

ESG Performance

Company Name: THE UNION MOSAIC INDUSTRY PUBLIC COMPANY LIMITED Symbol: UMI

Market: SET Industry Group: Property & Construction Sector: Construction Materials

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice: No
URL of environmental policy and practice: -
Uploaded document of environmental policy and practice: -

1.2 Environmental Practices

Corporate environmental practices: x Electricity Management x Fuel Management x Renewable/Clean Energy Management x Water Management x Waste Management x Biodiversity Management x Greenhouse Gas and Climate Change Management

2 Energy Management

2.1 Disclosure Boundary in Energy Management

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	1
Actual number of disclosure boundaries	-	1

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2021	2022	2023
Electricity consumption target	Kilowatt-Hours	-	-	-
Total electricity consumption within the organization	Kilowatt-Hours	27,082,718.00	29,208,269.00	27,984,124.28
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	27,082,718.00	29,208,269.00	23,939,861.02
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	0.00	0.00	4,044,263.26
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	-	-

Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	-	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	38,198.47	42,208.48	42,723.85

Additional explanation:

^(†) Exclude electricity consumption outside of the Company.

^(**) Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	2.2827327	2.35530042	2.27953694

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total electricity expense	Baht	88,706,460.00	110,740,179.00	110,809,197.96
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	125,114.89	160,029.16	169,174.35

Additional explanation:

^(†) Exclude electricity expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.5 Fuel Consumption

Detail	Unit	Year		
		2021	2022	2023
Jet fuel	Litres	-	-	-
Diesel	Litres	58,846.00	67,626.00	62,141.00
Gasoline	Litres	-	-	-
Fuel oil	Litres	-	-	-

Crude oil	Barrels	-	-	-
Natural gas	Standard cubic feet	819,051,000.00	878,529,000.00	844,966,000.00
LPG	Kilograms	-	-	-
Steam	Metric tonnes	-	-	-
Coal	Metric tonnes	-	-	-

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2021	2022	2023
Total fuel expense	Baht	1,507,450.00	2,038,608.00	1,872,590.00
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

^(*) Exclude fuel expense outside of the Company.

^(**) Total revenues and total expenses from consolidated financial statements.

2.7 Energy Consumption

Detail	Unit	Year		
		2021	2022	2023
Total energy consumption within the organization	Megawatt-Hours	267,123.48	286,680.40	275,619.85

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	0.02251515	0.02311737	0.0224515

Additional explanation:

⁽¹⁾ Total revenues and total expenses from consolidated financial statements.

3 Water Management

3.1 Disclosure Boundary in Water Management

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	1
Actual number of disclosure boundaries	-	1

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2021	2022	2023
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	204,598.00	243,697.00	205,094.00
Total water withdrawal by third-party water	Cubic meters	204,598.00	243,697.00	205,094.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ⁽¹⁾	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ⁽¹⁾	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	288.57	352.16	313.12
Intensity ratio of total water withdrawal to total revenues ⁽²⁾	Cubic meters / Thousand Baht of total revenues	-	-	-

Additional explanation:

⁽¹⁾ Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

⁽²⁾ Total revenues and total expenses from consolidated financial statements.

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2021	2022	2023
Total water discharge	Cubic meters	0.00	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	-	-
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2021	2022	2023
Total water consumption	Cubic meters	204,598.00	243,697.00	205,094.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total water consumption to total revenues ⁽¹⁾	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m ²	-	-	-

Additional explanation:

⁽¹⁾ Total revenues and total expenses from consolidated financial statements.

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2021	2022	2023
Total water withdrawal expense	Baht	809,305.25	714,726.25	673,017.50
Total water withdrawal expense from third-party water	Baht	809,305.25	714,726.25	673,017.50

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽⁷⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽⁷⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	1,141.47	1,032.84	1,027.51

Additional explanation:

⁽⁷⁾ Total revenues and total expenses from consolidated financial statements.

