWANG

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

	2022	2023	2024
Total revenue from operations (Thousand baht)	2,658.22	2,726.15	2,568.81
Manufacturing and Distributing of Ceramic Floor Tiles and Wall Tiles (Thousand baht)	2,580.00	2,665.00	2,500.00
Other (Thousand baht)	78.22	61.15	68.81

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Manufacturing and Distributing of Ceramic Floor Tiles and Wall Tiles (%)	97.06	97.76	97.32
Other (%)	2.94	2.24	2.68

By Geographical Area or Market

	2022	2023	2024
Total revenue from operations (Thousand baht)	2,658.22	2,726.15	2,568.81
Domestic (Thousand baht)	2,530.00	2,631.00	2,431.00
International (Thousand baht)	128.22	95.15	137.81

	2022	2023	2024
Total revenue from operations (%)	100.00	100.00	100.00
Domestic (%)	95.18	96.51	94.64
International (%)	4.82	3.49	5.36

Other income as specified in the financial statements

	2022	2023	2024
Total other income (Thousand baht)	398,999.59	22,608.27	22,656.89
Other income from operations (Thousand baht)	398,999.59	22,608.27	22,656.89
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)	2022	2023	2024
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 : Yes

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

	2022	2023	2024
Diesel (Litres)	109,915.00	99,641.00	93,498.00
Natural gas (Standard cubic feet)	1,226,424,443.00	1,186,905,984.00	1,070,804,174.00

• Electricity consumption

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	44,528,269.00	43,192,124.28	41,551,340.01

Water management

• Water consumption

	2022	2023	2024
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Total water withdrawal (Cubic meters)	532,985.00	407,670.00	472,934.00
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Waste management

• Waste from operations

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	0.00

Greenhouse gas management

• Greenhouse gas emissions

	2022	2023	2024
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

	2022	2023	2024
Number of male employees (Persons)	549	531	510
Number of female employees (Persons)	469	450	446
Total number of employees (Persons)	1,018	981	956

• Employee remuneration

	2022	2023	2024
Employee remuneration (baht)	390,901,500.94	393,344,939.84	417,213,020.24

• Employee development and training

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	10.12	17.41	20.27
Employee development and training expenses (baht)	345,093.00	657,867.00	689,771.00

• Health, safety and work environment

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	4	3	7

• **Employee retention**

	2022	2023	2024
Percentage of employees who voluntarily resigned (%)	0.39	0.20	10.15

• **Significant labor dispute**

	2022	2023	2024
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

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	7	58.33
Number of non-executive directors	5	41.67
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: 69 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive) Director type: Original director	1 Jul 2004	Finance, Data Analysis, Banking

2.	Mr. METHAWEE LAOWIWATWONG Gender: Male Age: 76 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	9 Mar 1994	Transportation & Logistics, Health Care Services
3.	Mrs. NIPANAN TANTRANONT Gender: Female Age: 64 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	31 Dec 1993	Finance
4.	Mr. MARUT MANGKLABRUKS Gender: Male Age: 80 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	23 Apr 2004	Data Analysis
5.	Mr. SIVAPORN DARDARANANDA Gender: Male Age: 77 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	23 Apr 2004	Banking

6.	Mr. VORAVAT TANTRANONT Gender: Male Age: 65 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	28 Apr 2006	Finance, Law
7.	Mrs. NOPPARAT RUNGUTHAISIRI Gender: Female Age: 73 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: Original director	28 Apr 2006	Accounting
8.	Mr. KRIT PHANRATANAMALA Gender: Male Age: 56 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	13 Nov 2012	Accounting, Finance
9.	Ms. PAVARISA PHENJATI Gender: Female Age: 40 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Executive) Director type: Original director	28 Apr 2017	Finance, Strategic Management

10.	Ms. PAWEENA LAOWIWATWONG Gender: Female Age: 78 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: 64 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: 59 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	: Yes
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: Yes

Sub-committees (7.3)

Information about sub-committees (7.3.2)

Audit Committee

List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. NOPPARAT RUNGUTHAISIRI [1] Gender: Female Age: 73 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: Original director	28 Apr 2011	Accounting
2. Mr. KRIT PHANRATANAMALA [1] Gender: Male Age: 56 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: Original director	13 Nov 2012	Accounting, Finance
3. Mr. SUPOJ KAEWMANEE [1] Gender: Male Age: 64 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director) 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: 78 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: 80 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: 65 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: 40 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: 59 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: 64 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: 51 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: 55 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

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
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1.	Ms. PAWEENA LAOWIWATWONG Gender: Female Age: 78 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: 59 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)

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) : 510

Number of female employees (persons) : 446

Total number of employees (persons) : 956

Employee Remuneration

Total employee remuneration : 417,213,020.24

Provident fund

Total number of employees (persons)	: 956
Number of employees contributing to the PVD (persons)	: 549
Percentage of employees who are members (%)	: 57.43

Other Significant Information (7.6)

Other significant information

Assigned persons

• Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Ratirat Laowiwatwong	ratiratl@umi-tiles.com	

• Company secretary

General information	Email	Telephone
1. Mr. Surin Wongkittipat	surin@umi-tiles.com	

• Head of internal audit

General information	Email	Telephone
1. Mr. Bandit Woonbamrung	bandid.wo@umi-tiles.com	

• Head of investor relations

General information	Email	Telephone
1. Ms. Ratirat Laowiwatwong	ratiratl@umi-tiles.com	

Company's auditor

Company	Names and general information of auditors	Audit fee (baht)	Other non-audit fees (baht)
1. KARIN AUDIT COMPANY LIMITED		1,974,000.00	-

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
Capt. SERANEE PHENJATI	Chairman of the board	Non-participating
Mr. METHAWEE LAOWIWATWONG	Director	Non-participating
Mrs. NIPANAN TANTRANONT	Director	Non-participating
Mr. MARUT MANGKLABRUKS	Director	Non-participating
Mr. SIVAPORN DARDARANANDA	Director	Non-participating
Mr. VORAVAT TANTRANONT	Director	Non-participating
Mrs. NOPPARAT RUNGUTHAISIRI	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

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 : 30 Apr 2024

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	Non-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. MARUT MANGKLABRUKS (Director)	-	4/4	Participating	Did not hold the meeting
5.	Mr. SIVAPORN DARDARANANDA (Director)	-	2/4	Participating	Did not hold the meeting
6.	Mr. VORAVAT TANTRANONT (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mrs. NOPPARAT RUNGUTHAISIRI (Director)	-	4/4	Participating	Did not hold the meeting
8.	Mr. KRIT PHANRATANAMALA (Director)	-	4/4	Participating	Did not hold the meeting
9.	Ms. PAVARISA PHENJATI (Director)	-	4/4	Participating	Did not hold the meeting
10.	Ms. PAWEENA LAOWIWATWONG (Director)	-	4/4	Participating	Did not hold the meeting
11.	Mr. SUPOJ KAEWMANEE (Director)	-	4/4	Participating	Did not hold the meeting
12.	Mr. SUTIN YOUTHANAVARAPORN (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. 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. MARUT MANGKLABRUKS (Director)	-	240,000.00	0.00	No
5. Mr. SIVAPORN DARDARANANDA (Director)	-	240,000.00	0.00	No
6. Mr. VORAVAT TANTRANONT (Director)	-	240,000.00	0.00	No
7. Mrs. NOPPARAT RUNGUTHAISIRI (Director)	-	240,000.00	N/A	No
8. Mr. KRIT PHANRATANAMALA (Director)	-	240,000.00	N/A	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	N/A	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

