

ESG Performance

Company Name: SELIC CORP PUBLIC COMPANY LIMITED Symbol: SELIC

Market: mai Industry Group: Industrials Sector: SECTOR 0

Environment

1 Environmental Management

1.1 Environmental Policy and Practice

Corporate environmental policy and practice:	Yes
URL of environmental policy and practice:	https://seliccorp.com/annual-report
Uploaded document of environmental policy and practice:	Final SD Selic_2565_compressed.pdf

1.2 Environmental Practices

Corporate environmental practices:	x Electricity Management x Water Management x Waste Management x Greenhouse Gas and Climate Change Management
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2 Energy Management

2.1 Disclosure Boundary in Energy Management

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

2.2 Electricity Consumption^(*)

Detail	Unit	Year		
		2020	2021	2022
Electricity consumption target	Kilowatt-Hours	0.00	0.00	0.00
Total electricity consumption within the organization	Kilowatt-Hours	-	1,448,000.00	1,272,214.00
Electricity purchased for consumption from non-renewable energy sources	Kilowatt-Hours	1,270,000.00	1,448,000.00	1,272,214.00
Electricity purchased or generated for consumption from renewable energy sources	Kilowatt-Hours	-	-	-
Difference between total electricity consumption within the organization and target ^(**)	Kilowatt-Hours	-	1,448,000.00	1,272,214.00

Percentage of the difference between total electricity consumption within the organization and target ^(**)	%	-	-	-
Intensity ratio of total electricity consumption within the organization to total number of employees	Kilowatt-Hours / Person / Year	-	10,342.86	9,711.56

Additional explanation:

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

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

2.3 Electricity Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity of total electricity consumption within the organization	Kilowatt-Hours / m ²	-	-	-

2.4 Electricity Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total electricity expense	Baht	5,232,771.00	5,456,982.00	5,492,276.00
Percentage of total electricity expense to total expenses ^(**)	%	-	-	-
Percentage of total electricity expense to total revenues ^(**)	%	-	-	-
Intensity ratio of total electricity expense to total number of employees	Baht / Person / Year	37,111.85	38,978.44	41,925.77

Additional explanation:

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

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

2.5 Fuel Consumption

Detail	Unit	Year		
		2020	2021	2022
Jet fuel	Litres	0.00	0.00	0.00
Diesel	Litres	52,230.28	50,826.66	50,886.03
Gasoline	Litres	42,456.72	35,671.27	35,734.51
Fuel oil	Litres	0.00	0.00	0.00

Crude oil	Barrels	0.00	0.00	0.00
Natural gas	Standard cubic feet	0.00	0.00	0.00
LPG	Kilograms	73,980.00	85,245.00	70,848.00
Steam	Metric tonnes	0.00	0.00	0.00
Coal	Metric tonnes	0.00	0.00	0.00

Additional explanation: Exclude fuel consumption outside of the Company.

2.6 Fuel Expense^(*)

Detail	Unit	Year		
		2020	2021	2022
Total fuel expense	Baht	0.00	0.00	0.00
Percentage of total fuel expense to total expenses ^(**)	%	-	-	-
Percentage of total fuel expense to total revenues ^(**)	%	-	-	-

Additional explanation:

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

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

2.7 Energy Consumption

Detail	Unit	Year		
		2020	2021	2022
Total energy consumption within the organization	Megawatt-Hours	-	-	-

2.8 Energy Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total energy consumption within the organization to total revenues ^(*)	Megawatt-Hours / Thousand Baht of total revenues	-	-	-
Intensity of total energy consumption within the organization	Megawatt-Hours / m ²	-	-	-

Additional explanation:

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

3 Water Management

3.1 Disclosure Boundary in Water Management

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

3.2 Water Withdrawal by Sources

Detail	Unit	Year		
		2020	2021	2022
Water withdrawal target	Cubic meters	-	-	-
Total water withdrawal	Cubic meters	-	7,726.00	7,582.00
Total water withdrawal by third-party water	Cubic meters	6,992.00	7,726.00	7,582.00
Total water withdrawal by surface water	Cubic meters	-	-	-
Total water withdrawal by groundwater	Cubic meters	-	-	-
Total water withdrawal by seawater	Cubic meters	-	-	-
Total water withdrawal by produced water	Cubic meters	-	-	-
Difference between total water withdrawal and target ^(*)	Cubic meters	-	-	-
Percentage of the difference between total water withdrawal and target ^(*)	%	-	-	-
Intensity ratio of total water withdrawal to total number of employees	Cubic meters / Person / Year	-	55.19	57.88
Intensity ratio of total water withdrawal to total revenues ^(**)	Cubic meters / Thousand Baht of total revenues	-	-	-

Additional explanation:

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

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

3.3 Water Discharge by Destinations

Detail	Unit	Year		
		2020	2021	2022
Total water discharge	Cubic meters	-	0.00	0.00
Total water discharge to third-party water	Cubic meters	-	-	-
Total water discharge to surface water	Cubic meters	-	-	-
Total water discharge to groundwater	Cubic meters	-	-	-
Total water discharge to seawater	Cubic meters	-	-	-

3.4 Water Consumption

Detail	Unit	Year		
		2020	2021	2022
Total water consumption	Cubic meters	-	7,726.00	7,582.00

3.5 Water Consumption Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total water consumption to total revenues ^(*)	Cubic meters / Thousand Baht of total revenues	-	-	-
Intensity of total water consumption	Cubic meters / m ²	-	-	-

Additional explanation:

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

3.6 Water Withdrawal Expense

Detail	Unit	Year		
		2020	2021	2022
Total water withdrawal expense	Baht	-	128,503.00	126,043.00
Total water withdrawal expense from third-party water	Baht	110,659.00	128,503.00	126,043.00

Total water withdrawal expense from other sources	Baht	-	-	-
Percentage of total water withdrawal expense to total expenses ⁽⁷⁾	%	-	-	-
Percentage of total water withdrawal expense to total revenues ⁽⁷⁾	%	-	-	-
Intensity ratio of total water withdrawal expense to total number of employees	Baht / Person / Year	-	917.88	962.16

Additional explanation:

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

4 Waste Management

4.1 Disclosure Boundary in Waste Management

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

4.2 Waste Generation^(*)

Detail	Unit	Year		
		2020	2021	2022
Total waste generated	Kilograms	-	34,189.00	18,043.00
Non-hazardous waste	Kilograms	0.00	0.00	0.00
Hazardous waste	Kilograms	30,465.00	34,189.00	18,043.00
Intensity ratio of total waste generated to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total non-hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-
Intensity ratio of total hazardous waste to total revenues ^(**)	Kilograms / Thousand Baht of total revenues	-	-	-

Additional explanation:

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

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

4.3 Reused / Recycled Waste

Detail	Unit	Year		
		2020	2021	2022
Total reused/recycled waste	Kilograms	-	7,442.50	27,938.00

Reused/Recycled non-hazardous waste	Kilograms	-	7,442.50	27,938.00
Reused/Recycled hazardous waste	Kilograms	-	-	-
Percentage of total reused/recycled waste to total waste generated	%	-	21.77	154.84
Percentage of reused/recycled non-hazardous waste to non-hazardous waste	%	-	-	-
Percentage of reused/recycled hazardous waste to hazardous waste	%	-	-	-

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

5 Greenhouse Gas Management

5.1 Disclosure Boundary in Greenhouse Gas Management

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

5.2 Greenhouse Gas Management Plan

- Corporate greenhouse gas management plan: -
- URL of corporate greenhouse gas management plan: -
- Uploaded document of Corporate greenhouse gas management plan: -

5.3 Greenhouse Gas Emissions (GHG Emissions)

Detail	Unit	Year		
		2020	2021	2022
Total GHG emissions target	Metric tonnes of carbon dioxide equivalent	-	-	-
Total GHG emissions	Metric tonnes of carbon dioxide equivalent	-	21,725.49	9,153.00
Total GHG emissions - scope 1	Metric tonnes of carbon dioxide equivalent	510.79	529.24	431.00

Total GHG emissions – scope 2	Metric tonnes of carbon dioxide equivalent	634.87	723.86	636.00
Total GHG emissions – scope 3	Metric tonnes of carbon dioxide equivalent	17,970.07	20,472.39	8,086.00
Difference between total GHG emissions and target ^(†)	Metric tonnes of carbon dioxide equivalent	-	-	-
Percentage of the difference between total GHG emissions and target ^(†)	%	-	-	-

Additional explanation:

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

5.4 Greenhouse Gas Emissions Intensity

Detail	Unit	Year		
		2020	2021	2022
Intensity ratio of total GHG emissions to total revenues ^(†)	Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues	-	-	-
Intensity ratio of total GHG emissions to total number of employees	Metric tonnes of carbon dioxide equivalent / Person	-	155.18	69.87
Intensity of GHG emissions	Metric tonnes of carbon dioxide equivalent / m ²	-	-	-

Additional explanation:

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

5.5 Verification of Greenhouse Gas Emissions

Detail	Year
	2022
Verification of greenhouse gas emissions	Yes
Name of verifying company (Thai)	Excellence Center of Eco-Energy ของ มหาวิทยาลัยธรรมศาสตร์
Name of verifying company (English)	Excellence Center of Eco-Energy, Thammasat University

5.6 Reduction of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total reduced GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Bear Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Whale Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

5.7 Absorption and removal of Greenhouse Gas

Detail	Unit	Year		
		2020	2021	2022
Total absorbed and removal of GHG	Metric kilograms of carbon dioxide equivalent	-	-	-
Care the Wild Project	Metric kilograms of carbon dioxide equivalent	-	-	-
Other projects	Metric kilograms of carbon dioxide equivalent	-	-	-

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Approved and published on 31/05/2023

ESG Performance

Company Name: SELIC CORP PUBLIC COMPANY LIMITED Symbol: SELIC

Market: mai Industry Group: Industrials Sector: SECTOR 0

Social

1 Human Rights

1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes

URL of Corporate human rights policy and practice: <https://seliccorp.com/files/corporate-governance/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%AA%E0%B8%B4%E0%B8%97%E0%B8%98%E0%B8%B4%E0%B8%A1%E0%B8%99%E0%B8%B8%E0%B8%A9%E0%B8%A2%E0%B8%8A%E0%B8%99.pdf>

Uploaded document of Corporate human rights policy and practice: 2563 นโยบายสิทธิมนุษยชน.pdf

1.2 Human Rights Practices

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

2 Fair Labor Practices

2.1 Disclosure Boundary in Fair Labor Practices

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

2.2 Employment

2.2.1 Employees by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employees	Persons	-	140	131
Total number of male employees	Persons	64	77	72

Percentage of male employees	%	-	55.00	54.96
Total number of female employees	Persons	77	63	59
Percentage of female employees	%	-	45.00	45.04

2.2.2 Employees by Age Group

Detail	Unit	Year		
		2020	2021	2022
Total number of employees under 30 years old	Persons	33	33	30
Percentage of employees under 30 years old	%	-	23.57	22.90
Total number of employees 30-50 years old	Persons	88	82	76
Percentage of employees 30-50 years old	%	-	58.57	58.02
Total number of employees over 50 years old	Persons	20	25	25
Percentage of employees over 50 years old	%	-	17.86	19.08