4 Waste Management

4.1 Disclosure Boundary in Waste Management

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	1
Actual number of disclosure boundaries	-	1

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2021	2022	2023
Total waste generated	Kilograms	0.00	0.00	0.00
Non-hazardous waste	Kilograms	-	-	-
Hazardous waste	Kilograms	-	-	-
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

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

^(**) Total revenues and total expenses from consolidated financial statements.

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2021	2022	2023
Total reused/recycled waste	Kilograms	0.00	0.00	0.00

Reused/Recycled non-hazardous waste	Kilograms	-	-	-
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	-	-
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	1
Actual number of disclosure boundaries	-	1

5.2 Greenhouse Gas Management Plan

Corporate greenhouse gas management plan:	No
URL of corporate greenhouse gas management plan:	-
Uploaded document of Corporate greenhouse gas management plan:	-

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2021	2022	2023
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	0.00	0.00	0.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	-	-	-

Total GHG emissions - scope 2	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions - scope 3	Metric tonnes of carbon dioxide equivalent	-	-	-
Difference between total GHG emissions and target ^(†)	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target ^(†)	%	-	-	-

Additional explanation:

^(†) Negative number (-) means the total GHG emissions is lower than the total GHG emissions target, whereas positive number (+) means the total GHG emissions is higher than the total GHG emissions target.

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2021	2022	2023
Intensity ratio of total GHG emissions to total revenues ^(†)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	0.00	0.00	0.00
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

^(†) Total revenues and total expenses from consolidated financial statements.

5.5 Verification of Greenhouse Gas Emissions

Detail	Year	
	2022	2023
Verification of greenhouse gas emissions	-	No
Name of verifying company (Thai)	-	-
Name of verifying company (English)	-	-

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	0.00
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2021	2022	2023
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	0.00
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	0.00

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ESG Performance

Company Name: THE UNION MOSAIC INDUSTRY PUBLIC COMPANY LIMITED Symbol: UMI

Market: SET Industry Group: Property & Construction Sector: Construction Materials

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: No
URL of Corporate human rights policy and practice: -
Uploaded document of Corporate human rights policy and practice: -

1.2 Human Rights Practices

Corporate human rights practices: x Employee Rights x Migrant Workers x Child Labor x Consumer Rights x Community and Environment Rights x Safety and Occupational Health at Work x Non-discrimination

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

Detail	Year	
	2022	2023
Boundary type	-	Company
Total number of disclosure boundaries	-	1
Actual number of disclosure boundaries	-	1

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employees	Persons	709	692	655
Total number of male employees	Persons	391	378	361
Percentage of male employees	%	55.15	54.62	55.11
Total number of female employees	Persons	318	314	294

Percentage of female employees	%	44.85	45.38	44.89
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2.2.2 Employees by Age Group

Detail	Unit	Year		
		2021	2022	2023
Total number of employees under 30 years old	Persons	42	41	35
Percentage of employees under 30 years old	%	5.92	5.92	5.34
Total number of employees 30–50 years old	Persons	355	347	342
Percentage of employees 30–50 years old	%	50.07	50.14	52.21
Total number of employees over 50 years old	Persons	312	304	278
Percentage of employees over 50 years old	%	44.01	43.93	42.44

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees under 30 years old	Persons	18	18	16
Percentage of male employees under 30 years old	%	4.60	4.76	4.43
Total number of male employees 30–50 years old	Persons	171	165	162
Percentage of male employees 30–50 years old	%	43.73	43.65	44.88
Total number of male employees over 50 years old	Persons	202	195	183
Percentage of male employees over 50 years old	%	51.66	51.59	50.69

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2021	2022	2023

Total number of female employees under 30 years old	Persons	24	23	19
Percentage of female employees under 30 years old	%	7.55	7.32	6.46
Total number of female employees 30-50 years old	Persons	184	182	180
Percentage of female employees 30-50 years old	%	57.86	57.96	61.22
Total number of female employees over 50 years old	Persons	110	109	95
Percentage of female employees over 50 years old	%	34.59	34.71	32.31

