



ESG Performance Report for Listed Companies in 2024

THE UNION MOSAIC INDUSTRY PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

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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

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : No
Environmental guidelines : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

Information on review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year : No
Changes in environmental policies, guidelines, and/or goals : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems

Compliance with energy management principles and standards

Energy management principles and standards : ISO 50001 — Energy management

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan : No

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : No

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : No

1. Proper development of energy management system by requiring proper energy management. The energy management system is designated as part of the company's operations.
2. Strictly comply with applicable laws and other regulations.
3. Conduct analysis and evaluation. Control and reduce energy consumption to continuously improve energy performance and be suitable for energy consumption characteristics.
4. Define objectives, goals, energy conservation action plans, and review their effectiveness regularly.
5. Energy conservation is the responsibility of the company's executives and employees at all levels.
6. Provide adequate resources and information support to ensure continuous compliance and maintenance of energy management systems.
7. Designing and procuring machinery Tools, production equipment and other necessary services by considering the energy efficiency of such products or services.

Information on electricity management

Company's 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
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	44,528,269.00	39,147,861.02	36,779,951.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	4,044,263.26	4,771,389.01
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	43,740.93	44,028.67	43,463.74

Additional explanation : (*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	2.35530042	2.27953694	2.34390563

Electricity Expense (*)

	2022	2023	2024
Total electricity expense (Baht)	167,000,983.16	173,962,270.68	147,744,533.63
Percentage of total electricity expense to total expenses (%) ^(**)	6.12	6.42	5.92
Percentage of total electricity expense to total revenues (%) ^(**)	5.48	6.33	5.70
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	164,048.12	177,331.57	154,544.49

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's 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

Additional explanation : Not include external fuel consumption

Company's fuel expense (*)

	2022	2023	2024
Total fuel expense (Baht)	175,513,509.95	169,900,660.88	143,453,319.02
Percentage of total fuel expense to total expenses (%) ^(**)	6.44	6.27	5.75
Percentage of total fuel expense to total revenues (%) ^(**)	5.76	6.18	5.54

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	405,180.98	392,152.53	356,417.06

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.13292362	0.14266553	0.13753485
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	4.05180980	3.92152530	3.56417060

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : No

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	532,985.00	407,670.00	472,934.00
Water withdrawal by third-party water (cubic meters)	532,985.00	407,670.00	472,934.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	523.56	415.57	494.70
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.17	0.15	0.18

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	0.00	0.00	0.00

Water consumption

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

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.17485100	0.14831080	0.18249661

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	5,620,748.55	4,419,294.62	4,953,848.14
Total water withdrawal expense from third-party water (Baht)	1,749,568.44	1,267,939.38	1,777,328.32
Total water withdrawal expense from other sources (Baht)	3,871,180.11	3,151,355.24	3,176,519.82
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.21	0.16	0.20
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.18	0.16	0.19
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	5,521.36	4,504.89	5,181.85

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The Company has a policy to manage waste in the production process to reduce the environmental impact because waste is directly harmful to the health of employees, causing all environmental problems. Circular Economy is used to manage waste in accordance with ISO 14001 guidelines to maximize benefits and reduce production costs effectively.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : No

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	0.00	0.00	0.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

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 expenses from consolidated financial statement

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	0.00

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : No

Greenhouse gas emissions are a major cause of climate change. The Company is in the process of entering into a power purchase agreement from solar power generation with Green Yellow Solar 3 (Thailand) Co., Ltd. with a capacity of 4,005(+10%) maximum kilowatts or approximately 5.76 million units per year. The use of electricity from solar power generation systems reduces carbon dioxide emissions into the atmosphere compared to coal-fired power generation. The UMI Solar Rooftop project will reduce CO2 emissions into the atmosphere by 2,992 tCO2 (tons of CO2) per year. For this reason, the UMI Solar Rooftop project is part of the solution to global warming, which is the main issue of our world at this time.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : No

Receives a certificate of honor for the 2024 Greenhouse Gas Reduction Support Project (LESS)From the Greenhouse Gas Reduction Support Project

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	0.00	0.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.000000	0.000000	0.000000
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	0.00	0.00

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : No

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	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

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : No
Social and human rights guidelines : Employee Rights, Migrant/foreign labor, Child Labor,
Consumer/customer rights, Community and environmental rights,
Safety and Occupational Health at Work, Non-discrimination

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : No
Changes in social and human rights policies, guidelines, and/or goals : Employee Rights, Migrant/foreign labor, Child Labor,
Consumer/customer rights, Community and environmental rights,
Safety and Occupational Health at Work, Non-discrimination

The Company conducts its business with respect to the law and human rights principles. It does not discriminate against race, nationality, religion, culture, gender and promotes sustainable mutual development.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	No
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Migrant/foreign labor, Child labor, Occupational health and safety in workplace

The Company has a policy to treat employees equally and fairly and provide appropriate returns for both income and benefits in accordance with the Company's performance in both the short and long term. In short, in addition to salary. Employees are also entitled to an annual bonus, which the Company considers in accordance with the annual profits in conjunction with the performance evaluation of each employee. This is evaluated twice a year by the supervisor. In the long run, the Company adjusts its annual salary based on performance evaluation results combined with economic data such as inflation and uses a job value system to consider employee promotion. An employee provident fund has been established for long-term welfare. Set up personnel management committee and welfare committee to supervise employees and to eliminate conflicts between the Company and employees and between employees together.

The Company has a policy to take care of safety, workplace hygiene (according to ISO45001:2018) and personnel development by providing training to increase knowledge, skills, as well as safety and hygiene at all levels on a regular basis. In addition, the Company has a policy not to be involved in human rights violations. By opposing child labor. Labor is illegal and there is no discrimination of gender, race, religion.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	No
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Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management	:	No
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Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	1,018	981	956

	2022	2023	2024
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	1,018	981	956
Male employees (persons)	549	531	510
Percentage of male employees (%)	53.93	54.13	53.35
Female employees (persons)	469	450	446
Percentage of female employees (%)	46.07	45.87	46.65

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	90	83	85
Percentage of employees under 30 years old (%)	8.84	8.46	8.89
Total number of employees 30-50 years old (Persons)	569	565	547
Percentage of employees 30-50 years old (%)	55.89	57.59	57.22
Total number of employees over 50 years old (Persons)	359	333	324
Percentage of employees over 50 years old (%)	35.27	33.94	33.89