2.2.3 Male Employees by Age group

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees under 30 years old	Persons	17	21	21
Percentage of male employees under 30 years old	%	26.56	27.27	29.17
Total number of male employees 30-50 years old	Persons	39	46	39
Percentage of male employees 30-50 years old	%	60.94	59.74	54.17
Total number of male employees over 50 years old	Persons	8	10	12
Percentage of male employees over 50 years old	%	12.50	12.99	16.67

2.2.4 Female Employees by Age group

Detail	Unit	Year		
		2020	2021	2022

Total number of female employees under 30 years old	Persons	16	12	9
Percentage of female employees under 30 years old	%	20.78	19.05	15.25
Total number of female employees 30–50 years old	Persons	49	36	37
Percentage of female employees 30–50 years old	%	63.64	57.14	62.71
Total number of female employees over 50 years old	Persons	12	15	13
Percentage of female employees over 50 years old	%	15.58	23.81	22.03

2.2.5 Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of employees in operational level	Persons	113	113	108
Percentage of employees in operational level	%	-	80.71	82.44
Total number of employees in management level	Persons	23	21	17
Percentage of employees in management level	%	-	15.00	12.98
Total number of employees in executive level	Persons	5	6	6
Percentage of employees in executive level	%	-	4.29	4.58

2.2.6 Male Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of male employees in operational level	Persons	47	63	60
Percentage of male employees in operational level	%	73.44	81.82	83.33
Total number of male employees in management level	Persons	15	10	9
Percentage of male employees in management level	%	23.44	12.99	12.50
Total number of male employees in executive level	Persons	2	4	3
Percentage of male employees in executive level	%	3.12	5.19	4.17

2.2.7 Female Employees by Employee Category

Detail	Unit	Year		
		2020	2021	2022
Total number of female employees in operational level	Persons	66	50	48
Percentage of female employees in operational level	%	85.71	79.37	81.36
Total number of female employees in management level	Persons	8	11	8

Percentage of female employees in management level	%	10.39	17.46	13.56
Total number of female employees in executive level	Persons	3	2	3
Percentage of female employees in executive level	%	3.90	3.17	5.08

2.2.8 Employment of Workers with Disabilities

Detail	Unit	Year		
		2020	2021	2022
Total employment of workers with disabilities	Persons	0	3	2
Total number of employees with disabilities	Persons	-	3	2
Percentage of employees with disabilities	%	-	2.14	1.53
Total number of workers who are not employees with disabilities	Persons	-	-	-

2.3 Employee Remuneration

2.3.1 Employee Remuneration by Gender

Detail	Unit	Year		
		2020	2021	2022
Total employee remuneration	Baht	0.00	0.00	80,141,542.90
Total male employee remuneration	Baht	-	-	44,449,988.09
Percentage of remuneration in male employees	%	-	-	55.46
Total female employee remuneration	Baht	-	-	35,691,554.81
Percentage of remuneration in female employees	%	-	-	44.54
Average remuneration of employees	Baht / Person	-	0.00	611,767.50
Average remuneration of male employees	Baht / Person	-	-	617,360.95
Average remuneration of female employees	Baht / Person	-	-	604,941.61
Ratio of average remuneration of female employees to male employees		-	-	0.98

2.3.2 Employee Provident Fund

Detail	Unit	Year		
		2020	2021	2022
Total number of employees joining employee provident fund	Persons	97	97	88
Percentage of total number of employees joining employee provident fund to total number of employees	%	68.79	69.28	67.18
Total amount of provident fund contributed by the Company	Baht	2,103,000.00	2,264,842.00	2,370,477.00
Percentage of total amount of provident fund contributed by the Company to total employee remuneration	%	-	-	2.96

2.4 Human Capital Development

2.4.1 Average employee training hours

Detail	Unit	Year		
		2020	2021	2022
Average employee training hours	Hours / Person / Year	6.00	0.00	0.00

2.4.2 Employee training and development expenses

Detail	Unit	Year		
		2020	2021	2022
Total amount spent on employee training and development	Baht	380,486.58	338,898.24	367,225.42

2.5 Safety, Occupational Health, and Environment at Work

2.5.1 Working hours

Detail	Unit	Year		
		2020	2021	2022
Total number of hours worked by employees	Hours	-	-	-

2.5.2 Statistics of injuries or accidents from work

Detail	Unit	Year		
		2020	2021	2022
Total number of lost time injury incidents by employees	Cases	0.00	1.00	3.00
Total number of employees that lost time injuries for 1 day or more	Persons	0	1	3
Percentage of employees that lost time injuries for 1 day or more	%	-	0.71	2.29
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

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

Additional explanation:

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

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

2.6 Employee Relation and Engagement

2.6.1 Employee turnover leaving the Company voluntarily by Gender

Detail	Unit	Year		
		2020	2021	2022
Total number of employee turnover leaving the Company voluntarily	Persons	0	43	62
Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees	%	-	30.71	47.33
Total number of male employee turnover leaving the Company voluntarily	Persons	38	29	23
Percentage of male employee turnover leaving the Company voluntarily	%	-	67.44	37.10
Total number of female employee turnover leaving the Company voluntarily	Persons	19	14	39
Percentage of female employee turnover leaving the Company voluntarily	%	-	32.56	62.90
Significant labor dispute	Yes / No	No	No	No

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Approved and published on 31/05/2023