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of employees in operational level	Persons	673	656	624
Percentage of employees in operational level	%	94.92	94.80	95.27
Total number of employees in management level	Persons	26	26	23
Percentage of employees in management level	%	3.67	3.76	3.51
Total number of employees in executive level	Persons	10	10	8
Percentage of employees in executive level	%	1.41	1.45	1.22

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of male employees in operational level	Persons	369	356	342
Percentage of male employees in operational level	%	94.37	94.18	94.74
Total number of male employees in management level	Persons	16	16	15
Percentage of male employees in management level	%	4.09	4.23	4.16
Total number of male employees in executive level	Persons	6	6	4
Percentage of male employees in executive level	%	1.53	1.59	1.11

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2021	2022	2023
Total number of female employees in operational level	Persons	304	300	282
Percentage of female employees in operational level	%	95.60	95.54	95.92
Total number of female employees in management level	Persons	10	10	8

Percentage of female employees in management level	%	3.14	3.18	2.72
Total number of female employees in executive level	Persons	4	4	4
Percentage of female employees in executive level	%	1.26	1.27	1.36

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2021	2022	2023
Total employment of workers with disabilities	Persons	0	0	0
Total number of employees with disabilities	Persons	0	0	0
Percentage of employees with disabilities	%	0.00	0.00	0.00
Total number of workers who are not employees with disabilities	Persons	0	0	0

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2021	2022	2023
Total employee remuneration	Baht	313,863,894.66	315,603,186.53	315,738,243.74
Total male employee remuneration	Baht	176,611,213.53	177,589,913.06	171,823,882.85
Percentage of remuneration in male employees	%	56.27	56.27	54.42
Total female employee remuneration	Baht	137,252,681.13	138,013,273.47	143,914,360.89
Percentage of remuneration in female employees	%	43.73	43.73	45.58
Average remuneration of employees	Baht / Person	442,685.32	456,073.97	482,043.12
Average remuneration of male employees	Baht / Person	451,691.08	469,814.58	475,966.43
Average remuneration of female employees	Baht / Person	431,612.20	439,532.72	489,504.63
Ratio of average remuneration of female employees to male employees		0.96	0.94	1.03

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2021	2022	2023
Total number of employees joining employee provident fund	Persons	642	609	584
Percentage of total number of employees joining employee provident fund to total number of employees	%	90.55	88.01	89.16
Total amount of provident fund contributed by the Company	Baht	7,984,028.00	8,092,795.00	8,148,343.20
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	2.54	2.56	2.58

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2021	2022	2023
Average employee training hours	Hours / Person / Year	2.05	2.88	3.56

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2021	2022	2023
Total amount spent on employee training and development	Baht	142,289.00	310,054.00	342,281.00

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2021	2022	2023
Total number of hours worked by employees	Hours	-	-	-

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2021	2022	2023
Total number of lost time injury incidents by employees	Cases	5.00	4.00	3.00
Total number of employees that lost time injuries for 1 day or more	Persons	0	3	3
Percentage of employees that lost time injuries for 1 day or more	%	0.00	0.43	0.46
Total number of employees that fatalities as a result of work-related injury	Persons	0	0	0
Percentage of employees that fatalities as a result of work-related injury	%	0.00	0.00	0.00

Lost time injury frequency rate (LTIFR)	Persons / 1 million-manhours ^(*)	-	-	-
	Persons / 200,000 manhours ^(**)	-	-	-

Additional explanation:

(*) The company with the total number of employees over 100 or more.