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	50	47	49
Percentage of male employees under 30 years old (%)	9.11	8.85	9.61
Total number of male employees 30-50 years old (Persons)	271	268	255
Percentage of male employees 30-50 years old (%)	49.36	50.47	50.00
Total number of male employees over 50 years old (Persons)	228	216	206
Percentage of male employees over 50 years old (%)	41.53	40.68	40.39

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	40	36	36

	2022	2023	2024
Percentage of female employees under 30 years old (%)	8.53	8.00	8.07
Total number of female employees 30-50 years old (Persons)	298	297	292
Percentage of female employees 30-50 years old (%)	63.54	66.00	65.47
Total number of female employees over 50 years old (Persons)	131	117	118
Percentage of female employees over 50 years old (%)	27.93	26.00	26.46

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	937	905	880
Percentage of employees in operational level (%)	92.04	92.25	92.05
Total number of employees in management level (Persons)	69	66	66
Percentage of employees in management level (%)	6.78	6.73	6.90
Total number of employees in executive level (Persons)	12	10	10
Percentage of employees in executive level (%)	1.18	1.02	1.05

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons)	505	490	469
Percentage of male employees in operational level (%)	91.99	92.28	91.96
Total number of male employees in management level (Persons)	37	36	36
Percentage of male employees in management level (%)	6.74	6.78	7.06
Total number of male employees in executive level (Persons)	7	5	5
Percentage of male employees in executive level (%)	1.28	0.94	0.98

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	432	415	411
Percentage of female employees in operational level (%)	92.11	92.22	92.15
Total number of female employees in management level (Persons)	32	30	30
Percentage of female employees in management level (%)	6.82	6.67	6.73
Total number of female employees in executive level (Persons)	5	5	5
Percentage of female employees in executive level (%)	1.07	1.11	1.12

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No
Years

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	2	2	2
Percentage of disabled workers to total employment (%)	0.20	0.20	0.21
Total number of employees with disabilities (Persons)	2	2	2
Percentage of disabled employees to total employees (%)	0.20	0.20	0.21
Total number of workers who are not employees with disabilities (persons)	0	0	0

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	390,901,500.94	393,344,939.84	417,213,020.24
Total male employee remuneration (baht)	224,848,924.54	220,526,808.19	232,693,078.67
Percentage of remuneration in male employees (%)	57.52	56.06	55.77
Total female employee remuneration (baht)	166,052,576.40	172,818,131.65	184,519,941.57
Percentage of remuneration in female employees (%)	42.48	43.94	44.23

	2022	2023	2024
Average remuneration of employees (Baht / Person)	383,989.69	400,963.24	436,415.29
Average remuneration of male employees (Baht / Person)	409,560.88	415,304.72	456,260.94
Average remuneration of female employees (Baht / Person)	354,056.67	384,040.29	413,721.84
Ratio of average remuneration of female employees to male employees	0.86	0.92	0.91

Provident fund management policy

Provident fund management policy : Doesn't Have

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	609	548	549
Proportion of employees who are PVD members (%)	59.82	55.86	57.43
Total amount of provident fund contributed by the company (baht)	8,092,795.00	8,148,343.20	9,151,246.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	2.07	2.07	2.19

Information on employee development

Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	10.12	17.41	20.27
Total amount spent on employee training and development (Baht)	345,093.00	657,867.00	689,771.00
Percentage of training and development expenses to total expenses (%) ^(*)	0.000127	0.000243	0.000276
Percentage of training and development expenses to total revenue (%) ^(*)	0.000113	0.000239	0.000266

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	4	3	7
Total number of employees that lost time injuries for 1 day or more (Persons)	3	3	7
Percentage of employees that lost time injuries for 1 day or more (%)	0.29	0.31	0.73
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

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

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	4	2	97
Proportion of voluntary resignations (%)	0.39	0.20	10.15

Employee internal groups

Employee internal groups : No

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

- Consumer data privacy and protection policy and guidelines : Yes
- Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Company's measures for third parties' use of customer data, Security measures of personal data

Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : Yes
- Responsible sales and marketing guidelines : Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts

Policy and guidelines on communicating the impact of products and services to customers / consumers

- Policy and guidelines on communicating the impact of products and services to customers / consumers : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications for vulnerable groups, including children or youth under 12 years old, Appropriate marketing communications through digital channels

Information on customer management plan

Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The Company has a policy regarding fair, attentive and responsible practices to customers by producing quality products and standards. Maintain customer confidentiality and establish a system for receiving customer complaints in order to make improvements to customers as soon as possible.

Information on setting customer management goals

Setting customer management goals

- Does the company set customer management goals : No

Details of setting customer management goals

Information on performance and results of customer management

Performance and outcomes of customer management

- Performance and outcomes of customer management : No

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes
customers/consumers

Telephone : 022487007

Fax : 022487005

Email : -

Company's website : www.umitiles.com

Address : 65 Chamnan Phenjati Business Center 29th FL., Rama 9
Rd.,
Huaikhwang Bangkok 10310

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Education, Religion and culture, Forests and natural resources, Sports and recreation, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Water and sanitation management

The Company has a policy to be responsible to the community and society, both inside and outside the factory. Regularly participate in supporting businesses related to community development according to capacity and opportunity. Adhere to democracy and do not promote illegal activities, including not infringing intellectual property or copyright, anti-corruption, and not paying bribes for the company's business interests. In addition, the Company has a process for assessing corruption risks and has established guidelines on governance and supervision to prevent and monitor corruption risks. By establishing a system to monitor and determine the approval authority according to the hierarchy, and having an internal audit department that monitors and evaluates the results of compliance with the policy to report to the management regularly. This includes providing training to employees to provide knowledge about anti-corruption policies and practices. The Company is confident that it will be able to supervise and control to prevent and monitor the risk of corruption.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : No

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : No

Donating blood in 2024, continuously doing good for society for the 5th year Chulalongkorn University joins hands with UMI Deeptech to grand-open innovative products, launching Essence and Serum into the beauty market
Donates 10,000 baht to the Jai Kratin Foundation
Receives a certificate of honor for the 2024 Greenhouse Gas Reduction Support Project (LESS) From the Greenhouse Gas Reduction Support Project
Subsidiary Company has been certified as a Level 4 Green Industry
Donates 105,299 baht in funding and patient beds to Wiharn Daeng Hospital
Donates 280,000 baht in funding and patient beds to Nong Kae Hospital

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social development? : No

Non-financial benefits

Does the company measure the non-financial benefits from : No
social development?

Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	0.00	0.00	0.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.000000	0.000000	0.000000
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.000000	0.000000	0.000000

Additional Explanation : () Total revenues and total expenses from total financial statement*

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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

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : No

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : No

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Independence of the Board of Directors from the Management, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

Nomination of Directors

Determination of Director Remuneration

Independence of the Board of Directors from the Management

Director Development

Board Performance Evaluation

Corporate Governance of Subsidiaries and Associated Companies

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders : Yes

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Community and society

Shareholder

The Company has set policy to carefully perform the duty with transparency for stable and sustainable growth by taking into consideration the benefit and the maximized satisfaction of every shareholder.

Employee

The Company has set policy to equally and fairly treat the employees and has provided the employees with suitable payment for both income and welfare to be in line with the company's operation results both short term and long term. In short term, in addition to salary employees are also entitled to annual bonuses as the company will consider the rate of pay in line with the profit each year including the results of each employee's performance assessment, which is evaluated twice a year by the supervisor. For long term, the company has adjusted its annual salary based on performance appraisal in conjunction with economic information such as inflation rate and the system of work values is used to consider the promotion of employee position. Employee Provident Fund has been set up as long term welfare. Human resource committee and Welfare committee has been arranged to look

after employees and to solve any conflicts between the company and the employees and among the employees. The company also arranges to have policy to take care for safety, occupational health in workplace (according to ISO 45001:2018), and

personnel development including arranging training to increase knowledge, skill, safety and occupational health in workplace at every level of employees regularly. In the year 2023, average training in hours equaled to 3.56 hours per head. The statistics record of accident from working all year was kept, in 2023 there were 3 accidents from working. Moreover, the company has set its policy not to relate with human right violation matters, by fighting against the use of child labor and illegal workers; and there is no discrimination against gender, race, and religion.

Customer

The Company has set the policy to apply fair treatment with an attention and responsibility to customers by producing quality and standardized products. The information of customers will be kept confidentially. The customers complain procedure has been set up to get the problem corrected as fast as possible.

Business competitor

The Company has set the policy to apply fair treatment and responsibility to competitors by practicing in according to the fair competitive guide line and has abided by basic rules of competition to avoid using the unethical method in offending the competitors. In addition, the company has tried to improve on the product standard instead, in order to be benefit to customers.

Business partner

The Company has set the policy to apply fair treatment and responsibility to business partners by purchasing raw materials, goods and services from business partners and has complied with condition and agreement according to the contract in every matter. Moreover, there is policy to select business partners by considering doing business with business partners, who have ethic in not doing illegal business and is responsible to social and environment. The company arranges Procurement Department to collect the data records of business partners and to periodically assess business partners

Creditor

The Company has set the policy to apply fair treatment and be responsible to creditors by complying with term, condition and agreement of borrowing with fairness and responsibility, especially the terms and condition of guarantee on capital management and on event of the defaulted payment; as the Board of Directors shall always pay closely attention to Debt/Equity Ratio whether it is at properly level. In addition, in order to maintain the ability to repay and if there is any reason that causes the inability to repay debt on schedule, the negotiation with creditors to resolve common problems will be set up

Community and society

The Company has set the policy to be responsibility for the community and the society both from inside and outside of the factory by participating in the support of activities related to community development according to its capability and opportunity with confidence in democracy; illegal activities have been discouraged including not to violate intellectual property or copyright, counter corruption and not paying bribe to gain advantage on the company business. Moreover, the company has set the process in risk assessment of any corruption and has guideline to conduct corporate governance to protect and pay attention to risk from corruption by setting system to investigate and to set the approval authority according to line of command. Internal audit office has been set up to follow up and to evaluate the implementation of the policy and report to the management regularly including arranging for staffs training about policy and practice to counter corruption. The measures taken by the company are to ensure that it can be supervised and regulated to prevent and follow up on the risk from corruption

Information on business code of conduct

Business code of conduct

Business code of conduct : No

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information

Prevention of Conflicts of Interest

Anti-corruption

Whistleblowing and Protection of Whistleblowers

Prevention of Misuse of Inside Information

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : No

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : No

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors' charter : No

Material changes and developments in policy and guidelines over the past year : No

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

Corporate Governance Structure

Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure diagram

Corporate Sustainability

The Company intends to operate with responsibility for the impacts of the organization's operations throughout the supply chain by adhering to the principles of transparent and accountable business operations. Be ethical. Respect human rights principles and stakeholders' interests. In order to produce quality products that are safe for consumers, taking into account the impact on communities and the environment by complying with laws and other requirements or relevant international practices, as well as developing and improving to build the foundation of social responsibility continuously and sustainably. The framework covers three dimensions, including economic, social, and environmental, with corporate governance as a strong foundation to achieve the goal of becoming the first choice of consumers, with sustainable growth.

Sustainability Framework



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	12	
	8	4
Executive directors	7	
	5	2
Non-executive directors	5	
	3	2
Independent directors	4	
	3	1
Non-executive directors who have no position in independent directors	1	
	0	1

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	66.67	33.33
Executive directors	58.33	
	41.67	16.67
Non-executive directors	41.67	
	25.00	16.67
Independent directors	33.33	
	25.00	8.33
Non-executive directors who have no position in independent directors	8.33	
	0.00	8.33

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average director age	66	
	68	63

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Capt. SERANEE PHENJATI Gender: Male Age : 69 years Highest level of education : Master's degree Study field of the highest level of education : Finance Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 87,267,583 Shares (10.432407 %)</p>	<p>Chairman of the Board of Directors (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Jul 2004	Finance, Data Analysis, Banking
<p>2. Mr. METHAWEE LAOWIWATWONG Gender: Male Age : 76 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 18,795,000 Shares (2.246849 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	9 Mar 1994	Transportation & Logistics, Health Care Services

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mrs. NIPANAN TANTRANONT Gender: Female Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 77,676,534 Shares (9.285845 %)</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	31 Dec 1993	Finance
<p>4. Mr. MARUT MANGKLABRUKS Gender: Male Age : 80 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	23 Apr 2004	Data Analysis

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. SIVAPORN DARDARANANDA Gender: Male Age : 77 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	23 Apr 2004	Banking
<p>6. Mr. VORAVAT TANTRANONT Gender: Male Age : 65 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 5,698,750 Shares (0.681257 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	28 Apr 2006	Finance, Law

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mrs. NOPPARAT RUNGUTHAISIRI Gender: Female Age : 73 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	28 Apr 2006	Accounting
<p>8. Mr. KRIT PHANRATANAMALA Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company • Direct shareholding : 0 Shares (0.000000 %)</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	13 Nov 2012	Accounting, Finance

