



# ESG Performance Report for Listed Companies in 2024

SELIC CORP PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2024

Published on 17 April 2025



## ESG Performance

Company Name : SELIC CORP PUBLIC COMPANY LIMITED

Symbol : SELIC

Market : SET

Industry Group : Industrials

Sector : Industrial Materials & Machinery

### Environmental management

#### Information on environmental policy and guidelines

##### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management, Air Quality Management

#### Information on review of environmental policies, guidelines, and/or objectives over the past years

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

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

Changes in environmental policies, guidelines, and/or goals : Waste Management, Air Quality Management

In 2024, the Company reviewed and/or change guidelines and/or objective regarding environment as follows:

- 1) Review sustainability development policy
- 2) Prescribe Carbon Neutrality in 2050 and Net Zero Emission in 2065
- 3) Review waste control and management by classifying waste to 5 categories namely; General waste, Orphan waste, recyclable waste, liquid waste, and hazardous waste
- 4) Addition environment objective are as follows:
  - 4.1 Reduce 3% of hazardous waste from production in 2026 (base year: 2024)
  - 4.2 Key performance air pollution was not exceeding the standards of relevant government agencies.

#### 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

##### Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs, Other : -

##### Compliance with waste management principles and standards

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

##### Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO)

#### 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 | : 1       |
| Data disclosure coverage (%)           | : 100.00  |

### 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 : Yes  
management

#### Details of setting goals for electricity and/or fuel management

| Target(s)                                          | Base year(s)                                                             | Target year(s)                                   |
|----------------------------------------------------|--------------------------------------------------------------------------|--------------------------------------------------|
| Reduction of electricity purchased for consumption | 2021 : purchased electricity for consumption 1,448,000.00 Kilowatt-Hours | 2026 : Reduced by 5% or 72,400.00 Kilowatt-Hours |

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

#### Diagram of performance and outcomes in energy management



### Information on electricity management

#### Company's electricity consumption (\*)

|                                                                                                                                        | 2022         | 2023         | 2024         |
|----------------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|--------------|
| <b>Total electricity consumption within the organization (Kilowatt-Hours)</b>                                                          | 1,272,214.00 | 1,089,015.00 | 1,085,246.00 |
| Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)                                               | 1,272,214.00 | 1,089,015.00 | 1,085,246.00 |
| Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)                                      | 0.00         | 0.00         | 0.00         |
| Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year) | 9,711.56     | 8,782.38     | 8,348.05     |

Additional explanation : <sup>(\*)</sup> Exclude electricity consumption outside of the Company

## Electricity Consumption Intensity

|                                                                                                       | 2022         | 2023         | 2024         |
|-------------------------------------------------------------------------------------------------------|--------------|--------------|--------------|
| Intensity of total electricity consumption within the organization (Kilowatt-Hours / Tonne-kilometer) | 188.21000000 | 184.95000000 | 180.36000000 |

## Electricity Expense <sup>(\*)</sup>

|                                                                                                  | 2022         | 2023         | 2024         |
|--------------------------------------------------------------------------------------------------|--------------|--------------|--------------|
| Total electricity expense (Baht)                                                                 | 5,492,276.00 | 5,268,787.00 | 4,734,343.00 |
| Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>                    | 0.36         | 0.31         | 0.25         |
| Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>                    | 0.34         | 0.28         | 0.22         |
| Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year) | 41,925.77    | 42,490.22    | 36,418.02    |

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on fuel management

### Company's fuel consumption

|                                   | 2022      | 2023      | 2024      |
|-----------------------------------|-----------|-----------|-----------|
| Jet fuel (Litres)                 | 0.00      | 0.00      | 0.00      |
| Diesel (Litres)                   | 50,886.03 | 51,328.67 | 51,826.00 |
| Gasoline (Litres)                 | 35,734.51 | 29,352.18 | 35,262.00 |
| 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      |

|                       | 2022      | 2023      | 2024      |
|-----------------------|-----------|-----------|-----------|
| LPG (Kilograms)       | 70,848.00 | 60,720.00 | 63,624.00 |
| Steam (Metric tonnes) | 0.00      | 0.00      | 0.00      |
| Coal (Metric tonnes)  | 0.00      | 0.00      | 0.00      |

Additional explanation : Not include external fuel consumption

### Company's fuel expense (\*)

|                                                                        | 2022 | 2023 | 2024 |
|------------------------------------------------------------------------|------|------|------|
| Total fuel expense (Baht)                                              | 0.00 | 0.00 | 0.00 |
| Percentage of total fuel expense to total expenses (%) <sup>(**)</sup> | 0.00 | 0.00 | 0.00 |
| Percentage of total fuel expense to total revenues (%) <sup>(**)</sup> | 0.00 | 0.00 | 0.00 |

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> 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) | N/A  | 0.00 | 0.00 |

#### 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) <sup>(*)</sup> | N/A         | 0.00000000  | 0.00000000  |
| Intensity of total energy consumption within the organization (Megawatt-Hours / Tonne-kilometer)                                                        | 22.52000000 | 23.93000000 | 25.05000000 |

Additional explanation : <sup>(\*)</sup> 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 | : 1       |
| Data disclosure coverage (%)           | : 100.00  |

### 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 : Yes

#### Details of setting goals for water management

| Target(s)                     | Base year(s)                                  | Target year(s)                               |
|-------------------------------|-----------------------------------------------|----------------------------------------------|
| Reduction of water withdrawal | 2021 : Water withdrawal 7,726.00 Cubic meters | 2026 : Reduced by 10% or 772.60 Cubic meters |

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : Yes

#### Diagram of performance and outcomes in water management



### Information on water management

#### Water withdrawal by source

|                                       | 2022     | 2023     | 2024     |
|---------------------------------------|----------|----------|----------|
| Total water withdrawal (Cubic meters) | 7,582.00 | 7,193.00 | 7,272.00 |

|                                                                                                                             | 2022     | 2023     | 2024     |
|-----------------------------------------------------------------------------------------------------------------------------|----------|----------|----------|
| Water withdrawal by third-party water (cubic meters)                                                                        | 7,582.00 | 7,193.00 | 7,272.00 |
| Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)                       | 57.88    | 58.01    | 55.94    |
| Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup> | 0.00     | 0.00     | 0.00     |

Additional explanation : <sup>(\*)</sup> 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) | 7,582.00 | 7,193.00 | 7,272.00 |

### Water Consumption Intensity

|                                                                                                                              | 2022       | 2023       | 2024       |
|------------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|
| Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup> | 0.00466670 | 0.00377497 | 0.00338671 |
| Intensity of total water consumption (Cubic meters / Tonne-kilometer)                                                        | 1.12000000 | 1.22000000 | 1.21000000 |

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

### Water withdrawal expenses

|                                                                                                       | 2022       | 2023       | 2024       |
|-------------------------------------------------------------------------------------------------------|------------|------------|------------|
| Total water withdrawal expense (Baht)                                                                 | 126,043.00 | 119,400.00 | 120,749.00 |
| Total water withdrawal expense from third-party water (Baht)                                          | 126,043.00 | 119,400.00 | 120,749.00 |
| Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>                     | 0.01       | 0.01       | 0.01       |
| Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>                     | 0.01       | 0.01       | 0.01       |
| Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year) | 962.16     | 962.90     | 928.84     |

Additional explanation : <sup>(\*)</sup> 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 : 1  
Data disclosure coverage (%) : 100.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes  
Page number of the reference link : 62

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : Yes

#### Details of setting goals for waste management

| Target(s)                                                        | Base year(s)                            | Target year(s)                          | Waste management methods |
|------------------------------------------------------------------|-----------------------------------------|-----------------------------------------|--------------------------|
| Reduction of waste generation<br>Waste type: Non-hazardous waste | -                                       | 2024 : Reduced by 100%                  | • Other : -              |
| Reduction of waste generation<br>Waste type: Hazardous waste     | 2021 : hazardous waste 360.00 Kilograms | 2026 : Reduced by 3% or 10.80 Kilograms | • Landfilling            |

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

#### Diagram of performance and outcomes of waste management



กรุงเทพมหานคร ร่วมกับ  
สถาบันวิจัยสภาวะแวดล้อม จุฬาลงกรณ์มหาวิทยาลัย  
ขอมอบเกียรติบัตรฉบับนี้เพื่อแสดงว่า

**บริษัท ซีลิก คอร์พ จำกัด (มหาชน)**

**แหล่งกำเนิดต้นแบบ**

โครงการพัฒนาเขตนําร่องการจัดการขยะมูลฝอยที่ต้นทางอย่างยั่งยืนในกรุงเทพมหานคร:  
กรณีศึกษาเขตปทุมวัน เขตพญาไท และเขตหนองแขม  
ภายใต้การสนับสนุนของสำนักงานกองทุนสนับสนุนการสร้างเสริมสุขภาพ  
ให้ไว้ ณ วันที่ 5 เมษายน 2567

(นายชัชชาติ สิทธิพันธุ์)  
ผู้ว่าราชการกรุงเทพมหานคร



(รองศาสตราจารย์ ดร.พันธุ์วาท สัมพันธ์พานิช)  
ผู้อำนวยการสถาบันวิจัยสภาวะแวดล้อม



## ใบประกาศเกียรติคุณ

(Letter of Recognition: LOR)

### โครงการสนับสนุนกิจกรรมลดก๊าซเรือนกระจก

(Low Emission Support Scheme: LESS)

กระทรวงทรัพยากรธรรมชาติและสิ่งแวดล้อม

โดย องค์การบริหารจัดการก๊าซเรือนกระจก (องค์การมหาชน)

เพื่อแสดงว่า

**บริษัท ซีลิก คอร์ป จำกัด (มหาชน)**

ดำเนินการ

**กิจกรรมการคัดแยกขยะเพื่อการรีไซเคิล**

**ร่วมกับโครงการ Care the whale**

ได้รับการประเมินว่าสามารถลดก๊าซเรือนกระจกได้

**37.134 ตันคาร์บอนไดออกไซด์เทียบเท่า**

(1 มกราคม 2567 – 30 มิถุนายน 2567)

นางณัฐริกา วายุภาพ นิติน

รองผู้อำนวยการองค์การบริหารจัดการก๊าซเรือนกระจก

รักษาการผู้อำนวยการองค์การบริหารจัดการก๊าซเรือนกระจก

ให้ไว้ ณ วันที่ 24 กันยายน พ.ศ. 2567



Care the whale

## Information on waste management

### Waste Generation<sup>(\*)</sup>

|                                                                                                                              | 2022      | 2023      | 2024      |
|------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|
| Total waste generated (Kilograms)                                                                                            | 17,892.00 | 33,250.00 | 37,539.00 |
| Total non-hazardous waste (kilograms)                                                                                        | 4,369.00  | 3,293.00  | 5,729.00  |
| Non-hazardous waste - Landfilling (Kilograms)                                                                                | 4,369.00  | 3,293.00  | 4,921.00  |
| Non-hazardous waste - Incineration with energy recovery (Kilograms)                                                          | N/A       | N/A       | 808.00    |
| Total hazardous waste (kilograms)                                                                                            | 13,523.00 | 29,957.00 | 31,810.00 |
| Hazardous waste - Landfilling (Kilograms)                                                                                    | 335.00    | 2,966.00  | 2,440.00  |
| Hazardous waste - Incineration without energy recovery (Kilograms)                                                           | 13,188.00 | 26,991.00 | 29,370.00 |
| Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>     | 0.01      | 0.02      | 0.02      |
| Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup> | 0.00      | 0.00      | 0.00      |
| Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>     | 0.01      | 0.02      | 0.01      |

Additional explanation : <sup>(\*)</sup> Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste reuse and recycling

|                                                                              | 2022      | 2023      | 2024      |
|------------------------------------------------------------------------------|-----------|-----------|-----------|
| <b>Total reused/recycled waste (Kilograms)</b>                               | 27,935.00 | 20,030.00 | 14,908.00 |
| <b>Reused/Recycled non-hazardous waste (Kilograms)</b>                       | 27,935.00 | 20,030.00 | 14,908.00 |
| Recycled non-hazardous waste (Kilograms)                                     | 27,935.00 | 20,030.00 | 14,908.00 |
| Percentage of total reused/recycled waste to total waste generated (%)       | 156.13    | 60.24     | 39.71     |
| Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%) | 639.39    | 608.26    | 260.22    |