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

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2021	2022	2023
Total number of employee turnover leaving the Company voluntarily	Persons	0	0	0
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	-	-
Total number of male employee turnover leaving the Company voluntarily	Persons	-	-	-
Percentage of male employee turnover leaving the Company voluntarily	%	-	-	-
Total number of female employee turnover leaving the Company voluntarily	Persons	-	-	-
Percentage of female employee turnover leaving the Company voluntarily	%	-	-	-
Significant labor dispute	Yes / No	No	No	No

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Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices¹: No
URL of corporate governance policy and practices: -
Uploaded document of corporate governance policy and practices: -

Remark:

¹ 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.

1.2 Policy and Practices related to the Board of Directors

Policy and practices related to the Board of Directors: x Nomination of Directors x Determination of Director Remuneration x Independence of the Board of Directors from the Management x Director Development x Board Performance Evaluation x Corporate Governance of Subsidiaries and Associated Companies

1.3 Code of Conduct

Corporate code of conduct: No
URL of Code of Conduct: -
Uploaded document of Code of Conduct: -

1.4 Policy and Practices related to Code of Conduct

Policy and practices related to the corporate code of conduct: x Prevention of Conflicts of Interest x Anti-corruption x Whistleblowing and Protection of Whistleblowers x Prevention of Misuse of Inside Information

2 Corporate Governance Structure

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year			
		2022		2023	
		Male	Female	Male	Female
Directors	Persons	0	0	8	4
		0		12	
	% of total directors	0	0	66.67	33.33
		0		100	
Executive directors	Persons	0	0	5	2
		0		7	
	% of total directors	0	0	41.67	16.67
		0		58.33	
Non-executive directors	Persons	0	0	3	2
		0		5	
	% of total directors	0	0	25.00	16.67
		0		41.67	
- Independent directors	Persons	0	0	3	1
		0		4	
	% of total directors	0	0	25.00	8.33
		0		33.33	
- Non-executive directors who have no position in independent directors	Persons	0	0	0	1
		0		1	
	% of total directors	0	0	0	8.33
		0		8.33	

Average director age	Years	0	0	67	62
		0		65	
The Chairman of the Board is an independent director	Yes / No	-		No	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	-		No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	-		No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	-		No	

Additional explanation:

- Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards
- A non-executive director refers to 1) a director who has no position in the company's management team or be 2) an independent director

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	ร.อ. เสรณี เพ็ญชาติ	First appointment date of director:	1 Jul 2004
	Name (English):	Capt. SERANEE PHENJATI	Type of director:	Existing director
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1955	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Finance	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Data Analysis x Banking		
	Shares:	87,267,583		
	Paid-up stock:	836,504,741		
	%Shares:	10.432407		
2)	Name (Thai):	นาย เมธาวิ เหล่าวิวัฒน์วงศ์	First appointment date of director:	1 Jan 1993
	Name (English):	Mr. METHAWEE LAOWIWATWONG	Type of director:	Existing director

	Gender:	Male	Director position:	Director
	Year of birth:	1948	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Management	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Transportation & Logistics x Health Care Services		
	Shares:	18,795,000		
	Paid-up stock:	836,504,741		
	%Shares:	2.246849		
3)	Name (Thai):	นาง นิกานันท์ ตันตรานนท์	First appointment date of director:	31 Dec 1993
	Name (English):	Mrs. NIPANAN TANTRANONT	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1960	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance		
	Shares:	77,676,534		
	Paid-up stock:	836,504,741		
	%Shares:	9.285845		
4)	Name (Thai):	นาย ศิวะพร นสรานนท์	First appointment date of director:	23 Apr 2004
	Name (English):	Mr. SIVAPORN DARDARANANDA	Type of director:	Existing director

	Gender:	Male	Director position:	Director
	Year of birth:	1947	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Banking		
	Shares:	0		
	Paid-up stock:	836,504,741		
	%Shares:	0.000000		
5)	Name (Thai):	นาย มารุต มังคละพฤกษ์	First appointment date of director:	23 Apr 2004
	Name (English):	Mr. MARUT MANGKLABRUKS	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1944	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Management	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Data Analysis		
	Shares:	0		
	Paid-up stock:	836,504,741		
	%Shares:	0.000000		
6)	Name (Thai):	นาง นพรัตน์ รุ่งอุทัยศิริ	First appointment date of director:	28 Apr 2006
	Name (English):	Mrs. NOPPARAT RUNGUTHAISIRI	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)

