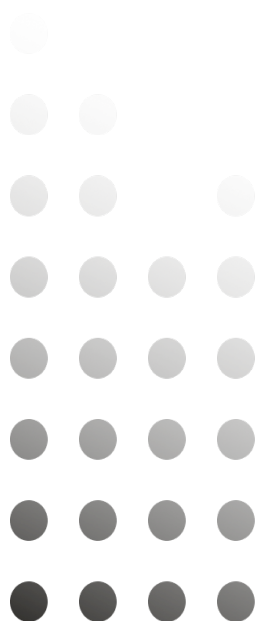


**Annual Registration Statement / Annual Report**  
**Form 56-1 One Report**  
**(Structured Data Report)**

**THE UNION MOSAIC INDUSTRY PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2022



## Table of Contents

	Page
<b>Business Operations and Performance</b>	
Group Structure and Operations	1
Risk Management	4
Sustainable Development	6
<b>Corporate Governance</b>	
Corporate Governance Policy	9
Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information	10
Performance Report on Corporate Governance	19

# Group Structure and Operations

# Group Structure and Operations

## Business Overview and Policies (1.1)

### Company Information (1.1.5)

Company Name : THE UNION MOSAIC INDUSTRY PUBLIC COMPANY LIMITED

Symbol : UMI

Address : CHAMNAN PENCHAT BUSINESS CENTER BLDG, FLOOR 29, 65 RAMA IX ROAD,  
HUI KHUANG

Province : Bangkok

Postcode : 10320

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

Registration Number : 0107537000777

Telephone : 0-2248-7007-65

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

Website : [www.umi-tiles.com](http://www.umi-tiles.com)

Email : [investor@umi-tiles.com](mailto:investor@umi-tiles.com)

### Total Shares Sold (shares)

Common Stock : 836,504,741

Preferred Stock : 0

## Business Operations (1.2)

### Revenue Structure (1.2.1)

#### By Product Line or Business Grouping\*

	2020	2021	2022
Total (Thousand baht)	2,322.34	2,452.34	2,658.22
Manufacturing and Distributing of Ceramic Floor Tiles and Wall Tiles (Thousand baht)	2,215.00	2,400.00	2,580.00
Other income (Thousand baht)	107.34	52.34	78.22

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Manufacturing and Distributing of Ceramic Floor Tiles and Wall Tiles (%)	95.38	97.87	97.06
Other income (%)	4.62	2.13	2.94

#### By Geographical Area or Market\*

	2020	2021	2022
Total (Thousand baht)	2,322.34	2,452.34	2,658.22
Domestic (Thousand baht)	2,195.00	2,324.00	2,530.00
International (Thousand baht)	127.34	128.34	128.22

	2020	2021	2022
Total (%)	100.00	100.00	100.00
Domestic (%)	94.52	94.77	95.18
International (%)	5.48	5.23	4.82

\*Excluding the profit margins in the associated companies

## Information on Products and Services (1.2.2)

### Product/Service Information and Business Innovation Development (1.2.2.1)

Research and Development (R&D) Policy : No

(Unit : Thousand baht)	2020	2021	2022
R&D expenses in the past 3 years	0.00	0.00	0.00

# Risk Management

# Risk Management

## Risk Factors (2.2)

**Risk that might affect the company's business, including environmental, social and corporate governance issues (2.2.1)**

### Risk Management

**Risk Management Measures:** No

### Related Risk Topics

#### Strategic Risk

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

#### Operational Risk

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

#### Compliance Risk

- Corporate Governance

## Financial Risk

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

# Sustainable Development

# Sustainable Development

## Sustainability Management Policy and Targets (3.1)

### Sustainability Management Policy and Targets

Corporate Sustainability Policy : No

## Environmental Aspect (3.3)

### Policy and Guideline on Environmental Aspect (3.3.1)

Environmental Policy and Practice : No

Company environmental guideline : Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water Management, Waste Management

## Results with Respect to the Environmental Aspect (3.3.2)

### Energy management

#### • Fuel consumption

	2020	2021	2022
Diesel (Litre)	51,106.00	58,846.00	67,626.00
Natural gas (Standard cubic feet)	730,858,000.00	819,051,000.00	878,529,000.00