*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 | : 1       |
| Data disclosure coverage (%)           | : 100.00  |

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : No

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes  
Company's existing targets : Other Greenhouse Gas Emission Reduction Target

#### Setting other greenhouse gas reduction targets

##### Details of setting other greenhouse gas reduction targets

| Greenhouse gas emission scope | Base year(s)                                                | Short-term target year                               | Long-term target year |
|-------------------------------|-------------------------------------------------------------|------------------------------------------------------|-----------------------|
| Scope 1-2                     | 2020 : Greenhouse gas emissions 1,137.00 tCO <sub>2</sub> e | 2026 : Reduced by 10% in comparison to the base year | -                     |

### Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

### Diagram of performance and outcomes in greenhouse gas management



Care the whale : GHG Emission



Care the bear : GHG Emission

กาหลอมร้อนสำหรับใช้ในอุตสาหกรรมที่มาจากวัตถุดิบฐานชีวภาพ "Green Organic" 25 กิโลกรัม



53.9 kgCO<sub>2</sub>e

กาหลอมร้อนสำหรับใช้ในอุตสาหกรรมที่มาจากวัตถุดิบฐานชีวภาพ "Green Organic" 25 กิโลกรัม

เลขที่ใบรับรอง: TGO CFP FY24-224-2221

ผู้ผลิต: บริษัท ซีลิก คอร์ป จำกัด (มหาชน) (สำนักงานใหญ่)

บุคคลที่ติดต่อ: กษกร อินทะบุ

ที่อยู่: 270 เลียบคลองท้ายเจริญพงษ์ใต้ หมองแขม หมองแขม กรุงเทพฯ 10160

โทรศัพท์: 028073347-9 #6025

อีเมล: [climatecare@seliccorp.com](mailto:climatecare@seliccorp.com)

อุตสาหกรรม: ปิโตรเคมี และเคมีภัณฑ์

หน่วยการทำงาน: 1 กระสอบ (25 กิโลกรัม)

ชนิด: B2B

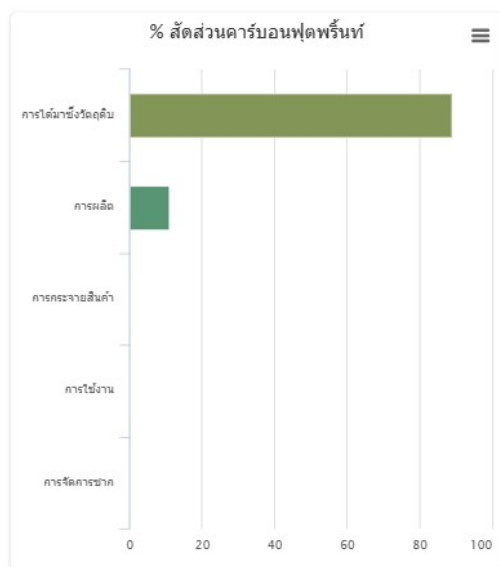
ปริมาณ CF: 53.9 kgCO<sub>2</sub>e

วันที่อนุมัติ: 28/08/2567

วันที่หมดอายุ: 27/08/2570



ดาวน์โหลด



Bio-based HMA Green Organic 35

## Information on greenhouse gas management

### The company's greenhouse gas emissions

|  | 2022 | 2023 | 2024 |
|--|------|------|------|
|  |      |      |      |

|                                                                                       | 2022     | 2023     | 2024      |
|---------------------------------------------------------------------------------------|----------|----------|-----------|
| <b>Total GHG emissions (Metrics tonne of carbon dioxide equivalents)</b>              | 9,153.00 | 9,397.00 | 10,089.00 |
| Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent) | 431.00   | 396.00   | 418.00    |
| Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent) | 636.00   | 544.00   | 543.00    |
| Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent) | 8,086.00 | 8,457.00 | 9,128.00  |

### Greenhouse Gas Emissions Intensity<sup>(1)</sup>

|                                                                                                                                                        | 2022       | 2023       | 2024       |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|
| Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) <sup>(*)</sup> | 0.005634   | 0.004932   | 0.004699   |
| Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)                              | 69.87      | 75.78      | 77.61      |
| Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / Tonne-kilometer)                                                              | 0.15800000 | 0.16000000 | 0.16000000 |

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

Remark : <sup>(1)</sup> GHG Scope 1+2

### 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 : Yes

List of greenhouse gas verifier entity : ECEE Company Limited

### Information on reduction and absorption of greenhouse gas

#### Reduction of Greenhouse Gas

|                                                                          | 2022      | 2023       | 2024       |
|--------------------------------------------------------------------------|-----------|------------|------------|
| <b>Total reduced GHG (Metric kilograms of carbon dioxide equivalent)</b> | 18,873.71 | 317,747.42 | 635,712.80 |
| Care the Bear Project (Metric kilograms of carbon dioxide equivalent)    | 18,873.71 | 16.91      | 880.79     |
| Care the Whale Project (Metric kilograms of carbon dioxide equivalent)   | 0.00      | 317,730.51 | 634,832.01 |

#### Absorption and removal of Greenhouse Gas

|  | 2022 | 2023 | 2024 |
|--|------|------|------|
|--|------|------|------|

|                                                                                          | 2022 | 2023 | 2024 |
|------------------------------------------------------------------------------------------|------|------|------|
| <b>Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)</b> | 0.00 | 0.00 | 0.00 |
| Care the Wild Project (Metric kilograms of carbon dioxide equivalent)                    | 0.00 | 0.00 | 0.00 |

**Remarks** - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

## ESG Performance

Company Name : SELIC CORP PUBLIC COMPANY LIMITED

Symbol : SELIC

Market : SET

Industry Group : Industrials

Sector : Industrial Materials & Machinery

### 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 : Yes

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, Supplier rights

#### 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 : Yes

Changes in social and human rights policies, guidelines, and/or goals : Others : -

#### 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, The UN Guiding Principles on Business and Human Rights

#### Information on Human Rights Due Diligence : HRDD

##### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

#### 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    |
| Total number of incidents or complaints related to consumer rights violations (cases)                 | 0    | 0    | 0    |
| Total number of incidents or complaints related to business partner's rights violations (cases)       | 0    | 0    | 0    |

|                                                                                                | 2022 | 2023 | 2024 |
|------------------------------------------------------------------------------------------------|------|------|------|
| Total number of cases or incidents leading to disputes with the community/society (cases)      | 0    | 0    | 0    |
| Total number of cases or incidents related to cybersecurity or customer data breaches (cases)  | 0    | 0    | 0    |
| Total number of cases or incidents related to workplace safety and occupational health (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                               | : | Yes                                                                                                                                                                     |
| 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, Child labor, Occupational health and safety in workplace |

### Information on setting employee and labor management goals

#### Setting employee and labor management goals

|                                                           |   |    |
|-----------------------------------------------------------|---|----|
| Does the company set employee and labor management goals? | : | No |
|-----------------------------------------------------------|---|----|

### 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 | : | Yes |
|------------------------------------------------------------|---|-----|

#### Diagram of performance and outcomes for employee and labor management

ใบรับรองเลขที่ รพ.๓๐/๒๕๕๙



**กรมสวัสดิการและคุ้มครองแรงงาน กระทรวงแรงงาน**  
ขอมอบใบรับรองฉบับนี้เพื่อแสดงว่า

**บริษัท ซีลิก คอร์ป จำกัด (มหาชน)**

๒๗๐ ถนนเลียบบคลองภาษีเจริญฝั่งใต้ แขวงหนองแขม เขตหนองแขม กรุงเทพมหานคร ๑๐๑๖๐

ขอข่ายการรับรอง  
ผลิตและจำหน่ายเคมีภัณฑ์ ประเภทขาว

ได้รับการรับรอง

**มาตรฐานแรงงานไทย มรท.๘๐๐๑-๒๕๖๓ ระดับพื้นฐาน**

ถือเป็นองค์กรธุรกิจที่มีความรับผิดชอบทางสังคมด้านแรงงาน ปฏิบัติสอดคล้องกับมาตรฐาน

กฎหมายว่าด้วยสิทธิขั้นพื้นฐานของแรงงาน

ใบรับรองนี้มีผลตั้งแต่วันที่ ๓ กันยายน พ.ศ. ๒๕๖๖ ถึงวันที่ ๒ กันยายน พ.ศ. ๒๕๖๘

ให้ไว้ ณ วันที่ ๗ สิงหาคม พ.ศ. ๒๕๖๖



**มรท.๘๐๐๑**  
**TLS 8001**



(นายนิยม สองแก้ว)  
อธิบดีกรมสวัสดิการและคุ้มครองแรงงาน

Information on employment

Employment

|                                                            | 2022   | 2023   | 2024   |
|------------------------------------------------------------|--------|--------|--------|
| <b>Total Employment (Person)</b>                           | 131    | 124    | 130    |
| Percentage of employees to total employment (%)            | 100.00 | 100.00 | 100.00 |
| Percentage of non-employee workers to total employment (%) | 0.00   | 0.00   | 0.00   |
| <b>Total employees (persons)</b>                           | 131    | 124    | 130    |
| Male employees (persons)                                   | 72     | 68     | 73     |
| Percentage of male employees (%)                           | 54.96  | 54.84  | 56.15  |
| Female employees (persons)                                 | 59     | 56     | 57     |
| Percentage of female employees (%)                         | 45.04  | 45.16  | 43.85  |
| <b>Total of workers who are not employees (Person)</b>     | 0      | 0      | 0      |
| Male workers who are not employees (Person)                | 0      | 0      | 0      |
| Percentage of male non-employee workers (%)                | 0.00   | 0.00   | 0.00   |
| Female workers who are not employees (Person)              | 0      | 0      | 0      |
| Percentage of female non-employee workers (%)              | 0.00   | 0.00   | 0.00   |

#### Number of employees categorized by age

|                                                        | 2022  | 2023  | 2024  |
|--------------------------------------------------------|-------|-------|-------|
| Total number of employees under 30 years old (Persons) | 30    | 24    | 25    |
| Percentage of employees under 30 years old (%)         | 22.90 | 19.35 | 19.23 |
| Total number of employees 30-50 years old (Persons)    | 76    | 76    | 75    |
| Percentage of employees 30-50 years old (%)            | 58.02 | 61.29 | 57.69 |
| Total number of employees over 50 years old (Persons)  | 25    | 24    | 30    |
| Percentage of employees over 50 years old (%)          | 19.08 | 19.35 | 23.08 |

#### Number of male employees categorized by age

|                                                             | 2022  | 2023  | 2024  |
|-------------------------------------------------------------|-------|-------|-------|
| Total number of male employees under 30 years old (Persons) | 21    | 16    | 14    |
| Percentage of male employees under 30 years old (%)         | 29.17 | 23.53 | 19.18 |
| Total number of male employees 30-50 years old (Persons)    | 39    | 40    | 42    |

|                                                            | 2022  | 2023  | 2024  |
|------------------------------------------------------------|-------|-------|-------|
| Percentage of male employees 30-50 years old (%)           | 54.17 | 58.82 | 57.53 |
| Total number of male employees over 50 years old (Persons) | 12    | 12    | 17    |
| Percentage of male employees over 50 years old (%)         | 16.67 | 17.65 | 23.29 |

#### Number of female employees categorized by age

|                                                               | 2022  | 2023  | 2024  |
|---------------------------------------------------------------|-------|-------|-------|
| Total number of female employees under 30 years old (Persons) | 9     | 8     | 11    |
| Percentage of female employees under 30 years old (%)         | 15.25 | 14.29 | 19.30 |
| Total number of female employees 30-50 years old (Persons)    | 37    | 36    | 33    |
| Percentage of female employees 30-50 years old (%)            | 62.71 | 64.29 | 57.89 |
| Total number of female employees over 50 years old (Persons)  | 13    | 12    | 13    |
| Percentage of female employees over 50 years old (%)          | 22.03 | 21.43 | 22.81 |