List of directors	Position	First appointment date of director	Skills and expertise
<p>9. Ms. PAVARISA PHENJATI Gender: Female Age : 40 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : No DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 3,360,000 Shares (0.401671 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	28 Apr 2017	Finance, Strategic Management
<p>10. Ms. PAWEENA LAOWIWATWONG Gender: Female Age : 78 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company • Direct shareholding : 52,743,600 Shares (6.305236 %)</p>	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	30 Apr 2019	Accounting

List of directors	Position	First appointment date of director	Skills and expertise
<p>11. Mr. SUPOJ KAEWMANEE</p> <p>Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	30 Apr 2019	Law, Accounting
<p>12. Mr. SUTIN YOUTHANAVARAPORN</p> <p>Gender: Male Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : MBA Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	1 Jan 2022	Economics

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Capt. SERANEE PHENJATI	Chairman of the Board of Directors	✓				✓
2. Mr. METHAWEE LAOWIWATWONG	Director	✓				✓
3. Mrs. NIPANAN TANTRANONT	Director		✓		✓	✓
4. Mr. MARUT MANGKLABRUKS	Director	✓				✓
5. Mr. SIVAPORN DARDARANANDA	Director		✓	✓		✓
6. Mr. VORAVAT TANTRANONT	Director	✓				✓
7. Mrs. NOPPARAT RUNGUTHAISIRI	Director		✓	✓		✓
8. Mr. KRIT PHANRATANAMALA	Director		✓	✓		✓
9. Ms. PAVARISA PHENJATI	Director	✓				✓
10. Ms. PAWEENA LAOWIWATWONG	Director	✓				✓
11. Mr. SUPOJ KAEWMANEE	Director		✓	✓		✓
12. Mr. SUTIN YOUTHANAVARAPORN	Director	✓				✓
Total (persons)		7	5	4	1	12

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	8.33
2. Banking	2	16.67
3. Health Care Services	1	8.33
4. Transportation & Logistics	1	8.33
5. Law	2	16.67
6. Accounting	4	33.33
7. Finance	5	41.67
8. Data Analysis	2	16.67
9. Strategic Management	1	8.33

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	No
The chairman of the board and the highest-ranking executive are from the same family	Yes
Chairman is a member of the executive board or taskforce	Yes
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	Yes

Additional explanation : (*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Doesn't Have

Methods of balancing power between the board of directors and Management : Increasing the proportion of independent directors to more than half, Appointing one independent director to jointly consider setting the board meeting agenda

Information on the roles and duties of the board of directors

Board charter : Doesn't Have

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Nomination Subcommittee
- Remuneration Subcommittee

Scope of authorities, role, and duties

The Board of Directors of the Company has appointed Directors with special skill to be Sub Committee to assist in details studying and work screening for the Board of Directors. However, the responsibility of all activities of the Company to outside persons is still remained with the Board of directors. At present, there are 2 subcommittees, which are the Audit committee and the Executive Board of Directors.

Role and scope of responsibility of Subcommittee that has passed the approved of the Board of Directors and the Subcommittee has always reported the results of the operation to the Board of Directors. For Audit Committee, the annual auditing report has been prepared for presenting the annual report of the company to the shareholders.

The Board of directors has not yet to set up Remuneration Committee and Nomination Committee but the Board of Directors will together consider the reviewing, and approving the remuneration, including selecting of directors and executives. In addition the nomination of new director when there is a vacancy and the name of eligibility nominator is proposed then the entire Board will jointly consider and making the resolution in the selection of director or proposing to the shareholders' meeting for approving the appointment of the nominator to the position of director, depending on the case.

Reference link for the charter

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Audit Committee

Role

- Audit Subcommittee

Scope of authorities, role, and duties

- (1) To review the company's financial reporting process to ensure that it is accurate and adequate;
- (2) To review the company's internal control system and internal audit system to ensure that they are suitable and efficient, to determine an internal audit unit's independence, as well as to approve the appointment, transfer and dismissal of the chief of an internal audit unit or any other unit in charge of an internal audit;
- (3) To review the company's compliance with the law on securities and stock exchange, the Exchange's regulations, and the laws relating to the company's business;

- (4) To consider, select, nominate, and dismiss an independent person to be the company's auditor, and to propose such person's remuneration, as well as to attend a non-management meeting with an auditor at least once a year;
- (5) To review the connected transactions, or the transactions that may lead to conflicts of interests, to ensure that they are in compliance with the laws and the Exchange's regulations, and are reasonable and for the highest benefit of the company;
- (6) To prepare, and to disclose in the company's annual report, an audit committee's report which must be signed by the audit committee's chairman and consist of at least the following information:
 - (a) An opinion on the accuracy, completeness and creditability of the company's financial report,
 - (b) An opinion on the adequacy of the company's internal control system,
- (c) An opinion on the compliance with the law on securities and exchange, the Exchange's regulations, or the laws relating to the company's business,
 - (d) An opinion on the suitability of an auditor and nominate auditor,
 - (e) An opinion of the transactions that may lead to conflicts of interests,
- (f) The number of the audit committee meetings, and the attendance of such meetings by each committee member,
- (g) An opinion or overview comment received by the audit committee from its performance of duties in accordance with the charter; and
- (h) Other transaction which, according to the audit committee's opinion, should be known to the shareholders and general investors, subject to the scope of duties and responsibilities assigned by the company's board of director;
- (7) To perform any other act as assigned by the company's board of directors; with the approval of the audit committee.

Reference link for the charter

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Executive Committee

Role

- RiskManagement Subcommittee
- Nomination Remuneration Subcommittee
- Sustainability Subcommittee
- Climate Change Governance

Scope of authorities, role, and duties

The Executive Board of Directors, executives or individuals with knowledge and experience; has duty to help the company's directors to manage and supervise the operations of the management to be strong and conforming to the policy of the Board of Directors with efficiently and effectively.