ESG Performance

Company Name: SELIC CORP PUBLIC COMPANY LIMITED Symbol: SELIC

Market: mai Industry Group: Industrials Sector: SECTOR 0

Governance and Economy

1 Corporate Governance Policy

1.1 Corporate Governance Policy and Practices

Corporate governance policy and practices:	Yes
URL of corporate governance policy and practices:	https://seliccorp.com/antibribery-corruption
Uploaded document of corporate governance policy and practices:	2566 นโยบายและแนวทางปฏิบัติเพื่อต่อต้านการคอร์รัปชัน Final.pdf

1.2 Policy and Practices related to the Board of Directors

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

Corporate code of conduct:	Yes
URL of Code of Conduct:	http://www.seliccorp.com/files/corporate-governance/%E0%B8%88%E0%B8%A3%E0%B8%A3%E0%B8%A2%E0%B8%B2%E0%B8%9A%E0%B8%A3%E0%B8%A3%E0%B8%93%E0%B8%98%E0%B8%B8%E0%B8%A3%E0%B8%81%E0%B8%B4%E0%B8%88-2561.pdf
Uploaded document of Code of Conduct:	37. SELIC_จรรยาบรรณธุรกิจ_2561_Signed.pdf

1.4 Policy and Practices related to Code of Conduct

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

2.1 Information on the Board of Directors and Executives

2.1.1 Composition of the Board of Directors

Detail	Unit	Year	
		2022	
		Male	Female
Directors	Persons	6	4
		10	
	% of total directors	60.00	40.00
		100	
Executive directors	Persons	0	0
		0	
	% of total directors	0	0
		0	
Non-executive directors	Persons	6	4
		10	
	% of total directors	60.00	40.00
		100.00	
- Independent directors	Persons	4	2
		6	
	% of total directors	40.00	20.00
		60.00	
- Non-executive directors who have no position in independent directors	Persons	2	2
		4	
	% of total directors	20.00	20.00
		40.00	

Average director age	Years	54	45
		50	
The Chairman of the Board is an independent director	Yes / No	Yes	
The Chairman of the Board is the Highest-ranking Executive	Yes / No	No	
The Chairman of the Board and the Highest-ranking Executive are from the same family	Yes / No	No	
The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting	Yes / No	Yes	

Additional explanation:

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

2.1.2 Board of Directors

2.1.2.1 List of the Board of Directors

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย อัททวุฒิ หิรัญบุรณะ	First appointment date of director:	27 Jan 2016
	Name (English):	Mr. ATHAVUDHI HIRUNBURANA	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Chairman of the board
	Year of birth:	1955	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Engineering	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Petrochemicals & Chemicals x Marketing x Human Resource Management x Corporate Management x Engineering x Insurance x Strategic Management		
	Shares:	954,932		
	Paid-up stock:	591,283,032		

	%Shares:	0.161502		
2)	Name (Thai):	นาย ณรงค์ สุวัฒนพิมพ์	First appointment date of director:	29 Jun 2016
	Name (English):	Mr. NARONG SUWATTANAPHIM	Type of director:	Existing director
	Gender:	Male	Director position:	Vice Chairman
	Year of birth:	1949	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Below a bachelor's degree	DAP course:	No
	Study field of the highest level of education:	Accounting	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Petrochemicals & Chemicals x Accounting x Finance x Marketing x Human Resource Management x Corporate Social Responsibility x Corporate Management x Strategic Management		
	Shares:	139,814,797		
	Paid-up stock:	591,283,032		
	%Shares:	23.646002		
3)	Name (Thai):	นาย เอก สุวัฒนพิมพ์	First appointment date of director:	29 Jun 2012
	Name (English):	Mr. EK SUWATTANAPHIM	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1976	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Management	DCP course:	Yes
	Residence in Thailand:	Yes		

	Skill and expertise:	x Petrochemicals & Chemicals x Corporate Management x Human Resource Management x Economics x Sustainability x Governance/ Compliance x Strategic Management		
	Shares:	101,997,284		
	Paid-up stock:	591,283,032		
	%Shares:	17.250163		
4)	Name (Thai):	นาย พรพจน์ กิจเจริญ	First appointment date of director:	25 Sep 2015
	Name (English):	Mr. PORNPAT KIJAREON	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1976	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Management	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Corporate Management x Internal Control x Risk Management x IT Management		
	Shares:	1,679,777		
	Paid-up stock:	591,283,032		
	%Shares:	0.284090		
5)	Name (Thai):	ม.ล. ธีรชัช ใสณกุล	First appointment date of director:	9 Jun 2016
	Name (English):	M.L. THIRACHET SONAKUL	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1977	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes

	Study field of the highest level of education:	Marketing	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Marketing x Corporate Management x Internal Control		
	Shares:	0		
	Paid-up stock:	591,283,032		
	%Shares:	0.000000		
6)	Name (Thai):	นางสาว ปาลาวี บุนนาค	First appointment date of director:	9 Jun 2016
	Name (English):	Ms. PALAWI BUNNAG	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Female	Director position:	Director
	Year of birth:	1976	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Law	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Marketing x Human Resource Management x Corporate Management x Strategic Management x Risk Management x IT Management x Governance/ Compliance x Sustainability		
	Shares:	237,457		
	Paid-up stock:	591,283,032		
	%Shares:	0.040160		
7)	Name (Thai):	นางสาว พัทธนันท์ เพชรเชิดชู	First appointment date of director:	25 Aug 2016
	Name (English):	Ms. PATTANANT PETCHCHEDCHOO	Type of director:	Existing director
	Gender:	Female	Director position:	Director