#### Number of employees categorized by position

|                                                          | 2022  | 2023  | 2024  |
|----------------------------------------------------------|-------|-------|-------|
| Total number of employees in operational level (Persons) | 108   | 105   | 109   |
| Percentage of employees in operational level (%)         | 82.44 | 84.68 | 83.85 |
| Total number of employees in management level (Persons)  | 17    | 15    | 17    |
| Percentage of employees in management level (%)          | 12.98 | 12.10 | 13.08 |
| Total number of employees in executive level (Persons)   | 6     | 4     | 4     |
| Percentage of employees in executive level (%)           | 4.58  | 3.23  | 3.08  |

#### Number of male employees categorized by position

|                                                               | 2022  | 2023  | 2024  |
|---------------------------------------------------------------|-------|-------|-------|
| Total number of male employees in operational level (Persons) | 60    | 59    | 60    |
| Percentage of male employees in operational level (%)         | 83.33 | 86.76 | 82.19 |

|                                                              | 2022  | 2023  | 2024  |
|--------------------------------------------------------------|-------|-------|-------|
| Total number of male employees in management level (Persons) | 9     | 8     | 11    |
| Percentage of male employees in management level (%)         | 12.50 | 11.76 | 15.07 |
| Total number of male employees in executive level (Persons)  | 3     | 1     | 2     |
| Percentage of male employees in executive level (%)          | 4.17  | 1.47  | 2.74  |

#### Number of female employees categorized by position

|                                                                 | 2022  | 2023  | 2024  |
|-----------------------------------------------------------------|-------|-------|-------|
| Total number of female employees in operational level (Persons) | 48    | 46    | 49    |
| Percentage of female employees in operational level (%)         | 81.36 | 82.14 | 85.96 |
| Total number of female employees in management level (Persons)  | 8     | 7     | 6     |
| Percentage of female employees in management level (%)          | 13.56 | 12.50 | 10.53 |
| Total number of female employees in executive level (Persons)   | 3     | 3     | 2     |
| Percentage of female employees in executive level (%)           | 5.08  | 5.36  | 3.51  |

#### Significant changes in the number of employees

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

#### Number of male employees categorized by region

|                               | 2022 | 2023 | 2024 |
|-------------------------------|------|------|------|
| Bangkok Metropolitan (Person) | N/A  | N/A  | 37   |
| Northern (Person)             | N/A  | N/A  | 6    |
| Central (Person)              | N/A  | N/A  | 5    |
| Northeastern (Person)         | N/A  | N/A  | 15   |
| Southern (Person)             | N/A  | N/A  | 4    |
| Eastern (Person)              | N/A  | N/A  | 0    |

#### Number of female employees categorized by region

|                               | 2022 | 2023 | 2024 |
|-------------------------------|------|------|------|
| Bangkok Metropolitan (Person) | N/A  | N/A  | 34   |
| Northern (Person)             | N/A  | N/A  | 5    |
| Central (Person)              | N/A  | N/A  | 9    |
| Northeastern (Person)         | N/A  | N/A  | 5    |
| Southern (Person)             | N/A  | N/A  | 2    |
| Eastern (Person)              | N/A  | N/A  | 1    |

## Employment of workers with disabilities

|                                                                                  | 2022 | 2023 | 2024 |
|----------------------------------------------------------------------------------|------|------|------|
| <b>Total employment of workers with disabilities (persons)</b>                   | 2    | 1    | 1    |
| Percentage of disabled workers to total employment (%)                           | 1.53 | 0.81 | 0.77 |
| <b>Total number of employees with disabilities (Persons)</b>                     | 2    | 1    | 1    |
| Total male employees with disabilities (persons)                                 | 2    | 1    | 0    |
| Total female employees with disabilities (persons)                               | 0    | 0    | 1    |
| Percentage of disabled employees to total employees (%)                          | 1.53 | 0.81 | 0.77 |
| <b>Total number of workers who are not employees with disabilities (persons)</b> | 0    | 0    | 0    |
| Percentage of disabled non-employee workers to total non-employee workers (%)    | 0.00 | 0.00 | 0.00 |
| <b>Contributions to empowerment for persons with disabilities fund</b>           | No   | No   | No   |

## Information on compensation of employees

### Employee remuneration by gender

|                                                    | 2022          | 2023          | 2024          |
|----------------------------------------------------|---------------|---------------|---------------|
| <b>Total employee remuneration (baht)</b>          | 80,141,542.90 | 51,946,530.28 | 73,711,592.37 |
| Total male employee remuneration (baht)            | 44,449,988.09 | 22,856,473.32 | 42,752,723.36 |
| Percentage of remuneration in male employees (%)   | 55.46         | 44.00         | 58.00         |
| Total female employee remuneration (baht)          | 35,691,554.81 | 29,090,056.96 | 30,958,869.01 |
| Percentage of remuneration in female employees (%) | 44.54         | 56.00         | 42.00         |

|                                                                     | 2022       | 2023       | 2024       |
|---------------------------------------------------------------------|------------|------------|------------|
| Average remuneration of employees (Baht / Person)                   | 611,767.50 | 418,923.63 | 567,012.25 |
| Average remuneration of male employees (Baht / Person)              | 617,360.94 | 336,124.60 | 585,653.74 |
| Average remuneration of female employees (Baht / Person)            | 604,941.59 | 519,465.29 | 543,138.05 |
| Ratio of average remuneration of female employees to male employees | 0.98       | 1.55       | 0.93       |

## 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)                                                               | 88           | 101          | 100          |
| Proportion of employees who are PVD members (%)                                                            | 67.18        | 81.45        | 76.92        |
| Total amount of provident fund contributed by the company (baht)                                           | 2,370,477.00 | 1,309,096.00 | 2,136,053.00 |
| Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%) | 2.96         | 2.52         | 2.90         |

## Information on employee development

### Employee training and development

|                                                                                      | 2022       | 2023       | 2024       |
|--------------------------------------------------------------------------------------|------------|------------|------------|
| Average employee training hours (Hours / Person / Year)                              | 0.00       | 0.00       | 20.61      |
| Total amount spent on employee training and development (Baht)                       | 367,225.42 | 236,369.63 | 191,845.00 |
| Percentage of training and development expenses to total expenses (%) <sup>(*)</sup> | 0.000238   | 0.000139   | 0.000103   |
| Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>  | 0.000226   | 0.000124   | 0.000089   |

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on safety, occupational health, and work environment

### Number of working hours

|                                                    | 2022       | 2023       | 2024       |
|----------------------------------------------------|------------|------------|------------|
| Total number of hours work (Hours)                 | 267,298.09 | 281,350.61 | 222,083.47 |
| Total number of hours worked by employees (Hours)  | 267,298.09 | 278,958.61 | 219,167.47 |
| Total number of hours work by non-employee (Hours) | 0.00       | 2,392.00   | 2,916.00   |

### Statistic of accident and injuries of employees from work

|                                                                                        | 2022 | 2023 | 2024 |
|----------------------------------------------------------------------------------------|------|------|------|
| Total number of lost time injury incidents by employees (Cases)                        | 3    | 1    | 0    |
| Total number of employees that lost time injuries for 1 day or more (Persons)          | 3    | 1    | 0    |
| Percentage of employees that lost time injuries for 1 day or more (%)                  | 2.29 | 0.81 | 0.00 |
| Total number of employees that fatalities as a result of work-related injury (Persons) | 0    | 0    | 0    |
| Percentage of employees that fatalities as a result of work-related injury (%)         | 0.00 | 0.00 | 0.00 |
| Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) <sup>(*)</sup>  | 0.00 | 0.00 | 0.00 |
| Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) <sup>(**)</sup>   | 0.00 | 0.00 | 0.00 |

Additional explanation : <sup>(\*)</sup> The company with the total number of employees over 100 or more

<sup>(\*\*)</sup> 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)        | 62    | 58    | 42    |
| Total number of male employee turnover leaving the company voluntarily (persons)   | 23    | 37    | 30    |
| Total number of female employee turnover leaving the company voluntarily (persons) | 39    | 21    | 12    |
| Proportion of voluntary resignations (%)                                           | 47.33 | 46.77 | 32.31 |
| Percentage of male employee turnover leaving the Company voluntarily (%)           | 17.56 | 29.84 | 23.08 |
| Percentage of female employee turnover leaving the Company voluntarily (%)         | 29.77 | 16.94 | 9.23  |

|                                          | 2022 | 2023 | 2024 |
|------------------------------------------|------|------|------|
| Evaluation result of employee engagement | Yes  | Yes  | Yes  |

### Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee

## 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            | : | Others : - |

#### 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 | : | Others : - |

### 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 | : | Development of customer satisfaction and customer relationship, Consumer data privacy and protection, Others : - |

### Information on setting customer management goals

#### Setting customer management goals

|                                                |   |     |
|------------------------------------------------|---|-----|
| Does the company set customer management goals | : | Yes |
|------------------------------------------------|---|-----|

#### Details of setting customer management goals

| Target(s)                                                        | Indicator(s)                | Base year(s)                      | Target year(s)                    |
|------------------------------------------------------------------|-----------------------------|-----------------------------------|-----------------------------------|
| • Development of customer satisfaction and customer relationship | Customer Survey exceeds 85% | 2024: Customer Survey exceeds 85% | 2024: Customer Survey exceeds 85% |

### Information on performance and results of customer management

#### Performance and outcomes of customer management

|                                                 |   |     |
|-------------------------------------------------|---|-----|
| Performance and outcomes of customer management | : | Yes |
|-------------------------------------------------|---|-----|

2024 Customer Survey = 90.97%

#### 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 : 02 807 3347-9 ต่อ 1000

Fax : -

Email : [whistleblower@seliccorp.com](mailto:whistleblower@seliccorp.com)

Company's website : <https://seliccorp.com/>

Address : -

## 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, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups

### 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 : Yes

#### Benefit from implementing social development project

##### Financial benefits

Does the company measure the financial benefits from social development? : Yes

|                           | 2022       | 2023       | 2024       |
|---------------------------|------------|------------|------------|
| Donations / Grants (Baht) | 124,000.00 | 291,500.00 | 209,875.65 |

##### Non-financial benefits

Does the company measure the non-financial benefits from social development? : Yes

|                                                                               | 2022 | 2023 | 2024  |
|-------------------------------------------------------------------------------|------|------|-------|
| Support project for vulnerable-groups (Massage & SPA training free) (Persons) | 0.00 | 0.00 | 42.00 |

#### Expenses from social and environmental development project

|                                                                                            | 2022      | 2023     | 2024       |
|--------------------------------------------------------------------------------------------|-----------|----------|------------|
| Total financial contribution to community/social development projects or activities (Bath) | 88,000.00 | 6,782.00 | 100,532.74 |

|                                                                                                                                  | 2022     | 2023     | 2024     |
|----------------------------------------------------------------------------------------------------------------------------------|----------|----------|----------|
| Percentage of financial contribution for community/social development projects or activities to total expense (%) <sup>(*)</sup> | 0.005702 | 0.000398 | 0.005401 |
| Percentage of financial contribution for community/social development projects or activities to total revenue (%) <sup>(*)</sup> | 0.005416 | 0.000356 | 0.004682 |

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

**Remarks** - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

## ESG Performance

Company Name : SELIC CORP PUBLIC COMPANY LIMITED      Symbol : SELIC  
Market : SET      Industry Group : Industrials      Sector : Industrial Materials & Machinery

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### Corporate Governance Policy

#### Information on overview of the policy and guidelines

##### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Board of Directors has specified that the Corporate Governance Principles for Listed Companies 2017 (CG Code) and the Code of Business Conduct be prepared in writing to reflect the actual implementation accordingly, , and then to cascade down to all directors, executives and employees of the Company to acknowledge, adhere to and use as guidelines for the workplace. Moreover, the Company will arrange to communicate to ensure actual implementation according to the policies, including the follow-up, assessment and review of the implementation regularly on an annual basis, with the following details:

- Corporate Governance Policy
- 8 principles of Corporate Governance (CG)
  - Principle 1: Realize the role and responsibility of the Board of Directors as a corporate leader who creates value for the business in a sustainable manner.
  - Principle 2: Define the main objectives and goals of the business, leading toward sustainability.
  - Principle 3: Strengthen the Board of Directors for effectiveness.
  - Principle 4: Recruit and develop top executives and personnel management.
  - Principle 5: Promote innovation and responsible business.
  - Principle 6: Oversee appropriate risk management and internal control system.
  - Principle 7: Maintain financial credibility and information disclosure.
  - Principle 8: Encourage engagement and communication with shareholders
- Code of Business Conduct
- Code of Conduct for the Company's Board of Directors, executives and employees

##### Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

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

The Nomination and Remuneration Committee is responsible for recruiting professionals with suitable qualifications. The selection process for appointing directors shall be based on the diversity in the structure of directors, basic qualifications, and expertise from various professional fields, equipped with knowledge, skills, experience, vision, morality, and ethics, with transparent working record, no gender discrimination, and no prohibited characteristics under the company laws and articles of association. In addition, the recruitment of the Company's independent directors requires the qualifications according to the announcement of the Capital Market Supervisory Board, to be presented to the BOD for consideration and agreement, before proposing the matter to the AGM of Shareholders for consideration and approval.