The Executive Board of Directors will meet once a month. There is no fixed term of holding the position, but the Executive Board shall carry on until changing the orders happen.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mrs. NOPPARAT RUNGUTHAISIRI^(*) Gender: Female Age : 73 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	28 Apr 2011	Accounting
<p>2. Mr. KRIT PHANRATANAMALA^(*) Gender: Male Age : 56 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	13 Nov 2012	Accounting, Finance
<p>3. Mr. SUPOJ KAEWMANEE^(*) Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : Yes</p>	<p>Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director</p>	30 Apr 2019	Law, Accounting

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Ms. PAWEENA LAOWIWATWONG Gender: Female Age : 78 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes</p>	Chairman of the executive committee	1 Apr 2016
<p>2. Mr. MARUT MANGKLABRUKS Gender: Male Age : 80 years Highest level of education : Master's degree Study field of the highest level of education : Management Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	1 Apr 2016
<p>3. Mr. VORAVAT TANTRANONT Gender: Male Age : 65 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	1 Apr 2016
<p>4. Ms. PAVARISA PHENJATI Gender: Female Age : 40 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	1 Apr 2016
<p>5. Mr. SUTIN YOUTHANAVARAPORN Gender: Male Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : MBA Thai nationality : Yes Residence in Thailand : Yes</p>	Member of the executive committee	1 Apr 2016
<p>6. Mr. Somboon Uranukul Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Engineering Thai nationality : Yes Residence in Thailand : Yes</p>	Vice-chairman of the executive committee	1 Jan 2021

List of committee members	Position	Appointment date of executive committee member
7. Ms. Ratirat Laowiwatwong Gender: Female Age : 51 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	1 Apr 2016
8. Ms. Kiratcha Laowiwatwong Gender: Female Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	1 Apr 2016

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Ms. PAWEENA LAOWIWATWONG Gender: Female Age : 78 years Highest level of education : Master's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	CHAIRMAN OF THE EXECUTIVE BOARD OF DIRECTORS (The highest-ranking executive)	30 Apr 2019	Accounting
2. Mr. SUTIN YOUTHANAVARAPORN Gender: Male Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : MBA Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	MANAGING DIRECTOR (The highest-ranking executive)	1 Jan 2022	Economics

Additional Explanation :

() Highest responsibility in corporate accounting and finance*

*(**) Accounting supervisor*

*(***) Appointed after the fiscal year end of the reporting year*

Remuneration policy for executive directors and executives

The Board of Directors has set the clear policy and rule for remuneration to director to be based on the performance of the company and the suitable of role, responsibility and usefulness of each individual director. There is the process in considering remuneration with transparency each year. This remuneration for directors is approved by shareholders at each annual general meeting. Subcommittee may receive appropriately additional remuneration for their additional responsibility in form of money and various types of fee; Board of Directors approves the remuneration of the Executive Director to be equal to other director in performing its duty as Director. The managing director's remuneration is specified by Board of Directors according to the performance and the evaluation result will be communicated through the Chairman of Board of Directors. Moreover, the managing director shall receive regular salary, subsidy from provident fund, and bonus; but the compensations that are subsidy from provident fund and annual bonus shall be at the same rate with the other staffs. The salary and bonus which is short term compensation will depend on annual performance, while the contributions to the provident fund which is the long term compensation will depend on the duration of the work.

The Board of Directors has considered that the structure is appropriate for responsibility and can motivate directors and executives to lead the organization to carry out both short-term and long-term goals and it can be compared with the level practicing in this industry.

Does the board of directors or the remuneration committee : No
 have an opinion on the remuneration policy for executive
 directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	25,857,000.00	26,882,840.00	27,984,260.00

Other remunerations of executive directors and executives

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00
and executives in the past year

Estimated remuneration of executive directors and executives : 0.00
in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

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

List of the company secretary

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

List of the head of internal audit or outsourced internal auditor

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

Head of investor relations

Does the Company have an appointed head of investor : Have
relations

List of the head of investor relations

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

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KARIN AUDIT COMPANY LIMITED 72 CAT TELECOM TOWER, FLOOR 24,CHAROEN KRUNG ROAD, BANGRAK, BANGKOK. 10500 THAILAND BANG RAK BANG RAK Bangkok 10500 Telephone +66 2105 4661	1,974,000.00	-	-

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be : No
representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

Selection of independent directors

Criteria for selecting independent directors

- (1) Any independent Director must also meet the following requirement holding shares in total not more than 1 percent of all shares that have right to vote in the company, holding company, subsidiary company, associated company, the major shareholder or the authority in control of the company, which shall be inclusive of shares held by his/her related persons.
- (2) Does not be or ever be the executive director, worker, employee or adviser that receive the regular salary or The authority in control of the company, holding company, subsidiary company, associated company, subsidiary company at same level, the major shareholder or the authority in control of the company, except disconnecting from such matter at least 2 years prior to the appointment date. Moreover, the aforementioned prohibit characteristics shall not include the case that independent director, who used to be government officer or advisor of government office that is the major shareholder or the authority in control of the company.
- (3) Does not be a person that has the lineage relation or by registering according to law in the form that is parents, Spouse, Relatives, and a child: including the spouse of a child of the executive, major shareholders, the authority in control, or a candidate, who will be nominated to be the executive or the authority in control of the company or subsidiary company.
- (4) Does not have or ever have any business relation with the company, holding company, subsidiary company, associated company, the major shareholder or the authority in control of the company in the form the might interfere with the independent decision of each director, including does not ever be the significant shareholder or the authority in control of the company, who have business relation with the company, holding company, subsidiary company, associated company, the major shareholder or the authority in control of the company, except that this person has already been disconnected from the aforementioned characteristics exceeding two years; before the appointed date. The business relation according to the 1st paragraph, include trading transactions that is normally done for engaging in renting business of immovable property, any transactions about the assets or services, or giving or receiving financial assistance by borrowing or lending loan, putting up collateral security, putting up assets as principle as principle assets in debt guarantees, including any same behaviors , which cause the company or, its parties to be responsible to pay debt for the other parties up from three percent of the net tangible assets or from twenty million Baht going up, depend on which amounts are lower. For the aforementioned calculation of debt, it has to be calculated according to the method of value calculation of items that are related according to the Notice of the Securities and Exchange Commission (SEC) about the criterions in handling the compliant connected transactions. But in considering .The aforementioned debt, it only counted the debt that was occurred during one year before the date of having connected transaction with the same person
- (5) Does not be or ever be the auditor of the company, holding company, subsidiary company, associated company, the major shareholder or the authority in control of the company and does not be a significant shareholder, the authority in control, or partner of an auditing firm, which is the auditor of the company, holding company, subsidiary company, associated company, the major shareholder or the authority in control of the company, except the aforementioned characteristics has already been disconnected exceeding two years before the elected date.
- (6) Does not be or ever be the person who provides any professional services, which include the service as legal adviser or financial adviser that receive fee exceeding 2 million Baht a year from the company, holding company, subsidiary company, associated company, the major shareholder or the authority in control of the company, and does not be the significant shareholder, the authority in control or partner of the person who provides any professional services. Except the aforementioned characteristics has already been disconnected exceeding two years before the elected date.
- (7) Does not be director, who has been appointed to be the representative of the company's directors, major

Shareholders or Shareholders who relate to the major shareholders of the company.