	Gender:	Female	Director position:	Director
	Year of birth:	1951	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting		
	Shares:	0		
	Paid-up stock:	836,504,741		
	%Shares:	0.000000		
7)	Name (Thai):	นาย วรวัชร ตันตราอนนท์	First appointment date of director:	28 Apr 2006
	Name (English):	Mr. VORAVAT TANTRANONT	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1959	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Law		
	Shares:	5,698,750		
	Paid-up stock:	836,504,741		
	%Shares:	0.681257		
8)	Name (Thai):	นาย กฤษณ์ พันธุ์ธนาภา	First appointment date of director:	13 Nov 2012

	Name (English):	Mr. KRIT PHANRATANAMALA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1968	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Finance		
	Shares:	0		
	Paid-up stock:	836,504,741		
	%Shares:	0.000000		
9)	Name (Thai):	นางสาว ปวีริศา เพ็ญชาติ	First appointment date of director:	28 Apr 2017
	Name (English):	Ms. PAVARISA PHENJATI	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1984	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Strategic Management		
	Shares:	3,360,000		
	Paid-up stock:	836,504,741		
	%Shares:	0.401671		

10)	Name (Thai):	นางสาว ปวีณา เหล่าวิวัฒนวงศ์	First appointment date of director:	30 Apr 2019
	Name (English):	Ms. PAWEENA LAOWIWATWONG	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1946	Executive director position:	Yes
	Nationality:	x Thailand	Independent director position:	-
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Accounting	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting		
	Shares:	52,743,600		
	Paid-up stock:	836,504,741		
	%Shares:	6.305236		
11)	Name (Thai):	นาย สุพจน์ แก้วมณี	First appointment date of director:	30 Apr 2019
	Name (English):	Mr. SUPOJ KAEWMANEE	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1960	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DGP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Accounting		
	Shares:	0		
	Paid-up stock:	836,504,741		
	%Shares:	0.000000		
12)	Name (Thai):	นาย สุทิน ยุทธนาพรารักษ์	First appointment date of director:	1 Jan 2022

Name (English):	Mr. SUTIN YOUTHANAVARAPORN	Type of director:	Existing director
Gender:	Male	Director position:	Director
Year of birth:	1965	Executive director position:	Yes
Nationality:	x Thailand	Independent director position:	-
Highest level of education:	Master's degree	DAP course:	Yes
Study field of the highest level of education:	MBA	DGP course:	No
Residence in Thailand:	Yes		
Skill and expertise:	x Economics		
Shares:	0		
Paid-up stock:	836,504,741		
%Shares:	0.000000		

2.1.2.2 List of Board of Directors who resigned / vacated their position during the year (if any)

General Information of Directors	Information on Director Tenure
No data	

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members	Information on Tenure of Audit Committee Member
1)	Name (Thai): นาง นพรัตน์ รุ่งอุทัยศิริ	Appointment date of audit committee member: 28 Apr 2011
	Name (English): Mrs. NOPPARAT RUNGUTHAISIRI	Type of director: Continuing director (Full term of directorship and being re-appointed as a director)
	Gender: Female	Director position: Director
	Year of birth: 1951	Independent director position: Yes
	Nationality: x Thailand	Audit committee position: Chairman of the audit committee
	Highest level of education: Master's degree	DAP course: Yes
	Study field of the highest level of education: Accounting	DGP course: No

	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
2)	Name (Thai):	นาย กฤษณ์ พันธุ์รัตนมาลา	Appointment date of audit committee member:	13 Nov 2012
	Name (English):	Mr. KRIT PHANRATANAMALA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1968	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Business Administration	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	0		
	%Shares:	0.000000		
3)	Name (Thai):	นาย สุพจน์ แก้วมณี	Appointment date of audit committee member:	30 Apr 2019
	Name (English):	Mr. SUPOJ KAEWMANEE	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1960	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		