#### • Electricity consumption

	2020	2021	2022
Amount of electricity purchased (kWh)	24,410,182.00	27,082,718.00	29,208,269.00

### Water management

#### • Water consumption

	2020	2021	2022
--	------	------	------

Water consumption (cubic meters)	151,450.00	204,598.00	243,697.00
----------------------------------	------------	------------	------------

## Greenhouse gas management

### • Greenhouse gas emissions

	2020	2021	2022
GHG emission target	N/A	N/A	N/A
Scope 1 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 2 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
Scope 3 (Tons of carbon dioxide equivalents)	N/A	N/A	N/A
<b>Total (Tons of carbon dioxide equivalents)</b>	N/A	N/A	N/A

### • Verification of greenhouse gas emissions over the past year

Third-party verification : No

## Social Aspect (3.4)

### Policy and Guideline on Social Aspect (3.4.1)

Human Rights Policy : No

Company human right guideline : Employee Rights, Migrant Workers, Child Labor, Consumer Rights, Community and Environment Rights, Safety and Occupational Health at Work, Non-discrimination

### Results with Respect to the Social Aspect (3.4.2)

#### Information about employees

##### • Total number of employees

	2020	2021	2022
Number of male employees (persons)	410	391	378
Number of female employees (persons)	332	318	314
<b>Total (persons)</b>	<b>742</b>	<b>709</b>	<b>692</b>

##### • Employee development and training

	2020	2021	2022
Average training hours of employees (hour / person / year)	2	2	3
Employee development and training expenses (baht)	33,800.00	142,289.00	310,054.00

##### • Health, safety and work environment

	2020	2021	2022
Number of employee work injuries leading to employee absence (times)	4	5	4

##### • Significant labor dispute

	2020	2021	2022
Significant labor dispute	No	No	No

# Corporate Governance Policy

## **Corporate Governance Policy**

### **Overview of the Corporate Governance Policy and Guideline (6.1)**

#### **Corporate Governance Policy**

Corporate Governance Policy : No

#### **Policy and Guideline Related to the Board of Directors (6.1.1)**

##### **Policy and guideline related to the board of directors**

Company policy and guideline : Nomination of Directors, Compensation, Independence of the Board of Directors, Director Development, Board Performance Evaluation, Corporate Governance of Subsidiaries and Associated Companies

## **Code of Conduct (6.2)**

### **Establishing a Code of Conduct**

#### **Establishing a Code of Conduct**

Code of Conduct : No

##### **Policy and Guideline related to the Code of Conduct**

Company policy and guideline : Preventing of Conflicts of Interest, Preventing the Misuse of Inside Information, Anti-corruption, Whistleblowing

**Corporate Governance Structure  
and Significant Information Regarding  
the Board of Directors, Subcommittees,  
Management,  
Employee and Other Information**

## Corporate Governance Structure and Significant Information Regarding the Board of Directors, Subcommittees, Management, Employee and Other Information

### Board of Directors (7.2)

#### Composition of the board of directors (7.2.1)

	Number of persons	Percentage (%)
Total number of directors	12	100.00
Number of male directors	8	66.67
Number of female directors	4	33.33
Number of executive directors	7	58.33
Number of non-executive directors	5	41.67
Number of independent directors	4	33.33

#### Information on the board of directors and persons with authority to control the company (7.2.2)

##### List of directors

General information	Position	Date position was assumed	Experience and expertise
1. Capt. SERANEE PHENJATI Gender: Male Age: 67 years old Highest level of education: Master's degree Major: Finance Thai nationality: Yes Residing in Thailand: Yes	Chairman of the board (Executive)  Director type: Original director	1 Jul 2004	Finance, Data Analysis, Banking

2.	Mr. METHAWEE LAOWIWATWONG Gender: Male Age: 74 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	1 Jan 1993	Transportation & Logistics, Health Care Services
3.	Mrs. NIPANAN TANTRANONT Gender: Female Age: 62 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive)	31 Dec 1993	Finance
4.	Mr. SIVAPORN DARDARANANDA Gender: Male Age: 75 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	23 Apr 2004	Banking
5.	Mr. MARUT MANGKLABRUKS Gender: Male Age: 78 years old Highest level of education: Master's degree Major: Management Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	23 Apr 2004	Data Analysis