(8) Does not operate the same type of business as to be significantly competed with the business of the company or subsidiary company or does not be significant in partnership or is director, who participate in administrating, employee, advisor, who receive regular monthly salary or holds shares more 1 percent of amount of all shares that have right to vote of the other company that operates in the same business type and significantly compete with the business of the company or subsidiary company.

(9) Does not have any characteristics that shall not make any free opinion about operation of the company.

After being appointed as an independent director, who have already had the characteristics in line with clause

(1) – clause (9), this independent director might receive an assignment from Board of Directors, in making decision in the operation of the company, holding company, subsidiary company, associated company, subsidiary company at same lever, the major shareholder or the authority in control of the company, by being able to have the decision making in the form of the committee (collective decision).

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No
over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : No
through the nomination committee

Method for selecting persons to be appointed as the highest- : No
ranking executive through the nomination committee

Rights of minority shareholders on director appointment

no

Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Capt. SERANEE PHENJATI (Chairman of the Board of Directors)	Non-participating	-
2. Mr. METHAWEE LAOWIWATWONG (Director)	Non-participating	Thai Institute of Directors (IOD) • 2004: Director Accreditation Program (DAP)
3. Mrs. NIPANAN TANTRANONT (Director)	Non-participating	Thai Institute of Directors (IOD) • 2006: Director Accreditation Program (DAP)
4. Mr. MARUT MANGKLABRUKS (Director)	Non-participating	Thai Institute of Directors (IOD) • 2004: Director Accreditation Program (DAP)
5. Mr. SIVAPORN DARDARANANDA (Director)	Non-participating	Thai Institute of Directors (IOD) • 2004: Director Accreditation Program (DAP)
6. Mr. VORAVAT TANTRANONT (Director)	Non-participating	Thai Institute of Directors (IOD) • 2006: Director Accreditation Program (DAP)
7. Mrs. NOPPARAT RUNGUTHAISIRI (Director)	Non-participating	Thai Institute of Directors (IOD) • 2006: Director Accreditation Program (DAP)
8. Mr. KRIT PHANRATANAMALA (Director)	Non-participating	Thai Institute of Directors (IOD) • 2006: Director Certification Program (DCP) • 2006: Strategic Board Master Class (SBM)
9. Ms. PAVARISA PHENJATI (Director)	Non-participating	-
10. Ms. PAWEENA LAOWIWATWONG (Director)	Non-participating	Thai Institute of Directors (IOD) • 2006: Director Accreditation Program (DAP)
11. Mr. SUPOJ KAEWMANEE (Director)	Non-participating	Thai Institute of Directors (IOD) • 2006: Director Accreditation Program (DAP)
12. Mr. SUTIN YOUTHANAVARAPORN (Director)	Non-participating	Thai Institute of Directors (IOD) • 2017: Director Accreditation Program (DAP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The entire Board of Directors will officially participate in selecting new director with transparency when a director is vacant, as for the characteristics of nominated director; it shall be in line with business operation strategy of the company and be considered from the necessity skill that is still lack in the Board of Directors by submitting the name to the shareholders' meeting for approval. The names of each Directors, resume, education background, past experience, and number of holding shares have been disclosed in the annual report and website of the company.

Evaluation of the duty performance of the board of directors over the past year

No

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : No

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 4
(times)

Date of AGM meeting : 30 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Capt. SERANEE PHENJATI (Chairman of the Board of Directors)	4	/	4	0	/	1	N/A	/	N/A
2. Mr. METHAWEE LAOWIWATWONG (Director)	4	/	4	1	/	1	N/A	/	N/A
3. Mrs. NIPANAN TANTRANONT (Director)	3	/	4	1	/	1	N/A	/	N/A
4. Mr. MARUT MANGKLABRUKS (Director)	4	/	4	1	/	1	N/A	/	N/A
5. Mr. SIVAPORN DARDARANANDA (Director, Independent director)	2	/	4	1	/	1	N/A	/	N/A
6. Mr. VORAVAT TANTRANONT (Director)	4	/	4	1	/	1	N/A	/	N/A
7. Mrs. NOPPARAT RUNGUTHAISIRI (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
8. Mr. KRIT PHANRATANAMALA (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A
9. Ms. PAVARISA PHENJATI (Director)	4	/	4	1	/	1	N/A	/	N/A
10. Ms. PAWEENA LAOWWATWONG (Director)	4	/	4	1	/	1	N/A	/	N/A
11. Mr. SUPOJ KAEWMANEE (Director, Independent director)	4	/	4	1	/	1	N/A	/	N/A
12. Mr. SUTIN YOUTHANAVARAPORN (Director)	4	/	4	1	/	1	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

The Board of Directors has set the clear policy and rule for remuneration to director to be based on the performance of the company and the suitable of role, responsibility and usefulness of each individual director. There is the process in considering remuneration with transparency each year. This remuneration for directors is approved by shareholders at each annual general meeting. Subcommittee may receive appropriately additional remuneration for their additional responsibility in form of money and various types of fee; Board of Directors approves the remuneration of the Executive Director to be equal to other director in performing its duty as Director. The managing director's remuneration is specified by Board of Directors according to the performance and the evaluation result will be communicated through the Chairman of Board of Directors. Moreover, the managing director shall receive regular salary, subsidy from provident fund, and bonus; but the compensations that are subsidy from provident fund and annual bonus shall be at the same rate with the other staffs. The salary and bonus which is short term compensation will depend on annual performance, while the contributions to the provident fund which is the long term compensation will depend on the duration of the work.