##### Determination of Director Remuneration

The Board of Directors has considered the directors' remuneration to be accordance to the Company's performance result, each director's responsibility and performance, and concluded that it is in line with the same industry standards, which consists of monthly compensation, meeting allowances, Employment Joint Investment Program Project or 'EJIP' and bonus.

## Independence of the Board of Directors from the Management

The BOD has clearly separated the roles and responsibilities between the Board of Directors and the Management. The BOD shall assign duties and responsibilities to the Management in accordance with the set policies to implement leading to success, and to manage the Company's daily tasks and business operations. The BOD shall specify the monitoring of the results of the performance as assigned. The Management shall report to the BOD for acknowledgement.

## Director Development

The Board of Directors has a policy to encourage directors and senior executives to capitalize the opportunity to enhance their knowledge on a continuous basis, for more capabilities to perform the duties, govern, and oversee the Company's business efficiently. The Company places importance on attending seminars that are beneficial to the performance of duties, organized by the Thai Institute of Directors Association (IOD), the Office of the Securities and Exchange Commission (SEC), The Stock Exchange of Thailand (SET), and the Thai Listed Companies Association (TLCA). Furthermore, the directors and executives have also attended functions and meetings to exchange and share ideas with the BOD and senior executives of various organizations.

## Board Performance Evaluation

The Board of Directors shall conduct the performance assessment of the BOD and sub-committees at least once a year, consisting of the opinion of each director toward the overall performance of the BOD as a whole, combined with the results of the self-assessment of each director on an individual basis, purposely to consider and review the performance, and various problems and obstacles during the past year in order to use the feedback to increase efficiency. The assessment of the BOD, prepared for both the whole Board and individual director, consists of 3 sets of documents, as follows:

Document 1: Self-Assessment form of the Board of Directors (overall, as a whole)

Document 2 Self-Assessment form of the Board directors (individual)

Document 3: Self-Assessment form of Sub-Committees (overall, as a whole)

Reference link for Board Performance Evaluation : <https://seliccorp.com/corporate-governance-policy>

## Corporate Governance of Subsidiaries and Associated Companies

The Company has set up a policy on the governing and overseeing aspects of the management of the subsidiaries and associated companies, aiming at efficiency in line with the specified measures and mechanism. In addition, the subsidiaries and associated companies shall also oversee and manage in compliance with the Company's policies, laws, rules & regulations, and other relevant criteria, so as to maintain the return on investment and to manage the governing and overseeing of the subsidiaries and the associated companies, with details as follows:

## 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, Government agencies, Community and society

## Shareholder

The BOD: Recognize and respect the ownership rights of shareholders. The Company has done no action that violates or deprives shareholders of their rights. The Company takes care of the interests of shareholders fairly. The Company supports and encourages all groups of shareholders, whether local or foreign, whether major shareholders, minority shareholders or institutional shareholders to exercise their rights, inclusive of the basic rights of shareholders, the rights to have access to information sufficiently and timely, and the rights to attend the Shareholders' meeting. All these are to specify the direction of operations and to make decisions on matters that have a significant impact on the Company.

## Employee

The BOD has formulated various policies to take care of and improve the quality of life and working environment, including the welfare of employees, based on the guidelines prescribed by law, the respect to human rights, in line with

the direction and strategy of the organization.

## **Customer**

The BOD realizes the importance of the satisfaction and confidence of customers from receiving good products and services of high quality at reasonable prices, while maintaining good customer relations, leading to the Company's sustainable success.

## **Business competitor**

The BOD conducts business under the provision of the law, supports and promotes free and fair trade competition by taking into consideration the business ethics and trade competition laws in the countries in which the Company operates, no policy of trade competition by using any means to obtain information of competitors illegally and unethically and never damage the reputation of trade competitors.

## **Business partner**

The Board of Directors treats suppliers with equality and considers mutual benefits altogether, provide a system for selecting suppliers in the supply chain that operates in compliance with the law. The Company complies with safety and occupational health standards, practices environment-friendly aspects, Keep the confidentiality or information of suppliers and never demand, accept or agree to receive any property or other benefits that are beyond the commercial agreement.

## **Creditor**

The BOD adheres to business operations based on principles and disciplines to build trust with creditors, strictly comply with the agreed contracts or conditions in repaying debts on time and overseeing various collaterals.

## **Government agencies**

The Board of Directors conducts business in compliance with government regulations, study and understand the laws related to the work operations. The Company shall not take any action that is against the law (illegal) and process the work rightly when contacting for a transaction with government officials or agencies.

## **Community and society**

The Board of Directors conducts business by taking into consideration the duties and responsibilities for the community and society, as well as local customs and traditions, in order to embrace good society and community

## **Information on business code of conduct**

### **Business code of conduct**

Business code of conduct : Yes

The BoD has concluded that the Code of Business Ethics be prepared, in line with the Company's principles of good corporate governance, as basic guidelines for directors, executives, employees, and stakeholders, and established the policy and best practice guidelines covering the fight against corruption and the cooperation with all organizations that support anti-corruption activities. The Company does not support and shall oppose all forms of corruption, including prohibiting the directors, executives, and employees to be engaged in the solicitation of benefits and any other remuneration, whether in the form of money or things, or services, or any other benefit with business partners, contract parties, or persons related to business operations, for the benefit of his/her personal benefits, families, associates, including any other person involved as representative in the receipt of benefits.

### **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, Money laundering prevention, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Anti-unfair competitiveness, Environmental management, Human rights, Safety and occupational health at work

## **Prevention of Conflicts of Interest**

Directors, executives and employees shall not receive any money or benefits in return personally, either directly or indirectly, from customers, business partners of the Company, or from any person while working on behalf of the Company

## **Anti-corruption**

The directors, executives, and employees of the Company must strictly comply with the set policy and best practice guidelines to combat corruption.

## **Whistleblowing and Protection of Whistleblowers**

The Company provides a contact channel for stakeholders in case they want to express opinions, and whistleblowing in the event of finding illegal acts or business ethics of the Company, or unfair treatment in matters related to the Company.

Reference link for Whistleblowing and Protection of Whistleblowers : <https://seliccorp.com/en/hotline>

## **Prevention of Misuse of Inside Information**

The directors, executives, and employees at all levels, including those who know inside information about the Company's operations must not use such inside information for trading the Company's securities, from the date the information is known until the information has been disclosed to the public. In addition, it is also not allowed to take the inside information that should not be disclosed to disseminate to create value to the securities.

## **Money laundering prevention**

The Company shall neither accept nor encourage the transfer or the laundering of the assets, related to the wrongdoings. The aim is to prevent any person from using the Company's business channels for the laundering, concealment or disguise of the original source of illegal assets, whether or not it causes damage to the Company and/or the stakeholders.

## **Gift giving or receiving, entertainment, or business hospitality**

The directors, executives, and employees must avoid accepting gifts, whether goods, services, or anything else, both in monetary and non-monetary forms, from those related to the Company's business, for personal gain, either directly or indirectly, except the occasion of festive seasons or traditions.

The directors, executives, and employees can join business receptions for the benefit of the Company. Avoid accepting reception parties in a manner that is unreasonable or inappropriate for a normal relationship with another person related to the Company or a future business partner.

## **Compliance with laws, regulations, and rules**

The directors, executives, and employees must comply with the framework of the law, rules & regulations. They must not be involved, and must not assist or take any action that violates or is against the laws, regulations, etc.

## **Information and assets usage and protection**

The Company has a policy on Personal Data Protection in managing personal data and strictly complying with it. The policy specifies the protection of personal data both internally and externally in contact with the Company. The control and care of personal information is appropriate, safe and reliable.

The directors, executives, and employees have the duty and responsibility to maintain the use of the Company's assets and utilize them in the best interests of the Company, not to use them for personal benefit or other activities unrelated to the Company without permission

## Anti-unfair competitiveness

The Company comply with the framework of fair competition rules by taking into consideration the business ethics and competition laws in the countries in which the Company operates.

## Environmental management

The BOD conducts business by taking into consideration the responsibility to the environment, conduct business in compliance with the law, environmental rules & regulations, taking into consideration the impact on the environment and create corporate culture, and consciousness among employees at all levels to synergize cooperation and responsibility in environmental management, and use resources efficiently and sustainably.

## Human rights

The Company adheres to the principle of respecting labor rights, by treating employees with equality and fairness, strictly complying with labor laws, whether it be about hiring, labor protection, remuneration, or duration of work, etc.

## Safety and occupational health at work

The Company conduct business in compliance with the law, regulations, and policy on Safety, Occupational Health and Work Environment, taking into consideration the safety of the lives and property of employees, suppliers and stakeholders. In addition, the Company has also scheduled regular auditing, monitoring and assessing the safety results. Moreover, the Company also supports work safety by specifying regulations, best practices, and safe work standards in accordance with various probable risks, as well as improving the working condition, and the mechanism for safe working environment.

## 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 : Yes

The directors, executives, and employees of the Company must acknowledge, understand, and strictly comply with the Code of Business Ethics. Moreover, the Company will arrange to communicate to ensure actual implementation according to the policies, including the follow-up, assessment and review of the implementation regularly on an annual basis and organized a training session enterprise-wide on the topic of Good Corporate Governance Principles, Code of Business Ethics, Anti-corruption, purposely to review & reinforce the understanding of such matters. All employees were requested to take a test after the training.

## Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)  
CAC membership certification status : Certified  
Certification document of CAC membership status : CAC 2024.JPG

## 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 : Yes

Material changes and developments in policy and guidelines over the past year : Yes

The BOD recognizes the importance of good corporate governance and has formulated the principles of good corporate governance, business ethics, as well as the anti-corruption policy and practices, in writing. The review is scheduled at least once a year to better suit the situation, in compliance with the requirements of The Stock Exchange of Thailand (SET) and the Office of the Securities and Exchange Commission (SEC). The Company implemented the followings:

1. Reviewed and improved the principles of good corporate governance and best practices related to good corporate governance, in line with business operations and appropriate to the current situation.
2. Revised the Charter of the Board of Directors and all the sub-committees, with the objective to clearly define the scope of responsibility.
3. Reviewed and improved the anti-corruption policies and best practice guidelines, as well as the Company's important policies, in line with current business operations.
4. Organized a training session enterprise-wide on the topic of Good Corporate Governance Principles, Code of Business Ethics, Anti-corruption, purposely to review & reinforce the understanding of such matters. All employees were requested to take a test after the training.