	Year of birth:	1971	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Accounting	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Accounting x Finance x Corporate Management x Internal Control x Risk Management x Strategic Management x IT Management		
	Shares:	103,177		
	Paid-up stock:	591,283,032		
	%Shares:	0.017450		
8)	Name (Thai):	นาย อนันท์ อุดพันธ์	First appointment date of director:	12 Nov 2020
	Name (English):	Mr. ANOTAI ADULBHAN	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1973	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	Yes
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Finance x Marketing x Engineering x Corporate Management x Human Resource Management x Information & Communication Technology x Strategic Management x Governance/ Compliance		
	Shares:	1,288,083		

	Paid-up stock:	591,283,032		
	%Shares:	0.217845		
9)	Name (Thai):	นางสาว นัทธาภรณ์ ธนาวดี	First appointment date of director:	27 Apr 2022
	Name (English):	Ms. NATTHAKARN THANAWADEE	Type of director:	Newly appointed director not being replaced the ex-director
	Gender:	Female	Director position:	Director
	Year of birth:	1983	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Management	DCP course:	No
	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Accounting		
	Shares:	0		
	Paid-up stock:	591,283,032		
	%Shares:	0.000000		
10)	Name (Thai):	นาง อัญชลี สุวัฒน์พิมพ์	First appointment date of director:	16 Dec 2022
	Name (English):	Mrs. ANGELI SUWATTANAPHIM	Type of director:	Newly appointed director to replace the ex-director
	Gender:	Female	Director position:	Director
	Year of birth:	1977	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Insurance and Risk Management	DCP course:	Yes
	Residence in Thailand:	Yes		
	Skill and expertise:	x Insurance x Risk Management x Economics x Corporate Management		
	Shares:	2,096,615		

	Paid-up stock:	591,283,032		
	%Shares:	0.354587		

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาง อัญชลี สุวัฒนพันธ์	First appointment date of director:	1 Sep 2018
	Name (English):	Mrs. ANGELI SUWATTHANAPHIM	Director termination date:	1 Jun 2022
	Gender:	Female	Director position:	Director
	Year of birth:	1977	Executive director position:	No
	Nationality:	x Thailand	Independent director position:	No
	Highest level of education:	Master's degree	DAP course:	No
	Study field of the highest level of education:	Insurance and Risk Management	DCP course:	Yes
	Residence in Thailand:	Yes	Name of replacement director (English):	Mrs. ANGELI SUWATTHANAPHIM
	Skill and expertise:	x Insurance x Risk Management x Economics x Corporate Management	Appointment date of replacement director:	14 Dec 2022
	Shares:	2,096,615		
	Paid-up stock:	591,283,032		
	%Shares:	0.354587		

2.1.3 Audit Committee

2.1.3.1 List of audit committee members

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นางสาว พัทธนันท์ เพชรชิตชู	Appointment date of audit committee member:	27 Feb 2017
	Name (English):	Ms. PATTANANT PETCHCHEDCHOO	Type of director:	Existing director
	Gender:	Female	Director position:	Director
	Year of birth:	1971	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Chairman of the audit committee

	Highest level of education:	Doctoral degree	DAP course:	No
	Study field of the highest level of education:	Accounting	DCP course:	Yes
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	Yes		
	Shares:	103,177		
	%Shares:	0.017450		
2)	Name (Thai):	นาย พรพัฒน์ ทิฆะเจริญ	Appointment date of audit committee member:	31 Dec 2016
	Name (English):	Mr. PORNPAT KIJAREON	Type of director:	Existing director
	Gender:	Male	Director position:	Director
	Year of birth:	1976	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Bachelor's degree	DAP course:	Yes
	Study field of the highest level of education:	Management	DCP course:	No
	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	1,679,777		
	%Shares:	0.284090		
3)	Name (Thai):	นาย อนันท์ อุดลพันธ์	Appointment date of audit committee member:	22 Apr 2021
	Name (English):	Mr. ANOTAI ADULBHAN	Type of director:	Continuing director (Full term of directorship and being re-appointed as a director)
	Gender:	Male	Director position:	Director
	Year of birth:	1973	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No

	Residence in Thailand:	Yes		
	Expertise in accounting information review:	No		
	Shares:	1,288,083		
	%Shares:	0.217845		

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

	General Information of Audit Committee Members		Information on Tenure of Audit Committee Member	
1)	Name (Thai):	นาย อโนทัย อุดลพินธุ์	Appointment date of audit committee member:	9 Jun 2016
	Name (English):	Mr. ANOTAI ADULBHAN	Termination date of audit committee member:	27 Apr 2022
	Gender:	Male	Director position:	Director
	Year of birth:	1973	Independent director position:	Yes
	Nationality:	x Thailand	Audit committee position:	Member of the audit committee
	Highest level of education:	Master's degree	DAP course:	Yes
	Study field of the highest level of education:	Business Administration	DCP course:	No
	Residence in Thailand:	Yes	Name of replacement audit committee member (English):	Mr. ANOTAI ADULBHAN
	Expertise in accounting information review:	No	Appointment date of replacement audit committee member:	27 Apr 2022
	Shares:	1,288,083		
	%Shares:	0.217845		

2.1.4 Executive Committee

2.1.4.1 List of executive committee members

	General Information of Executive Committee Members		Information on Tenure of Executive Committee Member	
1)	Name (Thai)	นาย เอก สุวัฒน์พิมพ์	Appointment date of executive committee member:	9 Jan 2023
	Name (English)	Mr. EK SUWATTANAPHIM	Executive committee position:	Chairman of the executive committee
	Gender:	Male		