The Board of Directors has considered that the structure is appropriate for responsibility and can motivate directors and executives to lead the organization to carry out both short-term and long-term goals and it can be compared with the level practicing in this industry.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Capt. SERANEE PHENJATI (Chairman of the Board of Directors)			480,000.00		0.00
Board of Directors	480,000.00	0.00	480,000.00	No	
2. Mr. METHAWEE LAOWIWATWONG (Director)			240,000.00		0.00
Board of Directors	240,000.00	0.00	240,000.00	No	
3. Mrs. NIPANAN TANTRANONT (Director)			240,000.00		0.00
Board of Directors	240,000.00	0.00	240,000.00	No	
4. Mr. MARUT MANGKLABRUKS (Director)			240,000.00		0.00
Board of Directors	240,000.00	0.00	240,000.00	No	
Executive Committee	N/A	N/A	N/A	No	
5. Mr. SIVAPORN DARDARANANDA (Director)			240,000.00		0.00
Board of Directors	240,000.00	0.00	240,000.00	No	
6. Mr. VORAVAT TANTRANONT (Director)			240,000.00		0.00
Board of Directors	240,000.00	0.00	240,000.00	No	
Executive Committee	N/A	0.00	0.00	No	
7. Mrs. NOPPARAT RUNGUTHAISIRI (Director)			300,000.00		0.00
Board of Directors	240,000.00	N/A	240,000.00	No	
Audit Committee	60,000.00	0.00	60,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
8. Mr. KRIT PHANRATANAMALA (Director)			300,000.00		0.00
Board of Directors	240,000.00	N/A	240,000.00	No	
Audit Committee	60,000.00	0.00	60,000.00	No	
9. Ms. PAVARISA PHENJATI (Director)			240,000.00		0.00
Board of Directors	240,000.00	0.00	240,000.00	No	
Executive Committee	N/A	0.00	0.00	No	
10. Ms. PAWEENA LAOWIWATWONG (Director)			240,000.00		0.00
Board of Directors	240,000.00	0.00	240,000.00	No	
Executive Committee	N/A	0.00	0.00	No	
11. Mr. SUPOJ KAEWMANEE (Director)			300,000.00		0.00
Board of Directors	240,000.00	N/A	240,000.00	No	
Audit Committee	60,000.00	N/A	60,000.00	No	
12. Mr. SUTIN YOUTHANAVARAPORN (Director)			240,000.00		0.00
Board of Directors	240,000.00	0.00	240,000.00	No	
Executive Committee	N/A	N/A	N/A	-	
13. Mr. Somboon Uranukul (Vice-chairman of the executive committee)			0.00		N/A
Executive Committee	N/A	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
14. Ms. Ratirat Laowiwatwong (Member of the executive committee)			0.00		N/A
Executive Committee	N/A	0.00	0.00	No	
15. Ms. Kiratcha Laowiwatwong (Member of the executive committee)			0.00		N/A
Executive Committee	N/A	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	3,120,000.00	0.00	3,120,000.00
2. Audit Committee	180,000.00	0.00	180,000.00
3. Executive Committee	0.00	0.00	0.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	3,300,000.00
Other monetary remuneration (Baht)	0.00
Total (Baht)	3,300,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00 (Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies	:	No
Mechanism for overseeing subsidiaries and associated companies	:	No / In progress
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	:	The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Transactions between the company and related parties, Other significant transactions, Acquisition or disposal of assets, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : No / In progress

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : No / In progress

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : No / In progress

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures : No / In progress
over the past year

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mrs. NOPPARAT RUNGUTHAISIRI (Chairman of the audit committee)	4	/	4
2 Mr. KRIT PHANRATANAMALA (Member of the audit committee)	4	/	4
3 Mr. SUPOJ KAEWMANEE (Member of the audit committee)	4	/	4

The results of duty performance of the audit committee

- (1) To review the company's financial reporting process to ensure that it is accurate and adequate;
- (2) To review the company's internal control system and internal audit system to ensure that they are suitable and efficient, to determine an internal audit unit's independence, as well as to approve the appointment, transfer and dismissal of the chief of an internal audit unit or any other unit in charge of an internal audit;
- (3) To review the company's compliance with the law on securities and stock exchange, the Exchange's regulations, and the laws relating to the company's business;

- (4) To consider, select, nominate, and dismiss an independent person to be the company's auditor, and to propose such person's remuneration, as well as to attend a non-management meeting with an auditor at least once a year;
- (5) To review the connected transactions, or the transactions that may lead to conflicts of interests, to ensure that they are in compliance with the laws and the Exchange's regulations, and are reasonable and for the highest benefit of the company;
- (6) To prepare, and to disclose in the company's annual report, an audit committee's report which must be signed by the audit committee's chairman and consist of at least the following information:
- (a) An opinion on the accuracy, completeness and creditability of the company's financial report,
 - (b) An opinion on the adequacy of the company's internal control system,
- (c) An opinion on the compliance with the law on securities and exchange, the Exchange's regulations, or the laws relating to the company's business,
- (d) An opinion on the suitability of an auditor and nominate auditor,
 - (e) An opinion of the transactions that may lead to conflicts of interests,
- (f) The number of the audit committee meetings, and the attendance of such meetings by each committee member,
- (g) An opinion or overview comment received by the audit committee from its performance of duties in accordance with the charter; and
- (h) Other transaction which, according to the audit committee's opinion, should be known to the shareholders and general investors, subject to the scope of duties and responsibilities assigned by the company's board of director;
- (7) To perform any other act as assigned by the company's board of directors; with the approval of the audit committee.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance Executive Committee

Meeting Executive Committee (times) : 12

List of Directors	Meeting attendance Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Ms. PAWEENA LAOWIWATWONG (Chairman of the executive committee)	12	/	12
2 Mr. MARUT MANGKLABRUKS (Member of the executive committee)	12	/	12
3 Mr. VORAVAT TANTRANONT (Member of the executive committee)	12	/	12
4 Ms. PAVARISA PHENJATI (Member of the executive committee)	12	/	12
5 Mr. SUTIN YOUTHANAVARAPORN (Member of the executive committee)	12	/	12
6 Mr. Somboon Uranukul (Vice-chairman of the executive committee)	12	/	12
7 Ms. Ratirat Laowiwatwong (Member of the executive committee)	12	/	12
8 Ms. Kiratcha Laowiwatwong (Member of the executive committee)	12	/	12

The results of duty performance of Executive Committee

The Executive Board of Directors consists of 8 members, which could be the company's director, executives or individuals with knowledge and experience; has duty to help the company's directors to manage and supervise the operations of the management to be strong and conforming to the policy of the Board of Directors with efficiently and effectively.

The Executive Board of Directors will meet once a month. There is no fixed term of holding the position, but the Executive Board shall carry on until changing the orders happen.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The Company is committed to fostering sustainable business growth by integrating environmental and social considerations throughout the value chain. This commitment aligns with stakeholders' expectations and adheres to key sustainability principles, including the **Sufficiency Economy Philosophy**, the **UN Global Compact**, the **United Nations Sustainable Development Goals (UN SDGs)**, and other relevant international standards.

Sustainability management goals

Does the company set sustainability management goals : Yes

To ensure long-term, balanced growth, the Company applies sustainability principles through the **Triple Bottom Line (TBL) framework**, which focuses on economic, environmental, and social dimensions:

Economic: Business operations must drive stable and sustainable growth while maintaining strong financial performance, effective risk management, and responsible social and environmental practices.

Environmental: Efficient resource utilization, waste reduction, circular economy practices, and minimizing environmental impact.

Social: Fair and responsible business practices ensure long-term well-being for employees, communities, customers, and business partners.