## **Implementation of the CG Code for listed companies**

Implementation of the CG Code as prescribed by the SEC : Fully implement

The BOD realizes the roles and duties of BOD under the Corporate Governance Principles for Listed Companies in 2023, and has considered the application of the CG Code to suit the business. In 2024, the Company has not yet determined the number of years one person should serve as an independent director. In the event that an independent director has held office for more than 9 consecutive years, the BOD will consider such obligation reasonably. In 2024, the Company did not have an independent director who has served as an independent director for more than 9 years.

# Corporate Governance Structure

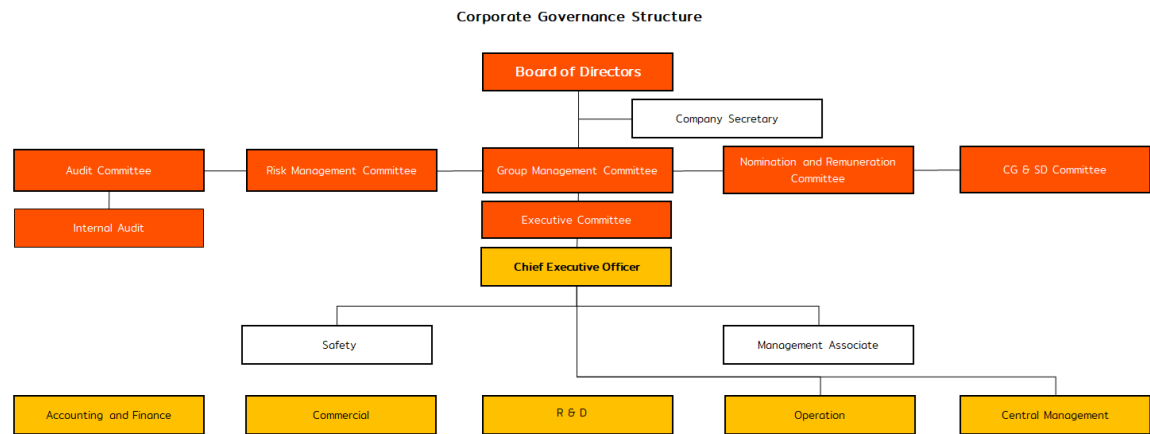
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 14 Aug 2023

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

|                                                                       | 2024              |                     |
|-----------------------------------------------------------------------|-------------------|---------------------|
|                                                                       | Male<br>(persons) | Female<br>(persons) |
| Total directors                                                       | 10                |                     |
|                                                                       | 6                 | 4                   |
| Executive directors                                                   | 1                 |                     |
|                                                                       | 1                 | 0                   |
| Non-executive directors                                               | 9                 |                     |
|                                                                       | 5                 | 4                   |
| Independent directors                                                 | 6                 |                     |
|                                                                       | 4                 | 2                   |
| Non-executive directors who have no position in independent directors | 3                 |                     |
|                                                                       | 1                 | 2                   |

|                 | 2024        |               |
|-----------------|-------------|---------------|
|                 | Male<br>(%) | Female<br>(%) |
| Total directors | 100.00      |               |
|                 | 60.00       | 40.00         |

|                                                                       | 2024     |            |
|-----------------------------------------------------------------------|----------|------------|
|                                                                       | Male (%) | Female (%) |
| Executive directors                                                   | 10.00    |            |
|                                                                       | 10.00    | 0.00       |
| Non-executive directors                                               | 90.00    |            |
|                                                                       | 50.00    | 40.00      |
| Independent directors                                                 | 60.00    |            |
|                                                                       | 40.00    | 20.00      |
| Non-executive directors who have no position in independent directors | 30.00    |            |
|                                                                       | 10.00    | 20.00      |

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

|                                   | 2024         |                |
|-----------------------------------|--------------|----------------|
|                                   | Male (years) | Female (years) |
| Average age of board of directors | 54           |                |
|                                   | 56           | 50             |

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. Mr. ATHAVUDHI HIRUNBURANA<br/> Gender: Male<br/> Age : 69 years<br/> Highest level of education : Master's degree<br/> Study field of the highest level of education : Engineering<br/> Thai nationality : Yes<br/> Residence in Thailand : Yes<br/> Family relationship between directors and executives : Doesn't Have<br/> Legal offenses in the past 5 years : Doesn't Have<br/> DAP course : No<br/> DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 1,376,150 Shares (0.225239 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 43,199 Shares (0.007071 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>Spouse</p> | <p>Chairman of the Board of Directors<br/> (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>                                               | 27 Jan 2016                        | Petrochemicals & Chemicals, Marketing, Engineering, Strategic Management, Governance/ Compliance |
| <p>2. Mr. NARONG SUWATTANAPHIM<br/> Gender: Male<br/> Age : 75 years<br/> Highest level of education : Below a bachelor's degree<br/> Study field of the highest level of education : Accounting<br/> Thai nationality : Yes<br/> Residence in Thailand : Yes<br/> Family relationship between directors and executives : Have<br/> Legal offenses in the past 5 years : Doesn't Have<br/> DAP course : No<br/> DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 144,967,882 Shares (23.727326 %)</li> </ul>                                                                                                                                                                                              | <p>Vice-chairman of the Board of Directors<br/> (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 29 Jun 2012                        | Petrochemicals & Chemicals, Accounting, Finance, Corporate Management, Strategic Management      |

| List of directors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Position                                                                                                                                                                                           | First appointment date of director | Skills and expertise                                                                                      |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-----------------------------------------------------------------------------------------------------------|
| <p>3. Mr. EK SUWATTHANAPHIM</p> <p>Gender: Male</p> <p>Age : 48 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 107,529,670 Shares (17.599702 %)</li> </ul>      | <p>Director<br/>(Non-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 2012                         | Petrochemicals & Chemicals, Economics, Sustainability, Strategic Management, Marketing                    |
| <p>4. Mr. PORNPAT KIJAREON</p> <p>Gender: Male</p> <p>Age : 48 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 1,929,659 Shares (0.315833 %)</li> </ul> | <p>Director<br/>(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> | 25 Sep 2015                        | Internal Control, Risk Management, IT Management, Governance/ Compliance, Corporate Social Responsibility |

| List of directors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Position                                                                                                                                                                                                                                                             | First appointment date of director | Skills and expertise                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|------------------------------------------------------------------------------------------|
| <p>5. M.L. THIRACHET SONAKUL</p> <p>Gender: Male</p> <p>Age : 47 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Marketing</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul>     | <p>Director<br/>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 14 Dec 2015                        | Marketing, Corporate Management, Sustainability, Risk Management, Governance/ Compliance |
| <p>6. Ms. PATTANANT PETCHCHEDCHOO</p> <p>Gender: Female</p> <p>Age : 53 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 300,506 Shares (0.049185 %)</li> </ul> | <p>Director<br/>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 25 Aug 2016                        | Accounting, Finance, Internal Control, Risk Management, IT Management                    |

| List of directors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Position                                                                                                                                                                                          | First appointment date of director | Skills and expertise                                                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-----------------------------------------------------------------------------------------------|
| <p>7. Mr. ANOTAI ADULBHAN</p> <p>Gender: Male</p> <p>Age : 51 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 1,395,642 Shares (0.228429 %)</li> </ul>  | <p>Director<br/>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p> | 29 Jun 2012                        | Marketing, Engineering, Corporate Management, Human Resource Management, Strategic Management |
| <p>8. Ms. NATTHAKAN THANAWADEE</p> <p>Gender: Female</p> <p>Age : 41 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> </ul> | <p>Director<br/>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>                       | 27 Apr 2022                        | Finance, Accounting, Business Administration                                                  |

| List of directors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Position                                                                                                                                                                                          | First appointment date of director | Skills and expertise                                                                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|-------------------------------------------------------------------------------------------------------|
| <p>9. Mrs. ANGELI SUWATTHANAPHIM</p> <p>Gender: Female</p> <p>Age : 47 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Insurance and Risk Management</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 3,321,649 Shares (0.543664 %)</li> </ul> | <p>Director<br/>(Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>                      | 14 Dec 2022                        | Insurance, Risk Management, Economics, Corporate Management, Strategic Management                     |
| <p>10. Mrs. WILAWAN SONGJAROEN</p> <p>Gender: Female</p> <p>Age : 61 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Engineering</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : No</p> <p>DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 60,323 Shares (0.009873 %)</li> </ul>                | <p>Director<br/>(Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p> | 14 Nov 2023                        | Petrochemicals & Chemicals, Corporate Management, Engineering, Governance/ Compliance, Sustainability |

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. Mr. ATHAVUDHI HIRUNBURANA   | Chairman of the Board of Directors      |                     | ✓                       | ✓                     |                                                                       | ✓                                                                     |
| 2. Mr. NARONG SUWATTHANAPHIM   | Vice-chairman of the Board of Directors | ✓                   |                         |                       |                                                                       | ✓                                                                     |
| 3. Mr. EK SUWATTHANAPHIM       | Director                                |                     | ✓                       |                       | ✓                                                                     | ✓                                                                     |
| 4. Mr. PORNPAT KIJAREON        | Director                                |                     | ✓                       | ✓                     |                                                                       | ✓                                                                     |
| 5. M.L. THIRACHET SONAKUL      | Director                                |                     | ✓                       | ✓                     |                                                                       |                                                                       |
| 6. Ms. PATTANANT PETCHCHEDCHOO | Director                                |                     | ✓                       | ✓                     |                                                                       |                                                                       |
| 7. Mr. ANOTAI ADULBHAN         | Director                                |                     | ✓                       | ✓                     |                                                                       |                                                                       |
| 8. Ms. NATTHAKAN THANAWADEE    | Director                                |                     | ✓                       |                       | ✓                                                                     |                                                                       |
| 9. Mrs. ANGELI SUWATTHANAPHIM  | Director                                |                     | ✓                       |                       | ✓                                                                     | ✓                                                                     |
| 10. Mrs. WILAWAN SONGJAROEN    | Director                                |                     | ✓                       | ✓                     |                                                                       |                                                                       |
| Total (persons)                |                                         | 1                   | 9                       | 6                     | 3                                                                     | 5                                                                     |

#### Overview of director skills and expertise

| Skills and expertise               | Number (persons) | Percent (%) |
|------------------------------------|------------------|-------------|
| 1. Economics                       | 2                | 20.00       |
| 2. Insurance                       | 1                | 10.00       |
| 3. Petrochemicals & Chemicals      | 4                | 40.00       |
| 4. Marketing                       | 4                | 40.00       |
| 5. Accounting                      | 3                | 30.00       |
| 6. Finance                         | 3                | 30.00       |
| 7. Corporate Social Responsibility | 1                | 10.00       |
| 8. Human Resource Management       | 1                | 10.00       |
| 9. Sustainability                  | 3                | 30.00       |
| 10. IT Management                  | 2                | 20.00       |
| 11. Corporate Management           | 5                | 50.00       |
| 12. Engineering                    | 3                | 30.00       |
| 13. Strategic Management           | 5                | 50.00       |
| 14. Risk Management                | 4                | 40.00       |
| 15. Internal Control               | 2                | 20.00       |
| 16. Governance/ Compliance         | 4                | 40.00       |
| 17. Business Administration        | 1                | 10.00       |

#### 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                                                              | Yes  |
| The chairman of the board and the highest-ranking executive are from the same family                              | No   |
| Chairman is a member of the executive board or taskforce                                                          | No   |
| 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 : Have  
directors and the Management

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

The Board of Directors is responsible for specifying and reviewing the structure, in terms of size, composition, ratio of independent directors as deemed appropriate and necessary to lead the organization to meet the set objectives and goals. This shall consist of the followings: clear management structure, auditable balance of power between each other; clear delegation of authority among the BOD, Sub-Committees, and management The company has the Board of Directors consisting of 10 members, including 6 independent directors, making the proportion of independent directors 2 out of 3 of the total number of directors, or 60%. The Chairman jointly with Chairman of the Executive Committee and Company Secretary, the agenda of the BOD meeting, prioritizing that key matters are included in the agenda and ensuring that the Board directors have received accurate, complete, clear and timely information before the meeting so that the Board directors can make appropriate decisions.