6.	<p>Mrs. NOPPARAT RUNGUTHAISIRI</p> <p>Gender: Female</p> <p>Age: 71 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Accounting</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	28 Apr 2006	Accounting
7.	<p>Mr. VORAVAT TANTRANONT</p> <p>Gender: Male</p> <p>Age: 63 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	28 Apr 2006	Finance, Law
8.	<p>Mr. KRIT PHANRATANAMALA</p> <p>Gender: Male</p> <p>Age: 54 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Non-executive, Independent director)</p> <p>Director type: Original director</p>	13 Nov 2012	Accounting, Finance
9.	<p>Ms. PAVARISA PHENJATI</p> <p>Gender: Female</p> <p>Age: 38 years old</p> <p>Highest level of education: Master's degree</p> <p>Major: Business Administration</p> <p>Thai nationality: Yes</p> <p>Residing in Thailand: Yes</p>	<p>Director</p> <p>(Executive)</p> <p>Director type: Original director</p>	28 Apr 2017	Finance, Strategic Management

10.	Ms. PAWEENA LAOWIWATWONG Gender: Female Age: 76 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	30 Apr 2019	Accounting
11.	Mr. SUPOJ KAEWMANEE Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Director (Non-executive, Independent director)	30 Apr 2019	Law, Accounting
12.	Mr. SUTIN YOUTHANAVARAPORN Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Master of Business Administration Program Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)	1 Jan 2022	Marketing, Economics

### Other Information pertaining to committees

The Chairman is an independent director	: No
The Chairman and the manager are the same person	: No
The Chairman and the manager are members of the same family	: No
The company appoints at least one independent director to determine the agenda of the Board of Directors' meetings	: No

## Sub-committees (7.3)

### Information about sub-committees (7.3.2)

#### Audit Committee

##### List of audit committee members

General information	Position	Date position was assumed	Experience and expertise
1. Mrs. NOPPARAT RUNGUTHAISIRI Gender: Female Age: 71 years old Highest level of education: Master's degree Major: Accounting Thai nationality: Yes Residing in Thailand: Yes	Chairman of the audit committee (Non-executive, Independent director)  Director type: Original director	28 Apr 2011	Accounting
2. Mr. KRIT PHANRATANAMALA [1] Gender: Male Age: 54 years old Highest level of education: Master's degree Major: Business Administration Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	13 Nov 2012	Accounting, Finance
3. Mr. SUPOJ KAEWMANEE [1] Gender: Male Age: 62 years old Highest level of education: Master's degree Major: Law Thai nationality: Yes Residing in Thailand: Yes	Audit committee (Non-executive, Independent director)  Director type: Original director	30 Apr 2019	Law, Accounting

[1] A director with the accounting expertise needed to review financial statements

#### Other sub-committees

## **Roles of Sub-committees**

Sub-committees responsible for risk management : None

Sub-committees responsible for nomination : None

Sub-committees responsible for remuneration : None

Sub-committees responsible for corporate governance : None

Sub-committees responsible for corporate sustainability development : None

## Executives (7.4)

### List and positions of the executive (7.4.1)

#### The four highest-ranking executives

General information	Position	Date position was assumed	Experience and expertise
1. Ms. PAWEENA LAOWIWATWONG [2] Gender: Female Age: 76 years old Highest level of education: Master's degree Major: Accounting	CHAIRMAN OF THE EXECUTIVE BOARD OF DIRECTORS	30 Apr 2019	Accounting
2. Mr. SUTIN YOUTHANAVARAPORN [2] Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Master of Business Administration Program	MANAGING DIRECTOR	1 Jan 2022	Marketing, Economics

[1] Highest responsibility in accounting and finance

[2] Directly responsible for financial account supervision

### Remuneration policy for executives (7.4.2 – 7.4.3)

#### Remuneration policy for executives

Remuneration policy for executives : No

#### Remuneration

	2020	2021	2022
Total executive remuneration (baht)	25,948,640.00	29,138,640.00	25,857,000.00