Shares:	0		
%Shares:	0.000000		

2.1.3.2 List of audit committee members who resigned / vacated their position during the year (if any)

General Information of Audit Committee Members	Information on Tenure of Audit Committee Member
No data	

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

	General Information of Executive Committee Members	Information on Tenure of Executive Committee Member
1)	Name (Thai) นางสาว ปวีณา เหล่าวิวัฒน์วงศ์	Appointment date of executive committee member: 1 Apr 2016
	Name (English) Ms. PAWEENA LAOWIWATWONG	Executive committee position: Chairman of the executive committee
	Gender: Female	
	Year of birth: 1946	
	Nationality: x Thailand	
	Highest level of education: Master's degree	
	Study field of the highest level of education: Accounting	
	Residence in Thailand: Yes	
2)	Name (Thai) นาย มารุต มังคละพุกษ์	Appointment date of executive committee member: 1 Apr 2016
	Name (English) Mr. MARUT MANGKLABRUKS	Executive committee position: Member of the executive committee
	Gender: Male	
	Year of birth: 1944	
	Nationality: x Thailand	
	Highest level of education: Master's degree	
	Study field of the highest level of education: Management	
	Residence in Thailand: Yes	

3)	Name (Thai)	นาย วรวัชร ตันตรานนท์	Appointment date of executive committee member:	1 Apr 2016
	Name (English)	Mr. VORAVAT TANTRANONT	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1959		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นางสาว ปวีรีศา เพ็ญชาติ	Appointment date of executive committee member:	1 Apr 2016
	Name (English)	Ms. PAVARISA PHENJATI	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1984		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นาย สุทิน ยุทธนาวารกรณ์	Appointment date of executive committee member:	1 Apr 2016
	Name (English)	Mr. SUTIN YOUTHANAVARAPORN	Executive committee position:	Member of the executive committee
	Gender:	Male		
	Year of birth:	1965		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	MBA		
	Residence in Thailand:	Yes		

6)	Name (Thai)	นาย สมบูรณ์ อูรานุกูล	Appointment date of executive committee member:	1 Jan 2021
	Name (English)	Mr. Somboon Uranukul	Executive committee position:	Vice-chairman of the executive committee
	Gender:	Male		
	Year of birth:	1960		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		
7)	Name (Thai)	นางสาว รติรัตน์ เหล่าวิวัฒน์วงศ์	Appointment date of executive committee member:	1 Apr 2016
	Name (English)	Ms. Ratirat Laowiwatwong	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1973		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
8)	Name (Thai)	นางสาว กิรัชญา เหล่าวิวัฒน์วงศ์	Appointment date of executive committee member:	1 Apr 2016
	Name (English)	Ms. Kiratcha Laowiwatwong	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1969		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		

2.1.4.2 List of executive committee members who resigned / vacated their position during the year (if any)

General Information of Executive Committee Members	Information on Tenure of Executive Committee Member
No data	

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees : No data

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	No
Nomination	No
Remuneration	No
Corporate governance	No
Corporate sustainability development	No

2.1.6 The highest-ranking executive and the next four executives

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นางสาว ปวีณา เหล่าวิวัฒน์วงศ์	The highest-ranking executive position:	Yes
	Name (English):	Ms. PAWEENA LAOWIWATWONG	Executive position (Thai):	ประธานกรรมการบริหาร
	Gender:	Female	Executive position (English):	CHAIRMAN OF THE EXECUTIVE BOARD OF DIRECTORS
	Year of birth:	1946	Appointment date of executive:	30 Apr 2019
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Accounting		
	Skill and expertise:	x Accounting		