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 12 Responsible Consumption and Production

Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : No

Has the company changed and developed the policy and/or goals of sustainable management over the past year : No

Information on impacts on stakeholder management in business value chain

Business value chain

The Company adheres to its responsibilities and respects the rights of all stakeholders both inside and outside the Company, as well as environmental responsibility. To ensure that the fundamental rights under the relevant laws of stakeholders are fairly protected. It is equitable and beneficial to all stakeholders who have expectations for the Company's business operations. The Company conducts stakeholder satisfaction surveys and listens to complaints through various channels in order to respond to the needs of each group of stakeholders in accordance with the goals and in the same direction, including employees, shareholders, customers, business partners, Consumer, Community, etc.

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
External stakeholders			
<ul style="list-style-type: none"> • Suppliers • Investors or investment institutions • Shareholders • Consumers • Employees • Government agencies and Regulators 	<p>Shareholders/Investors</p> <ol style="list-style-type: none"> 1) Good returns 2) Treat shareholders equally 3) Disclose accurate information 4) Social and environmental responsibility <p>Employee</p> <ol style="list-style-type: none"> 1) Good salary and benefits 2) Continuous knowledge development 3) Stability and advancement in work duties 4) Well-being and safety at work <p>Customer and consumers in the country and abroad</p> <ol style="list-style-type: none"> 1) Delivery of good quality products and services at competitive prices 2) Good after-sales service with quality and speed 3) Good promotional budget and competitive 4) Sales representatives are polite in offering products and recommendable <p>Trading partners, domestic and foreign trade creditors</p> <ol style="list-style-type: none"> 1) Create satisfaction in business participation 2) Create good and fair returns <p>Community</p> <ol style="list-style-type: none"> 1) Build good relationships with each other 2) Create careers and support people in the community to have sustainable careers 	<p>Shareholders/Investors</p> <ol style="list-style-type: none"> 1) Give investor confidence 2) Create stable and sustainable returns 3) Disclose accurate information that can be verified <p>Employee</p> <ol style="list-style-type: none"> 1) Manage human resources efficiently 2) Create a fair and appropriate compensation and welfare system 3) Maintain a good environment and safety at work. <p>Customer and consumers in the country and abroad</p> <ol style="list-style-type: none"> 1) Deliver quality products and services that meet the requirements at a fair, competitive price. 2) Clearly present product information and promotional activities. 3) Take care of after-sales service efficiently and quickly. <p>Trading partners, domestic and foreign trade creditors</p> <ol style="list-style-type: none"> 1) To operate on the basis of international relations in an equitable and fair manner 2) To ensure strict compliance with contracts, financial obligations and trade conditions 3) Not to claim or pay any dishonest benefits. <p>Community</p> <ol style="list-style-type: none"> 1) First hire local employees 2) encourage job creation in the community using local partners 	<ul style="list-style-type: none"> • Social Event • Online Communication • Annual General Meeting (AGM) • Complaint Reception • Employee Engagement Survey

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
	<p>3) Take care of the environment well and safely.</p> <p>Government offices</p> <p>1) Compliance reliability Related laws</p> <p>2) Cooperation in various projects of government agencies</p> <p>3) Social and environmental responsibility</p>	<p>3) Comply with human rights principles Non-discrimination</p> <p>4) Promote good traditions of the community</p> <p>5) Listen to complaints and impacts to the community and the environment for development and improvement.</p> <p>1) First hire local employees</p> <p>2) encourage job creation in the community using local partners</p> <p>3) Comply with human rights principles Non-discrimination</p> <p>4) Promote good traditions of the community</p> <p>5) Listen to complaints and impacts to the community and the environment for development and improvement.</p> <p>Government offices</p> <p>1) Build credibility with the government</p> <p>2) Consult on tax problems for tax payment correctly and completely</p> <p>3) Strictly comply with relevant laws</p> <p>4) Do not call, accept or pay any benefits that are dishonest and anti-corruption</p>	

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : No

Information on sustainability report

Corporate sustainability report

The company's corporate sustainability report : Doesn't Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : Sustainability Accounting Standards Board (SASB)
guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The company has a risk management policy which covers setting a framework for operating in the company's risk management process that is consistent for implementation throughout the organization and ensuring that duties and responsibilities are defined to properly control the identified risks.

Company risk management process is assigned to a policy Strategic plans and business goals by analyzing and evaluating risk factors that affect the organization in terms of the likelihood of risk occurring and the severity of the impact in order to eliminate organizational risks such as Strategy risk ,Operational risks ,Regulatory Risk ,Financial risk and Social, environmental, and Corporate governance risks, This may affect the operating results, employees, customers, partners, and the organization's reputation. Society and environment, including considering new risks and risks that will cause severe damage to the business or disruption of the business.The company has prepared a risk management plan,set risk indicators by assigning responsibility to every department. Assess risk Define risk indicators Guidelines for preventing and mitigating risks or losses that may occur Including monitoring and evaluating risk management results regularly.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risk Factors for the Company's Business Operations

Related risk topics : Strategic Risk

- Competition risk
- Economic risk
- Corporate ownership structure risk
- ESG risk
- Climate change and disasters

Operational Risk

- Safety, occupational health, and working environment
- Climate change and disasters
- Impact on the environment
- Impact on human rights
- Corruption
- System disruption risk
- Inventory risk
- Pandemic risk

Compliance Risk

- Violations of laws and regulations
- Corporate Governance

Financial Risk

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

ESG risks : Yes

Risk characteristics

Risk factors that may significantly affect the business, financial position, operating results, and business

opportunities of the Company and the Company's guidelines for preventing and eliminating risks

Risk-related consequences

Risk of exchange rate fluctuations

The company also has its operation related foreign countries by importing finished goods, raw materials and equipment from abroad. Therefore company has made a forward contract to prevent risks from exchange rate fluctuations.

The company has taken into account the impact of risk and has a policy to prevent exchange rate risk. There is a limit for trading foreign currency in advance (Forward Contract), which is a limit that can cover the balance of foreign trade creditors for a certain period of time. The Company has considered using such financial instruments appropriately. The Company has a limit of forward foreign exchange contracts from financial institutions in an amount sufficient to protect against exchange rate risk for each round of purchasing goods from abroad. This makes the company believe that the risk of exchange rate fluctuations will not affect income and costs and will not significantly affect the company's operations.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and guidelines : No

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : No

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : No

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : No

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : No

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Research and development policy (R&D) (Yes/No) : No

Information on process of developing and promoting the company's innovation culture

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No
innovation culture

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from : No
innovation development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
innovation development?

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