Reference link for the measures for balancing the power between the board of directors and the management : <https://seliccorp.com/en/board-director>

## Information on the roles and duties of the board of directors

Board charter : Have

In addition to having the authority and duties as specified in the Company's Articles of Association and the resolution of the shareholders' meeting, the Board of Directors shall have the following duties: 1) approve the corporate vision, mission, business policy, goals, and implementation plan, business strategy, and annual budget 2) consider the appointment and specify the scope of authority, duties, and responsibilities of various Sub-Committees 3) Consider and approve the appointment of a qualified to serve as director or by proposing to the shareholders' meeting 4) Consider the appointment of the Chief Executive Officer (CEO) and specify the delegated approval authority as the BOD deems appropriate, etc.

## Information on subcommittees

## Information on subcommittees

## Information on roles of subcommittees

## Roles of subcommittees

### Board of Directors

#### Role

- Others
  - perform duties as specified in the Company's Articles of Association and the resolution of the shareholders' meeting

#### Scope of authorities, role, and duties

Determining the company's business direction, policies and strategies

#### Reference link for the charter

-

### Audit Committee

#### Role

- Audit of financial statements and internal controls

#### Scope of authorities, role, and duties

Review the Company's financial reports to ensure that they are accurate and adequately disclosed, review the Company's internal control and audit system to ensure that it is appropriate and effective.

#### Reference link for the charter

-

## Executive Committee

### Role

- Others
  - Managing the Company's business in accordance with the Company's business objectives

### Scope of authorities, role, and duties

Managing the Company's business and follow up the implementation of the Company's policies and management guidelines as assigned by the BOD efficiently.

### Reference link for the charter

-

## Risk Management Committee

### Role

- Risk management

### Scope of authorities, role, and duties

Verify the risk management report to monitor material risks and take steps to ensure that the organization has adequate and appropriate risk management.

### Reference link for the charter

-

## Nomination and Remuneration Committee

### Role

- Director and executive nomination
- Remuneration

### Scope of authorities, role, and duties

Specify the method of recruiting suitable persons to serve as committee members, and consider the criteria for the remuneration payment to committee members and senior executives to ensure appropriateness

### Reference link for the charter

-

## Corporate Governance and Sustainability Development Committee

### Role

- Corporate governance
- Sustainability development
- Climate-related risks and opportunities governance

### Scope of authorities, role, and duties

Govern and set the CG and SD matters. Present policies and guidelines regarding how to promote the BOD, executives and employees to perform duties with responsibilities in accordance with the criteria framework of the CG policy.

### Reference link for the charter

-

## Information on each subcommittee

### List of audit committee

| List of directors                                                                                                                                                                                                                                                                                                                              | Position                                                                                                                                                                                                | Appointment date of audit committee member | Skills and expertise                                                                                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| <p>1. Ms. PATTANANT PETCHCHEDCHOO<sup>(*)</sup></p> <p>Gender: Female</p> <p>Age : 53 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p> | <p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>                                                                  | 25 Aug 2016                                | Accounting, Finance, Internal Control, Risk Management, IT Management                                     |
| <p>2. Mr. PORNPAT KIJAREON</p> <p>Gender: Male</p> <p>Age : 48 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Management</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>                       | <p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p> | 30 Sep 2016                                | Internal Control, Risk Management, IT Management, Governance/ Compliance, Corporate Social Responsibility |
| <p>3. Mr. ANOTAI ADULBHAN</p> <p>Gender: Male</p> <p>Age : 51 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>             | <p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>                                                                    | 22 Apr 2021                                | Marketing, Engineering, Corporate Management, Human Resource Management, Strategic Management             |

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 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|------------------------------------------------|
| 1. Mrs. ANGELI SUWATTHANAPHIM<br>Gender: Female<br>Age : 47 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Insurance and Risk Management<br>Thai nationality : Yes<br>Residence in Thailand : Yes | The chairman of the executive committee | 25 Feb 2023                                    |
| 2. Mr. Ken Suwatthanaphim<br>Gender: Male<br>Age : 47 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : International Business Management<br>Thai nationality : Yes<br>Residence in Thailand : Yes   | Member of the executive committee       | 14 May 2021                                    |
| 3. Mr. EK SUWATTHANAPHIM<br>Gender: Male<br>Age : 48 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Management<br>Thai nationality : Yes<br>Residence in Thailand : Yes                           | Member of the executive committee       | 7 Feb 2024                                     |
| 4. Ms. Anyamanee Thanpongprud<br>Gender: Female<br>Age : 48 years<br>Highest level of education : Bachelor's degree<br>Study field of the highest level of education : Business Administration<br>Thai nationality : Yes<br>Residence in Thailand : Yes     | Member of the executive committee       | 1 Mar 2024                                     |

**List of executive committee members who resigned / vacated their position during the year**

| List of directors                                                                                                                                                                                                                                                                                               | Position                          | Date of resignation / termination | Replacement committee member                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|-----------------------------------|-------------------------------------------------------------------------------------------------|
| 1. Ms. YUWADEE AIAMSONTISUP<br>Gender: Female<br>Age : 57 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Computer Engineering Management<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Expertise in accounting information review : Yes | Member of the executive committee | 7 Feb 2024                        | Mr. EK SUWATTHANAPHIM<br><br>Appointment date of replacement committee member : 7 Feb 2024      |
| 2. Ms. Nida Thiengham<br>Gender: Female<br>Age : 46 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Computer Science<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Expertise in accounting information review : Yes                      | Member of the executive committee | 1 Mar 2024                        | Ms. Anyamanee Thanpongprud<br><br>Appointment date of replacement committee member : 1 Mar 2024 |
| 3. Ms. Munlika Thanataweerat<br>Gender: Female<br>Age : 46 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Finance<br>Thai nationality : Yes<br>Residence in Thailand : Yes<br>Expertise in accounting information review : Yes                        | Member of the executive committee | 1 Jun 2024                        | -                                                                                               |

## Other Subcommittees

| Subcommittee name         | Name list                   | Position                                                |
|---------------------------|-----------------------------|---------------------------------------------------------|
| Risk Management Committee | Mr. PORNPAT KIJAREON        | The chairman of the subcommittee (Independent director) |
|                           | Ms. PATTANANT PETCHCHEDCHOO | Member of the subcommittee (Independent director)       |
|                           | M.L. THIRACHET SONAKUL      | Member of the subcommittee (Independent director)       |

| Subcommittee name                                             | Name list               | Position                                                |
|---------------------------------------------------------------|-------------------------|---------------------------------------------------------|
| Nomination and Remuneration Committee                         | M.L. THIRACHET SONAKUL  | The chairman of the subcommittee (Independent director) |
|                                                               | Mr. PORNPAT KJAREON     | Member of the subcommittee (Independent director)       |
|                                                               | Mr. EK SUWATTHANAPHIM   | Member of the subcommittee                              |
| Corporate Governance and Sustainability Development Committee | Mrs. WILAWAN SONGJAROEN | The chairman of the subcommittee (Independent director) |
|                                                               | M.L. THIRACHET SONAKUL  | Member of the subcommittee (Independent director)       |
|                                                               | Mr. EK SUWATTHANAPHIM   | Member of the subcommittee                              |
|                                                               | Mr. PORNPAT KJAREON     | Member of the subcommittee (Independent director)       |

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. Mr. NARONG SUWATTHANAPHIM<br>Gender: Male<br>Age : 75 years<br>Highest level of education : Below a bachelor's degree<br>Study field of the highest level of education : Accounting<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : No<br>Accounting supervisor : No              | Acting Chief Executive Officer<br>(The highest-ranking executive) | 7 Feb 2024             | Petrochemicals & Chemicals, Accounting, Finance, Corporate Management, Strategic Management |
| 2. Mr. Ken Suwatthanaphim<br>Gender: Male<br>Age : 47 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : International Business Management<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : No<br>Accounting supervisor : No    | Operation Director                                                | 1 Mar 2023             | Marketing, Petrochemicals & Chemicals                                                       |
| 3. Ms. Anyamanee Thanpongprud<br>Gender: Female<br>Age : 48 years<br>Highest level of education : Bachelor's degree<br>Study field of the highest level of education : Business Administration<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : No<br>Accounting supervisor : No      | Commercial Director                                               | 3 Jan 2024             | Petrochemicals & Chemicals                                                                  |
| 4. Ms. Rewadee Amornsamanlak <sup>(*)(**)</sup><br>Gender: Female<br>Age : 48 years<br>Highest level of education : Master's degree<br>Study field of the highest level of education : Accounting<br>Thai nationality : Yes<br>Residing in Thailand : Yes<br>Highest responsibility in corporate accounting and finance : Yes<br>Accounting supervisor : Yes | Finance Director                                                  | 1 Jun 2024             | Accounting, Finance                                                                         |

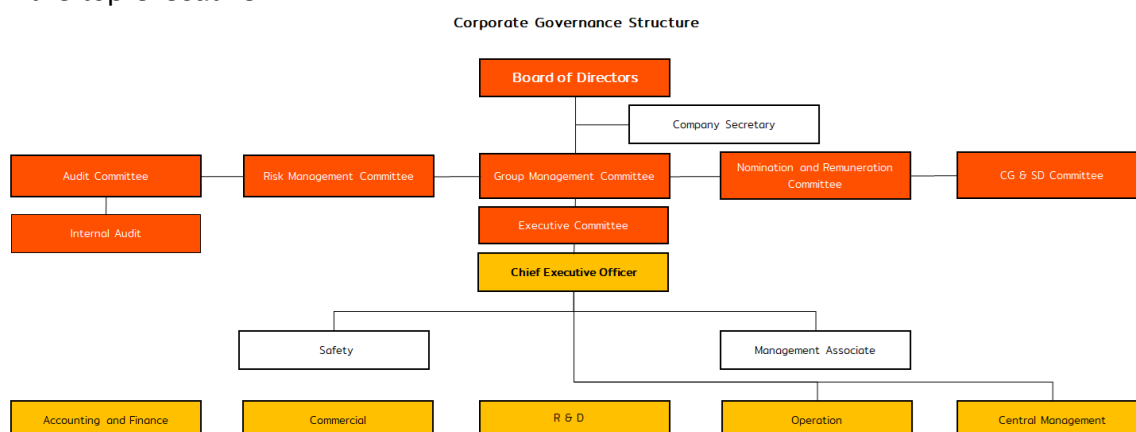
Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

(\*\*) Accounting supervisor

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

## Organization structure diagram of the highest-ranking executive and the next four executives from the top executive



## Remuneration policy for executive directors and executives

The Company has established the Company KPIs, which are criteria for assessing the performance of the Chief Executive Officer and senior executives. The KPIs consist of various performance indicators. The success of these performance indicators is in line with the short-term and long-term remuneration for the CEO and senior executives. The Company operates with transparency and appropriate process for considering remuneration.

Does the board of directors or the remuneration committee : Yes  
have an opinion on the remuneration policy for executive  
directors and executives

The Nomination and Remuneration Committee consider the criteria for the remuneration payment to committee members and senior executives to ensure appropriateness by reviewing the current criteria, making it competitive to those of other companies in the same industry. Set appropriate criteria to enable expected performance, with fairness, and as rewards to those who help drive the Company toward success.

## Remuneration of executive directors and executives

### Monetary remuneration of executive directors and executives

|                                                                 | 2022          | 2023          | 2024          |
|-----------------------------------------------------------------|---------------|---------------|---------------|
| Total remuneration of executive directors and executives (baht) | 25,449,000.00 | 22,087,295.00 | 12,030,828.40 |
| Total remuneration of executive directors (baht)                | 0.00          | 0.00          | 0.00          |
| Total remuneration of executives (baht)                         | 25,449,000.00 | 22,087,295.00 | 12,030,828.40 |

Short-term compensation consists of salary and other benefits.