	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นาย สุทิน ยุทธนาวารกรณ์	The highest-ranking executive position:	Yes
	Name (English):	Mr. SUTIN YOUTHANAVARAPORN	Executive position (Thai):	กรรมการผู้จัดการ
	Gender:	Male	Executive position (English):	MANAGING DIRECTOR
	Year of birth:	1965	Appointment date of executive:	1 Jan 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	MBA		
	Skill and expertise:	x Economics		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Ratirat Laowiwatwong	ratiratl@umi-tiles.com	-
Company secretary	Mr. Surin Wongkittipat	surin@umi-tiles.com	-
Head of the internal audit or the outsourced internal auditor	Mr. Bandit Woonbamrung	bandid.wo@umi-tiles.com	-
Head of the compliance unit	-	-	-
Head of the investor relation	-	-	-

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
KARIN AUDIT COMPANY LIMITED	-	1,914,000.00	-

3 Performance Report on Corporate Governance

3.1 Summary of Duty Performance of the Board of Directors over the Past Year

3.1.1 Newly Appointed Directors over the Past Year

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาง นพรัตน์ รุ่งอุทัยศิริ	First appointment date of director:	28 Apr 2006
	Name (English):	Mrs. NOPPARAT RUNGUTHAISIRI	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1951	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Master's degree	DCP course:	No
	Study field of the highest level of education:	Accounting		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting		
	Shares:	0		
	Paid-up stock:	836,504,741		
	%Shares:	0.000000		
2)	Name (Thai):	นาย วรวัชร ตันตราอนนท์	First appointment date of director:	28 Apr 2006
	Name (English):	Mr. VORAVAT TANTRANONT	Director position:	Director
	Gender:	Male	Executive director position:	Yes
	Year of birth:	1959	Independent director position:	-
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Master's degree	DCP course:	No
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Law		

	Shares:	5,698,750		
	Paid-up stock:	836,504,741		
	%Shares:	0.681257		
3)	Name (Thai):	นาย กฤษณ์ พันธุ์รัตนมาลา	First appointment date of director:	13 Nov 2012
	Name (English):	Mr. KRIT PHANRATANAMALA	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1968	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Finance		
	Shares:	0		
	Paid-up stock:	836,504,741		
	%Shares:	0.000000		
4)	Name (Thai):	นางสาว ปวีรีศา เพ็ญชาติ	First appointment date of director:	28 Apr 2017
	Name (English):	Ms. PAVARISA PHENJATI	Director position:	Director
	Gender:	Female	Executive director position:	Yes
	Year of birth:	1984	Independent director position:	-
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	No
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Strategic Management		
	Shares:	3,360,000		

	Paid-up stock:	836,504,741		
	%Shares:	0.401671		

3.1.1.2 List of newly appointed director to replace the ex-director

	General Information of Directors	Information on Director Tenure
No data		

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

	General Information of Directors	Information on Director Tenure
No data		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 4 times

Date of AGM meeting: 28 Apr 2023

EGM meeting: No

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Capt. SERANEE PHENJATI (Chairman of the board)	-	4/4	100.00	Participating	Did not hold the meeting
2. Mr. METHAWEE LAOWIWATWONG (Director)	-	4/4	100.00	Participating	Did not hold the meeting
3. Mrs. NIPANAN TANTRANONT (Director)	-	3/4	75.00	Participating	Did not hold the meeting
4. Mr. SIVAPORN DARDARANANDA (Director)	-	4/4	100.00	Participating	Did not hold the meeting
5. Mr. MARUT MANGKLABRUKS (Director)	-	4/4	100.00	Participating	Did not hold the meeting
6. Mrs. NOPPARAT RUNGUTHAISIRI (Director)	-	4/4	100.00	Participating	Did not hold the meeting
7. Mr. VORAVAT TANTRANONT (Director)	-	3/4	75.00	Participating	Did not hold the meeting