	Year of birth:	1976		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Management		
	Residence in Thailand:	Yes		
2)	Name (Thai)	นางสาว ยุวดี เอี่ยมสนธิทรัพย์	Appointment date of executive committee member:	27 Feb 2017
	Name (English)	Ms. YUWADEE AIAMSONTISUP	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1967		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Computer Engineering Management		
	Residence in Thailand:	Yes		
3)	Name (Thai)	นางสาว นิดา เทียงธรม	Appointment date of executive committee member:	27 Feb 2017
	Name (English)	Ms. Nida Thiengtham	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1978		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Computer Science		
	Residence in Thailand:	Yes		
4)	Name (Thai)	นาย เก่ง สุวัฒน์พิมพ์	Appointment date of executive committee member:	14 May 2021
	Name (English)	Mr. Ken Suwatthanaphim	Executive committee position:	Member of the executive committee
	Gender:	Male		

	Year of birth:	1977		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	International Business Management		
	Residence in Thailand:	Yes		
5)	Name (Thai)	นางสาว มัลลิกา ธนทวีรัตน์	Appointment date of executive committee member:	16 Nov 2021
	Name (English)	Ms. Munlika Thanataweerat	Executive committee position:	Member of the executive committee
	Gender:	Female		
	Year of birth:	1978		
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		
	Residence in Thailand:	Yes		

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

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

2.1.5 Other Sub-committees

2.1.5.1 List of other sub-committees

1) Name of sub-committees (English) Risk Management Committee

No.	Name (Thai)	Name (English)	Position
1	นาย พรพัฒน์ กิจเจริญ	Mr. PORNPAT KIJAREON	Chairman
2	นางสาว พัชรนันท์ เพชรเชิดชู	Ms. PATTANANT PETCHCHEDCHOO	Member
3	ม.ล. ธีรเชษฐ์ โสณกุล	M.L. THIRACHET SONAKUL	Member

2) Name of sub-committees (English) Nomination and Remuneration Committee

No.	Name (Thai)	Name (English)	Position
1	ม.ล. ธีรเชษฐ์ โสณกุล	M.L. THIRACHET SONAKUL	Chairman
2	นาย พรพัฒน์ กิจเจริญ	Mr. PORNPAT KIJAREON	Member
3	นาย เอก สุวัฒน์พิมพ์	Mr. EK SUWATTHANAPHIM	Member

3) Name of sub-committees (English) Corporate Governance and Sustainability Development Committee

No.	Name (Thai)	Name (English)	Position
1	นางสาว ปาลาวิ บุนนาค	Ms. PALAWI BUNNAG	Chairman
2	ม.ล. ธีรเชษฐ์ โสณกุล	M.L. THIRACHET SONAKUL	Member
3	นาย เอก สุวัฒน์พิมพ์	Mr. EK SUWATTHANAPHIM	Member
4	นางสาว ยุวดี เอี่ยมสมธิทรัพย์	Ms. YUWADEE AIAMSONTISUP	Member

2.1.5.2 Roles of sub-committees

Role	Name of sub-committees
Risk management	Risk Management Committee
Nomination	Nomination and Remuneration Committee
Remuneration	Nomination and Remuneration Committee
Corporate governance	Corporate Governance and Sustainability Development Committee
Corporate sustainability development	Corporate Governance and Sustainability Development Committee

2.1.6 The highest-ranking executive and the next four executives

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

	General Information of Executives		Information on Executive Tenure	
1)	Name (Thai):	นางสาว ยุวดี เอี่ยมสมธิทรัพย์	The highest-ranking executive position:	Yes

	Name (English):	Ms. YUWADEE AIAMSONTISUP	Executive position (Thai):	ประธานเจ้าหน้าที่บริหาร
	Gender:	Female	Executive position (English):	CHIEF EXECUTIVE OFFICER
	Year of birth:	1967	Appointment date of executive:	1 Jan 2022
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Computer Engineering Management		
	Skill and expertise:	x Sustainability x Corporate Management x Marketing x Leadership		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
2)	Name (Thai):	นางสาว นิดา เทียงธรม	The highest-ranking executive position:	No
	Name (English):	Ms. Nida Thiengtham	Executive position (Thai):	Commercial Director
	Gender:	Female	Executive position (English):	Commercial Director
	Year of birth:	1978	Appointment date of executive:	2 Jan 2023
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Computer Science		
	Skill and expertise:	x Petrochemicals & Chemicals x Marketing		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
3)	Name (Thai):	นาย เก่ง สุวัฒน์พิมพ์	The highest-ranking executive position:	No
	Name (English):	Mr. Ken Suwatthanaphim	Executive position (Thai):	Operation Director
	Gender:	Male	Executive position (English):	Operation Director
	Year of birth:	1977	Appointment date of executive:	2 Jan 2023
	Nationality:	x Thailand		

	Highest level of education:	Master's degree		
	Study field of the highest level of education:	International Business Management		
	Skill and expertise:	x Marketing x Petrochemicals & Chemicals		
	Highest responsibility in corporate accounting and finance:	No		
	Accounting supervisor:	No		
4)	Name (Thai):	นางสาว มัลลิกา ธนทวีรัตน์	The highest-ranking executive position:	No
	Name (English):	Ms. Munlika Thanataweerat	Executive position (Thai):	Finance Director
	Gender:	Female	Executive position (English):	Finance Director
	Year of birth:	1978	Appointment date of executive:	16 Nov 2021
	Nationality:	x Thailand		
	Highest level of education:	Master's degree		
	Study field of the highest level of education:	Finance		
	Skill and expertise:	x Finance		
	Highest responsibility in corporate accounting and finance:	Yes		
	Accounting supervisor:	No		