Long-term compensation includes bonuses and shares from the EJIP project.

### Other remunerations of executive directors and executives

|                                                                                        | 2022         | 2023         | 2024       |
|----------------------------------------------------------------------------------------|--------------|--------------|------------|
| Company's contribution to provident fund for executive directors and executives (Baht) | 1,212,462.00 | 1,339,703.25 | 359,301.96 |
| Employee Stock Ownership Plan (ESOP)                                                   | No           | No           | No         |

|                                          | 2022 | 2023 | 2024 |
|------------------------------------------|------|------|------|
| Employee Joint Investment Program (EJIP) | Yes  | Yes  | Yes  |

The Company has established a joint investment project between employers and employees (EJIP) to incentivize work performance and long-term collaboration with the company. Each project has a duration of 7 years.

### 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. Rewadee Amornsamanlak | rewadee.a@seliccorp.com | 0-2807-3347-9    |

### List of the company secretary

| General information          | Email                    | Telephone number |
|------------------------------|--------------------------|------------------|
| 1. Ms. Natnapin Wongratpanya | natnapin.w@seliccorp.com | 0-2807-3347-9    |

### List of the head of internal audit or outsourced internal auditor

| General information           | Email            | Telephone number |
|-------------------------------|------------------|------------------|
| 1. Ms. Somcharee Kaewkormadee | center@dir.co.th | 02-596-0500      |

### List of the head of the compliance unit

| General information          | Email                    | Telephone number |
|------------------------------|--------------------------|------------------|
| 1. Ms. Natnapin Wongratpanya | natnapin.w@seliccorp.com | 0-2807-3347-9    |

### 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. Wattara Arun | InvestorRelation@seliccorp.com | 0-2807-3347-9    |

### Company's auditor

### Details of the company's auditor

| Audit firms                                                                                              | Audit fee<br>(Baht) | Other service fees | Names and general information<br>of auditors                                                                                                                                                                                                                                                                                                                                               |
|----------------------------------------------------------------------------------------------------------|---------------------|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| KPMG PHOOMCHAI AUDIT<br>COMPANY LIMITED<br>YAN NAWA SATHON Bangkok 10120<br>Telephone number 0 2677 2000 | 5,675,000.00        | -                  | <p>1. Ms. DUSSANEE YIMSUWAN<br/>Email: dussanee@kpmg.co.th<br/>Telephone number: 0 2677 2000<br/>License number: 10235</p> <p>2. Mr. NATTHAPHONG<br/>TANTICHATTANON<br/>Email: natthaphong@kpmg.co.th<br/>Telephone number: 0 2677 2000<br/>License number: 8829</p> <p>3. Ms. SOPHIT PROMPOL<br/>Email: sophit@kpmg.co.th<br/>Telephone number: 0 2677 2000<br/>License number: 10042</p> |

### 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

#### Summary of duty performance of the board of directors over the past year

The BOD played an important role in setting and arranging the review of the Company's good corporate governance policy and key policies, as well as governing and overseeing to ensure that the formulation of the strategy and the annual plan is in line with the Company's main objectives and goals. The BOD has jointly worked with the Executive Committee and executives in specifying the vision, mission, values, and corporate strategy, leading toward enhancing competitive capabilities. The BOD has arranged to conduct the assessment of corporate governance (CG), together with the adequacy of the internal control system and corporate risk management guidelines. In addition, the BOD has also reviewed the policies on CG of the business and corporate sustainability

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

##### Information about the selection of the board of directors

#### List of directors whose terms have ended and have been reappointed

| List of directors           | Position                                | First appointment date of director | Skills and expertise                                                                        |
|-----------------------------|-----------------------------------------|------------------------------------|---------------------------------------------------------------------------------------------|
| Mr. NARONG SUWATTANAPHIM    | Vice-chairman of the Board of Directors | 29 Jun 2012                        | Petrochemicals & Chemicals, Accounting, Finance, Corporate Management, Strategic Management |
| M.L. THIRACHET SONAKUL      | Director                                | 14 Dec 2015                        | Marketing, Corporate Management, Sustainability, Risk Management, Governance/ Compliance    |
| Ms. PATTANANT PETCHCHEDCHOO | Director                                | 25 Aug 2016                        | Accounting, Finance, Internal Control, Risk Management, IT Management                       |

#### Selection of independent directors

##### Criteria for selecting independent directors

The Nomination and Remuneration Committee is responsible for recruiting and selecting individuals to be independent directors. They must not be prohibited by law and by the Company's Articles of Association, and not having inadequacy qualities to be entrusted to manage a public company owned by shareholders, as specified and announced by the Securities and Exchange Commission (SEC). The NRC takes into consideration the knowledge, capability, experience, expertise, vision and morality, ability to express opinions independently, particularly possessing qualifications defined as independent director of the Company, before nominating to the BOD for consideration and presenting the matter to the shareholders' meeting for consideration and election.

#### 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                     | : | Yes |
| through the nomination committee                                              |   |     |
| Method for selecting persons to be appointed as the highest-ranking executive | : | Yes |
| through the nomination committee                                              |   |     |

Number of directors from major shareholders

|                                                           |   |   |
|-----------------------------------------------------------|---|---|
| Number of directors from each group of major shareholders | : | 4 |
| over the past year (persons)                              |   |   |

Rights of minority shareholders on director appointment

The Company also provides an opportunity for minority shareholders to nominate individuals to be considered and elected as directors at the AGM of Shareholders in accordance with the set criteria. In 2024, the Company provided an opportunity for shareholders to nominate capable individuals who are ready to devote their time to fully perform their duties, and are qualified as specified by law, regardless of gender, religion, or race, to be elected as directors. The Company welcomed the nomination of directors from October 2, 2023 to December 31, 2023. The Company provided details and procedures for nominating directors via the Company’s website: [www.seliccorp.com](http://www.seliccorp.com) .

|                                |   |                                                                                                                              |
|--------------------------------|---|------------------------------------------------------------------------------------------------------------------------------|
| 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. Mr. ATHAVUDHI HIRUNBURANA<br>(Chairman of the Board of Directors)      | Participating                                        | Thai Institute of Directors (IOD)<br>• 2006: Director Certification Program (DCP)<br>Other<br>• 2024: ESG Risk Management                                                                                                                                                                                                                                                                                                                                                                |
| 2. Mr. NARONG SUWATTHANAPHIM<br>(Vice-chairman of the Board of Directors) | Participating                                        | Thai Institute of Directors (IOD)<br>• 2016: Director Certification Program (DCP)<br>Other<br>• 2024: ESG Risk Management                                                                                                                                                                                                                                                                                                                                                                |
| 3. Mr. EK SUWATTHANAPHIM<br>(Director)                                    | Participating                                        | Thai Institute of Directors (IOD)<br>• 2022: Subsidiary Governance Program (SGP)<br>• 2017: Board Nomination and Compensation Program (BNCP)<br>• 2016: Advanced Audit Committee Program (AACP)<br>• 2016: Ethical Leadership Program (ELP)<br>• 2005: Director Certification Program (DCP)<br>Other<br>• 2024: ESG Risk Management<br>• 2005: Finance For Non Finance Director (FND)                                                                                                    |
| 4. Mr. PORNPAT KIJAREON<br>(Director)                                     | Participating                                        | Thai Institute of Directors (IOD)<br>• 2022: Subsidiary Governance Program (SGP)<br>• 2017: Board Nomination and Compensation Program (BNCP)<br>• 2016: Advanced Audit Committee Program (AACP)<br>• 2015: Director Accreditation Program (DAP)<br>Other<br>• 2024: ESG Risk Management                                                                                                                                                                                                  |
| 5. M.L. THIRACHET SONAKUL<br>(Director)                                   | Participating                                        | Thai Institute of Directors (IOD)<br>• 2022: Subsidiary Governance Program (SGP)<br>• 2017: Board Nomination and Compensation Program (BNCP)<br>• 2016: Advanced Audit Committee Program (AACP)<br>• 2015: Director Accreditation Program (DAP)<br>Other<br>• 2024: ESG Risk Management                                                                                                                                                                                                  |
| 6. Ms. PATTANANT PETCHCHEDCHOO<br>(Director)                              | Participating                                        | Thai Institute of Directors (IOD)<br>• 2022: Subsidiary Governance Program (SGP)<br>• 2016: Successful Formulation & Execution of Strategy (SFE)<br>• 2015: Advanced Audit Committee Program (AACP)<br>• 2015: Risk Management Program for Corporate Leaders (RCL)<br>• 2014: Director Certification Program (DCP)<br>Other<br>• 2024: ESG Risk Management<br>• 2020: IT Governance and Cyber Resilience Program (ITG)<br>• 2017: Boardroom Success through Financing & Investment (BFI) |
| 7. Mr. ANOTAI ADULBHAN<br>(Director)                                      | Participating                                        | Thai Institute of Directors (IOD)<br>• 2023: Director Certification Program (DCP)<br>• 2021: Board Nomination and Compensation Program (BNCP)<br>• 2020: Role of the Chairman Program (RCP)<br>• 2015: Director Accreditation Program (DAP)<br>Other<br>• 2024: ESG Risk Management                                                                                                                                                                                                      |

| List of directors                           | Participation in training in the past financial year | History of training participation                                                                                                                                                                                                                                                                                                                                                                       |
|---------------------------------------------|------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8. Ms. NATTHAKAN THANAWADEE<br>(Director)   | Participating                                        | Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2024: Director Certification Program (DCP)</li> <li>• 2022: Director Accreditation Program (DAP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: ESG Risk Management</li> <li>• 2020: Boardroom Success through Financing &amp; Investment (BFI)</li> <li>• 2020: Company Secretary Program (CSP)</li> </ul> |
| 9. Mrs. ANGELI SUWATTHANAPHIM<br>(Director) | Participating                                        | Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2012: Director Certification Program (DCP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: ESG Risk Management</li> </ul>                                                                                                                                                                                    |
| 10. Mrs. WILAWAN SONGJAROEN<br>(Director)   | Participating                                        | Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2009: Director Certification Program (DCP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: ESG Risk Management, Beyond Training</li> <li>• 2009: Company Director Course - AICD</li> </ul>                                                                                                                   |

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

The Board of Directors shall conduct the performance assessment of the BOD and sub-committees at least once a year. The assessment of the BOD, prepared for both the whole Board and individual director. Each set of assessment forms consists of 2 parts: the part that is a closed-ended question and the part that is an open-ended question. Each director/committee member must assess both sections, the assessment criteria as follows:

Score above 85% - Excellent

Score above 75% - Very Good

Score above 65% - Good

Score above 50% - Satisfactory

Score below 50% - Needs Improvement

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

In 2024, the self-assessment results of the BOD

the assessment results of the Board of Directors as a whole showed that the work performance was excellent. The performance assessment score was 98%

The assessment results of the Board of Directors (individual) showed that the work performance was excellent. The performance assessment score was 99%

the assessment results of the Board of Directors (individual) showed that the work performance was excellent. The performance assessment score was 99%

### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The Board of Directors has the responsibility to arrange for the assessment of the Chief Executive Officer (CEO)'s performance. The NRC has been assigned to assess the performance of the CEO. It is purposely to monitor and review the CEO's management to ensure that it is in line with the main corporate objectives and goals, and in accordance with the long-term benefits of the business. The Company assesses the performance of the 1. Progress of the Plan: to assess the

performance according to the target, and the status of success

2. Performance Measurement by specifying the topics in the assessment

3. Development: to assess the key strengths that the CEO and senior executives and the issues that should further develop in the following year

## 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 : 9  
(times)

Date of AGM meeting : 26 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. Mr. ATHAVUDHI HIRUNBURANA<br>(Chairman of the Board of Directors, Independent director) | 9                                            | / | 9                      | 1                      | / | 1                      | N/A                    | / | N/A                    |
| 2. Mr. NARONG SUWATTHANAPHIM<br>(Vice-chairman of the Board of Directors)                  | 9                                            | / | 9                      | 1                      | / | 1                      | N/A                    | / | N/A                    |
| 3. Mr. EK SUWATTHANAPHIM<br>(Director)                                                     | 9                                            | / | 9                      | 1                      | / | 1                      | N/A                    | / | N/A                    |
| 4. Mr. PORNPAT KIJAREON<br>(Director, Independent director)                                | 9                                            | / | 9                      | 1                      | / | 1                      | N/A                    | / | N/A                    |
| 5. M.L. THIRACHET SONAKUL<br>(Director, Independent director)                              | 9                                            | / | 9                      | 1                      | / | 1                      | N/A                    | / | N/A                    |
| 6. Ms. PATTANANT PETCHCHEDCHOO<br>(Director, Independent director)                         | 9                                            | / | 9                      | 1                      | / | 1                      | N/A                    | / | N/A                    |
| 7. Mr. ANOTAI ADULBHAN<br>(Director, Independent director)                                 | 9                                            | / | 9                      | 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. Ms. NATTHAKAN THANAWADEE (Director)                       | 8                                            | / | 9                      | 1                      | / | 1                      | N/A                    | / | N/A                    |
| 9. Mrs. ANGELI SUWATTHANAPHIM (Director)                     | 9                                            | / | 9                      | 1                      | / | 1                      | N/A                    | / | N/A                    |
| 10. Mrs. WILAWAN SONGJAROEN (Director, Independent director) | 9                                            | / | 9                      | 1                      | / | 1                      | N/A                    | / | N/A                    |

## Remuneration of the board of directors

### Types of remuneration of the board of directors

the BOD and the Sub-Committees consisting of monthly remuneration, meeting attendance fee, Employment Joint Investment Program (EJIP) benefits, and bonus.