8. Mr. KRIT PHANRATANAMALA (Director)	-	4/4	100.00	Participating	Did not hold the meeting
9. Ms. PAVARISA PHENJATI (Director)	-	3/4	75.00	Participating	Did not hold the meeting
10. Ms. PAWEENA LAOWIWATWONG (Director)	-	4/4	100.00	Participating	Did not hold the meeting
11. Mr. SUPOJ KAEWMANEE (Director)	-	3/4	75.00	Participating	Did not hold the meeting
12. Mr. SUTIN YOUTHANAVARAPO RN (Director)	-	4/4	100.00	Participating	Did not hold the meeting

3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 4 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Mrs. NOPPARAT RUNGUTHAISIRI (Chairman of the audit committee)	-	4/4	100.00
2. Mr. KRIT PHANRATANAMALA (Member of the audit committee)	-	4/4	100.00
3. Mr. SUPOJ KAEWMANEE (Member of the audit committee)	-	4/4	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company: No
URL of director remuneration policy and criteria: -
Uploaded document of director remuneration policy and criteria: -

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
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
Total (Baht)	-	3,120,000.00	180,000.00	-

3.4.3 Director Remunerations

Detail	Unit	Year	
		2022	2023
Meeting allowance	Baht	0.00	3,120,000.00
Other monetary remuneration	Baht	0.00	180,000.00
Total director remuneration	Baht	0.00	3,300,000.00

Additional explanation: Meeting allowance, other monetary remuneration, and total director remuneration are calculated from director remuneration in the year 2022 onwards

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: No
URL of executive remuneration policy and criteria: -

Uploaded document of executive remuneration policy and criteria: -

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2021	2022	2023
Total executive remuneration	Baht	29,138,640.00	25,857,000.00	26,882,840.00

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: No

Employee Joint Investment Program (EJIP):: No

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Capt. SERANEE PHENJATI (Chairman of the board)	Non-participating	-
2. Mr. METHAWEE LAOWIWATWONG (Director)	Non-participating	Thai Institute of Directors (IOD) - Director Accreditation Program (DAP)
3. Mrs. NIPANAN TANTRANONT (Director)	Non-participating	Thai Institute of Directors (IOD) - Director Accreditation Program (DAP)
4. Mr. SIVAPORN DARDARANANDA (Director)	Non-participating	Thai Institute of Directors (IOD) - Director Accreditation Program (DAP) - Role of the Chairman Program (RCP)
5. Mr. MARUT MANGKLABRUKS (Director)	Non-participating	Thai Institute of Directors (IOD) - Director Accreditation Program (DAP)
6. Mrs. NOPPARAT RUNGUTHAISIRI (Director)	Non-participating	Thai Institute of Directors (IOD) - Director Accreditation Program (DAP)
7. Mr. VORAVAT TANTRANONT (Director)	Non-participating	Thai Institute of Directors (IOD) - Director Accreditation Program (DAP)
8. Mr. KRIT PHANRATANAMALA (Director)	Non-participating	Thai Institute of Directors (IOD) - Director Certification Program (DCP) - Strategic Board Master Class (SBM)
9. Ms. PAVARISA PHENJATI (Director)	Non-participating	-
10. Ms. PAWEENA LAOWIWATWONG (Director)	Non-participating	Thai Institute of Directors (IOD) - Director Accreditation Program (DAP)
11. Mr. SUPOJ KAEWMANEE (Director)	Non-participating	Thai Institute of Directors (IOD) - Director Accreditation Program (DAP)
12. Mr. SUTIN YOUTHANAVARAPORN (Director)	Non-participating	Thai Institute of Directors (IOD) - Director Accreditation Program (DAP)

3.6 Performance Evaluation

Means of performance evaluation of the Board of Directors: Self-assessment

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy:	No
URL of corporate sustainability policy:	-
Uploaded document of corporate sustainability policy:	-

4.2 Sustainability Report

Corporate Sustainability Report:	No
URL of corporate sustainability report:	-

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines:	<input checked="" type="checkbox"/> UN Global Compact
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