2.2 Related Corporate Governance Officers

Position/Role	Name (English)	Email	Telephone
Accounting supervisor	Ms. Rewadee Amornsamanlak	rewadee.a@seliccorp.com	0-2807-3347-9
Company secretary	Ms. Wattara Arun	wattara.a@seliccorp.com	0-2807-3347-9
Head of the internal audit or the outsourced internal auditor	Ms. Somcharee Kaewkormadee	center@dir.co.th	02-596-0500
Head of the compliance unit	Ms. Wattara Arun	wattara.a@seliccorp.com	0-2807-3347-9
Head of the investor relation	Ms. Yuwadee Aiamsontisup	InvestorRelation@seliccorp.com	0-2807-3347-9

2.3 Accounting Auditors

2.3.1 List of accounting auditors

Firm	Names and general information of auditors	Audit fee (Baht)	Non-audit fee (Baht)
KPMG PHOOMCHAI AUDIT COMPANY LIMITED	1. Ms. Dussanee Yimsuwan Email: dussanee@kpmg.co.th Telephone: 02-677-2000 2. Mr. Natthaphong Tantichattanon Email: natthaphong@kpmg.co.th Telephone: 02-677-2000 3. Ms. Sophit Prompol Email: sophit@kpmg.co.th Telephone: 02-677-2000	1,720,000.00	-

3 Performance Report on Corporate Governance

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

3.1.1 Newly Appointed Directors over the Past Year

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาย อัททวุฒิ หิรัญบุรณะ	First appointment date of director:	27 Jan 2016
	Name (English):	Mr. ATHAVUDHI HIRUNBURANA	Director position:	Chairman of the board
	Gender:	Male	Executive director position:	No
	Year of birth:	1955	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Engineering		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Petrochemicals & Chemicals x Marketing x Human Resource Management x Corporate Management x Engineering x Insurance x Strategic Management		
	Shares:	954,932		
	Paid-up stock:	591,283,032		
	%Shares:	0.161502		
2)	Name (Thai):	นางสาว ปาลาวี บุนนาค	First appointment date of director:	9 Jun 2016
	Name (English):	Ms. PALAWI BUNNAG	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1976	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	No

	Study field of the highest level of education:	Law		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Law x Marketing x Human Resource Management x Corporate Management x Strategic Management x Risk Management x IT Management x Governance/ Compliance x Sustainability		
	Shares:	237,457		
	Paid-up stock:	591,283,032		
	%Shares:	0.040160		
3)	Name (Thai):	นาย อนันท์ อุดพันธ์	First appointment date of director:	12 Nov 2020
	Name (English):	Mr. ANOTAI ADULBHAN	Director position:	Director
	Gender:	Male	Executive director position:	No
	Year of birth:	1973	Independent director position:	Yes
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Master's degree	DGP course:	No
	Study field of the highest level of education:	Business Administration		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Economics x Finance x Marketing x Engineering x Corporate Management x Human Resource Management x Information & Communication Technology x Strategic Management x Governance/ Compliance		
	Shares:	1,288,083		
	Paid-up stock:	591,283,032		
	%Shares:	0.217845		

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นาง อัญชลี สุวัฒนพิมพ์	First appointment date of director:	16 Dec 2022
	Name (English):	Mrs. ANGELI SUWATTTHANAPHIM	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1977	Independent director position:	No
	Nationality:	x Thailand	DAP course:	No
	Highest level of education:	Master's degree	DCP course:	Yes
	Study field of the highest level of education:	Insurance and Risk Management		
	Residence in Thailand:	Yes		
	Skill and expertise:	x Insurance x Risk Management x Economics x Corporate Management		
	Shares:	2,096,615		
	Paid-up stock:	591,283,032		
	%Shares:	0.354587		

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

	General Information of Directors		Information on Director Tenure	
1)	Name (Thai):	นางสาว นัทธากัญญา ธนาวดี	First appointment date of director:	27 Apr 2022
	Name (English):	Ms. NATTHAKARN THANAWADEE	Director position:	Director
	Gender:	Female	Executive director position:	No
	Year of birth:	1983	Independent director position:	No
	Nationality:	x Thailand	DAP course:	Yes
	Highest level of education:	Bachelor's degree	DCP course:	No
	Study field of the highest level of education:	Management		

	Residence in Thailand:	Yes		
	Skill and expertise:	x Finance x Accounting		
	Shares:	0		
	Paid-up stock:	591,283,032		
	%Shares:	0.000000		

3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 16 times

Date of AGM meeting: 27 Apr 2022

EGM meeting: Yes

Table of meeting attendance of the Board of Directors

Name (English)	Termination Date	Number of Board Meeting	Percentage of Board Meeting (%)	AGM Meeting	EGM Meeting
1. Mr. ATHAVUDHI HIRUNBURANA (Chairman of the board)	-	16/16	100.00	Participating	Participating
2. Mr. NARONG SUWATTHANAPHIM (Vice Chairman)	-	16/16	100.00	Participating	Participating
3. Mr. EK SUWATTHANAPHIM (Director)	-	16/16	100.00	Participating	Participating
4. Mr. PORNPAT KIJAREON (Director)	-	16/16	100.00	Participating	Participating
5. M.L. THIRACHET SONAKUL (Director)	-	16/16	100.00	Participating	Participating
6. Ms. PALAWI BUNNAG (Director)	-	16/16	100.00	Participating	Participating
7. Ms. PATTANANT PETCHCHEDCHOO (Director)	-	16/16	100.00	Participating	Non-participating
8. Mr. ANOTAI ADULBHAN (Director)	-	16/16	100.00	Participating	Participating
9. Ms. NATTHAKARN THANAWADEE (Director)	-	13/13	100.00	Non-participating	Participating