## Other forms of remuneration

Employee Stock Ownership Plan (ESOP) : No

Employee Joint Investment Program (EJIP) : No

## Employees (7.5)

### Information about company employees

#### Employees

Number of male employees (persons) : 378

Number of female employees (persons) : 314

Total (persons) : 692

#### Provident fund

Total number of employees (persons) : 692

Number of employees contributing to the PVD (persons) : 174

Percentage of employees who are members (%) : 25.14

## Other Significant Information (7.6)

### Other significant information

#### Assigned persons

- Person assigned to take direct responsibility for accounting oversight

General information	Email	Telephone
1. Ms. Ratirat Laowiwatwong	ratirat@umi-tiles.com	022487007

- Company secretary

General information	Email	Telephone
1. Mr. Surin Wongkittipat	surin@umi-tiles.com	022487007

# Performance Report on Corporate Governance

# Performance Report on Corporate Governance

## Summary of Director Performance (8.1)

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

#### List of new directors appointed in the past year

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

General information	Position	Date position was assumed	Experience and expertise
1. Mr. SUTIN YOUTHANAVARAPORN Gender: Male Age: 57 years old Highest level of education: Master's degree Major: Master of Business Administration Program Thai nationality: Yes Residing in Thailand: Yes	Director (Executive)  Director type: Newly appointed director to replace ex-director	Date position was assumed: 1 Jan 2022	Marketing, Economics

#### Development of directors over the past year

List of directors	Position	Participated in director development program
Capt. SERANEE PHENJATI	Chairman of the board	Non-participating
Mr. METHAWEE LAOWIWATWONG	Director	Non-participating
Mrs. NIPANAN TANTRANONT	Director	Non-participating
Mr. SIVAPORN DARDARANANDA	Director	Non-participating
Mr. MARUT MANGKLABRUKS	Director	Non-participating
Mrs. NOPPARAT RUNGUTHAISIRI	Director	Non-participating
Mr. VORAVAT TANTRANONT	Director	Non-participating

Mr. KRIT PHANRATANAMALA	Director	Non-participating
Ms. PAVARISA PHENJATI	Director	Non-participating
Ms. PAWEENA LAOWIWATWONG	Director	Non-participating
Mr. SUPOJ KAEWMANEE	Director	Non-participating
Mr. SUTIN YOUTHANAVARAPORN	Director	Non-participating

### Directors' performance assessment

Method used to evaluate directors' performance : Whole-board-of-directors assessment, Individual-director assessment (self-assessment)

### Meeting attendance and remuneration to each Board member (8.1.2)

#### Meeting attendance of the board of directors

Number of board meetings (times) : 4

Date of AGM meeting : 29 Apr 2022

EGM meeting : No

List of directors	Termination date	Number of Board Meeting	AGM meetings	EGM meetings
1. Capt. SERANEE PHENJATI (Chairman of the board)	-	4/4	Participating	Did not hold the meeting
2. Mr. METHAWEE LAOWIWATWONG (Director)	-	4/4	Participating	Did not hold the meeting
3. Mrs. NIPANAN TANTRANONT (Director)	-	4/4	Participating	Did not hold the meeting
4. Mr. SIVAPORN DARDARANANDA (Director)	-	4/4	Non-participating	Did not hold the meeting
5. Mr. MARUT MANGKLABRUKS (Director)	-	4/4	Participating	Did not hold the meeting

6.	Mrs. NOPPARAT RUNGUTHAISIRI (Director)	-	4/4	Participating	Did not hold the meeting
7.	Mr. VORAVAT TANTRANONT (Director)	-	4/4	Participating	Did not hold the meeting
8.	Mr. KRIT PHANRATANAMALA (Director)	-	4/4	Participating	Did not hold the meeting
9.	Ms. PAVARISA PHENJATI (Director)	-	4/4	Participating	Did not hold the meeting
10.	Ms. PAWEENA LAOWIWATWONG (Director)	-	4/4	Participating	Did not hold the meeting
11.	Mr. SUPOJ KAEWMANEE (Director)	-	4/4	Participating	Did not hold the meeting
12.	Mr. SUTIN YOUTHANAVARAPORN (Director)	-	4/4	Non-participating	Did not hold the meeting

#### Remuneration for company directors

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

12.	Mr. SUTIN YOUTHANAVARAPORN (Director)	-	240,000.00	N/A	No
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## Report on the Audit Committee's Performance for the Past Year (8.2)

### Report on the audit committee's performance for the past year

#### Meeting attendance of audit committee

Number of Audit committee meetings (times) : 4

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