10. Mrs. ANGELI SUWATTANAPHIM (Director)	-	5/5	100.00	Participating	Non-participating
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3.3 Meeting Attendance of Audit Committee

Number of the audit committee meeting over the past year: 5 times

Table of meeting attendance of audit committee

Name (English)	Termination Date	Number of the Audit Committee Meeting	Percentage of the Audit Committee Meeting (%)
1. Ms. PATTANANT PETCHCHEDCHOO (Chairman of the audit committee)	-	5/5	100.00
2. Mr. PORNPAT KIJAREON (Member of the audit committee)	-	5/5	100.00
3. Mr. ANOTAI ADULBHAN (Member of the audit committee)	-	5/5	100.00

3.4 Remuneration of Directors and Executives

3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:

URL of director remuneration policy and criteria:

Yes

<http://www.seliccorp.com/files/corporate-governance/%E0%B8%99%E0%B9%82%E0%B8%A2%E0%B8%9A%E0%B8%B2%E0%B8%A2%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%81%E0%B8%B3%E0%B8%81%E0%B8%B1%E0%B8%9A%E0%B8%94%E0%B8%B9%E0%B9%81%E0%B8%A5%E0%B8%81%E0%B8%B4%E0%B8%88%E0%B8%81%E0%B8%B2%E0%B8%A3%E0%B8%9B%E0%B8%B5-2561.pdf>
2561 SELIC_นโยบายการกำกับดูแลกิจการ ปี 2561_Signed_compressed.pdf

Uploaded document of director remuneration policy and criteria:

3.4.2 Individual Director Remuneration over the Past Year

Name (English)	Termination Date	Meeting Allowance (Baht)	Other Monetary Remuneration (Baht)	Other Non-monetary Remuneration
1. Mr. ATHAVUDHI HIRUNBURANA (Chairman of the board)	-	60,000.00	264,000.00	Yes
2. Mr. NARONG SUWATTANAPHIM (Vice Chairman)	-	60,000.00	216,000.00	No
3. Mr. EK SUWATTANAPHIM (Director)	-	130,000.00	120,000.00	Yes
4. Mr. PORNPAT KIJAREON (Director)	-	260,000.00	120,000.00	Yes
5. M.L. THIRACHET SONAKUL (Director)	-	194,000.00	120,000.00	No

6. Ms. PALAWI BUNNAG (Director)	-	90,000.00	120,000.00	Yes
7. Ms. PATTANANT PETCHCHEDCHOO (Director)	-	215,000.00	120,000.00	Yes
8. Mr. ANOTAI ADULBHAN (Director)	-	135,000.00	120,000.00	Yes
9. Ms. NATTHAKARN THANAWADEE (Director)	-	30,000.00	80,000.00	No
10. Mrs. ANGELI SUWATTHANAPHIM (Director)	-	66,000.00	40,000.00	No
Total (Baht)	-	1,240,000.00	1,320,000.00	-

3.4.3 Director Remunerations

Detail	Unit	Year
		2022
Meeting allowance	Baht	1,240,000.00
Other monetary remuneration	Baht	1,320,000.00
Total director remuneration	Baht	2,560,000.00

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

3.4.4 Executive Remuneration Policy and Criteria

Executive remuneration policy and criteria of the Company: Yes
URL of executive remuneration policy and criteria: -
Uploaded document of executive remuneration policy and criteria: 2561 SELIC_นโยบายการกำกับดูแลกิจการ ปี 2561_Signed_compressed.pdf

3.4.5 Executive Remuneration

Detail	Unit	Year		
		2020	2021	2022
Total executive remuneration	Baht	21,038,000.00	26,541,000.00	25,449,000.00

3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: No
Employee Joint Investment Program (EJIP):: Yes

3.5 Development and Training of Directors

Table of development and training of directors over the past year

Name (English)	Participated in Director Development Program	Training
1. Mr. ATHAVUDHI HIRUNBURANA (Chairman of the board)	Non-participating	-
2. Mr. NARONG SUWATTHANAPHIM (Vice Chairman)	Non-participating	-
3. Mr. EK SUWATTHANAPHIM (Director)	Participating	-
4. Mr. PORNPAT KIJAREON (Director)	Non-participating	-
5. M.L. THIRACHET SONAKUL (Director)	Participating	-
6. Ms. PALAWI BUNNAG (Director)	Participating	-
7. Ms. PATTANANT PETCHCHEDCHOO (Director)	Participating	-
8. Mr. ANOTAI ADULBHAN (Director)	Participating	-
9. Ms. NATTHAKARN THANAWADEE (Director)	Participating	-
10. Mrs. ANGELI SUWATTHANAPHIM (Director)	Non-participating	-

3.6 Performance Evaluation

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

4 Sustainability Policy and Strategy

4.1 Corporate Sustainability Policy

Corporate Sustainability Policy: Yes

URL of corporate sustainability policy: <https://seliccorp.com/annual-report>

Uploaded document of corporate sustainability policy: Final SD Selic_2565_compressed.pdf

4.2 Sustainability Report

Corporate Sustainability Report: Yes

URL of corporate sustainability report: <https://seliccorp.com/annual-report>

4.3 Sustainability Disclosure Standards

Company sustainability disclosure aligned with standards or guidelines: x GRI Standards

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Approved and published on 31/05/2023