### 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. Mr. ATHAVUDHI HIRUNBURANA (Chairman of the Board of Directors)      |                   |                             | 718,000.00   |                           | 361,000.00                                           |
| Board of Directors                                                     | 60,000.00         | 658,000.00                  | 718,000.00   | No                        |                                                      |
| 2. Mr. NARONG SUWATTHANAPHIM (Vice-chairman of the Board of Directors) |                   |                             | 756,000.00   |                           | 0.00                                                 |
| Board of Directors                                                     | 60,000.00         | 696,000.00                  | 756,000.00   | No                        |                                                      |
| 3. Mr. EK SUWATTHANAPHIM (Director)                                    |                   |                             | 560,000.00   |                           | 210,000.00                                           |
| Board of Directors                                                     | 60,000.00         | 460,000.00                  | 520,000.00   | No                        |                                                      |

| Names of directors / Board of directors                       | Company           |                             |                   |                           | Total monetary remuneration from subsidiaries (Baht) |
|---------------------------------------------------------------|-------------------|-----------------------------|-------------------|---------------------------|------------------------------------------------------|
|                                                               | Meeting allowance | Other monetary remuneration | Total (Baht)      | Non-monetary remuneration |                                                      |
| Executive Committee                                           | 0.00              | 0.00                        | 0.00              | No                        |                                                      |
| Nomination and Remuneration Committee                         | 30,000.00         | 0.00                        | 30,000.00         | No                        |                                                      |
| Corporate Governance and Sustainability Development Committee | 10,000.00         | 0.00                        | 10,000.00         | No                        |                                                      |
| <b>4. Mr. PORNPAT KIJAREON (Director)</b>                     |                   |                             | <b>820,000.00</b> |                           | <b>0.00</b>                                          |
| Board of Directors                                            | 60,000.00         | 580,000.00                  | 640,000.00        | No                        |                                                      |
| Audit Committee                                               | 60,000.00         | 0.00                        | 60,000.00         | No                        |                                                      |
| Risk Management Committee                                     | 60,000.00         | 0.00                        | 60,000.00         | No                        |                                                      |
| Nomination and Remuneration Committee                         | 40,000.00         | 0.00                        | 40,000.00         | No                        |                                                      |
| Corporate Governance and Sustainability Development Committee | 20,000.00         | 0.00                        | 20,000.00         | No                        |                                                      |
| <b>5. M.L. THIRACHET SONAKUL (Director)</b>                   |                   |                             | <b>412,000.00</b> |                           | <b>277,000.00</b>                                    |
| Board of Directors                                            | 60,000.00         | 220,000.00                  | 280,000.00        | No                        |                                                      |
| Nomination and Remuneration Committee                         | 60,000.00         | 0.00                        | 60,000.00         | No                        |                                                      |
| Corporate Governance and Sustainability Development Committee | 20,000.00         | 0.00                        | 20,000.00         | No                        |                                                      |
| Risk Management Committee                                     | 52,000.00         | 0.00                        | 52,000.00         | No                        |                                                      |
| <b>6. Ms. PATTANANT PETCHCHEDCHOO (Director)</b>              |                   |                             | <b>764,000.00</b> |                           | <b>0.00</b>                                          |
| Board of Directors                                            | 60,000.00         | 580,000.00                  | 640,000.00        | No                        |                                                      |

| Names of directors / Board of directors                                   | Company           |                             |                   |                           | Total monetary remuneration from subsidiaries (Baht) |
|---------------------------------------------------------------------------|-------------------|-----------------------------|-------------------|---------------------------|------------------------------------------------------|
|                                                                           | Meeting allowance | Other monetary remuneration | Total (Baht)      | Non-monetary remuneration |                                                      |
| Audit Committee                                                           | 72,000.00         | 0.00                        | 72,000.00         | No                        |                                                      |
| Risk Management Committee                                                 | 52,000.00         | 0.00                        | 52,000.00         | No                        |                                                      |
| <b>7. Mr. ANOTAI ADULBHAN (Director)</b>                                  |                   |                             | <b>460,000.00</b> |                           | <b>0.00</b>                                          |
| Board of Directors                                                        | 60,000.00         | 340,000.00                  | 400,000.00        | No                        |                                                      |
| Audit Committee                                                           | 60,000.00         | 0.00                        | 60,000.00         | No                        |                                                      |
| <b>8. Ms. NATTHAKAN THANAWADEE (Director)</b>                             |                   |                             | <b>270,000.00</b> |                           | <b>0.00</b>                                          |
| Board of Directors                                                        | 50,000.00         | 220,000.00                  | 270,000.00        | No                        |                                                      |
| <b>9. Mrs. ANGELI SUWATTHANAPHIM (Director)</b>                           |                   |                             | <b>280,000.00</b> |                           | <b>237,000.00</b>                                    |
| Board of Directors                                                        | 60,000.00         | 220,000.00                  | 280,000.00        | No                        |                                                      |
| Executive Committee                                                       | 0.00              | 0.00                        | 0.00              | No                        |                                                      |
| <b>10. Mrs. WILAWAN SONGJAROEN (Director)</b>                             |                   |                             | <b>410,000.00</b> |                           | <b>0.00</b>                                          |
| Board of Directors                                                        | 60,000.00         | 320,000.00                  | 380,000.00        | No                        |                                                      |
| Corporate Governance and Sustainability Development Committee             | 30,000.00         | 0.00                        | 30,000.00         | No                        |                                                      |
| <b>11. Mr. Ken Suwatthanaphim (Member of the executive committee)</b>     |                   |                             | <b>0.00</b>       |                           | <b>0.00</b>                                          |
| Executive Committee                                                       | 0.00              | 0.00                        | 0.00              | No                        |                                                      |
| <b>12. Ms. Anyamanee Thanpongprud (Member of the executive committee)</b> |                   |                             | <b>0.00</b>       |                           | <b>0.00</b>                                          |
| Executive Committee                                                       | 0.00              | 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 |                                                      |
| 13. Ms. YUWADEE AIAMSONTISUP<br>(Member of the executive committee)  |                   |                             | 0.00         |                           | 0.00                                                 |
| Executive Committee                                                  | 0.00              | 0.00                        | 0.00         | No                        |                                                      |
| 14. Ms. Nida Thiengtham<br>(Member of the executive committee)       |                   |                             | 0.00         |                           | 0.00                                                 |
| Executive Committee                                                  | 0.00              | 0.00                        | 0.00         | No                        |                                                      |
| 15. Ms. Munlika Thanataweerat<br>(Member of the executive committee) |                   |                             | 0.00         |                           | 0.00                                                 |
| Executive Committee                                                  | 0.00              | 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                                            | 590,000.00        | 4,294,000.00                | 4,884,000.00 |
| 2. Audit Committee                                               | 192,000.00        | 0.00                        | 192,000.00   |
| 3. Executive Committee                                           | 0.00              | 0.00                        | 0.00         |
| 4. Risk Management Committee                                     | 164,000.00        | 0.00                        | 164,000.00   |
| 5. Nomination and Remuneration Committee                         | 130,000.00        | 0.00                        | 130,000.00   |
| 6. Corporate Governance and Sustainability Development Committee | 80,000.00         | 0.00                        | 80,000.00    |

#### Summary of the remuneration of the board of directors

|                                    | 2024         |
|------------------------------------|--------------|
| Meeting allowance (Baht)           | 1,156,000.00 |
| Other monetary remuneration (Baht) | 4,294,000.00 |
| Total (Baht)                       | 5,450,000.00 |

## Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of : 0.00  
directors over the past year  
(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                                                                                              | : Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Mechanism for overseeing subsidiaries and associated companies                                                                                           | : Yes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 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 |

The Company has set up a policy on the governing and overseeing aspects of the management of the subsidiaries and associated companies, aiming at efficiency in line with the specified measures and mechanism. In addition, the subsidiaries and associated companies shall also oversee and manage in compliance with the Company's policies, laws, rules & regulations, and other relevant criteria, so as to safeguard the return on investment and to manage the governing and overseeing of the subsidiaries and the associated companies, with details as follows:

1. The Company shall appoint representatives to serve as directors or executives in the subsidiaries and associated companies. The number of representatives serving as directors of subsidiaries and associated companies in proportion to the Company's shareholding in subsidiaries and associated companies shall be in the ratio in line with the shareholding of the subsidiaries and associated companies, and/or in line with the agreements signed between the Company and the subsidiaries, and the associated companies.
2. The directors or executives of the subsidiaries and associated companies assigned by the Company shall be responsible for governing and overseeing the matters specified.
3. In case the subsidiaries and associated companies enter into any transaction that obligates the Company to disclose information to SET in accordance with the set criteria, the subsidiaries and associated companies must notify the Company's Management immediately after the resolution of the plan to enter into the transaction or occurrence of such event.
4. Directors and executives who represent the Company in the subsidiaries and associated companies shall oversee not to have any stakeholder or person with conflict of interest with the subsidiaries and associated companies, whether directly or indirectly, to jointly take part in approving such matter.
5. The Company shall oversee and monitor the subsidiaries and associated companies to ensure compliance with the law, criteria, rules & regulations, and related orders & disciplines. In addition, there shall be good management, complying with the principles of good corporate governance, business ethics, and the Company's anti-corruption policy, as well as other policies of the Company or in accordance with the Company.
6. The Company shall regularly consider the performance reports from the subsidiaries and associated companies, in order to process the operational planning and set the goals for the future.

## 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 : Yes  
over the past year

The Company has set a policy for the Board of Directors, executives, and employees to perform their duties in the best interests of the Company. In the event that any person has conflict of interest or is involved in the transaction under consideration, such person must notify the business unit in charge of such matter and must not participate in the process of such transaction.

In the past year, the Company has investigated cases that may cause conflicts of interest and found that there were no transactions related to the Board of Directors, executives, and employees. The ultimate goal is to enhance corporate governance within the organization.

### 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 : Yes  
information to seek benefits over the past year

The Company oversees the use of inside information in compliance with the principles of good corporate governance. The policy specifies that the directors and executives have to report changes in securities holdings to the SEC, under Section 59 of the Securities and Exchange Act B.E. 2535 (1992) within 3 days counting from the date of change in securities holdings, as well as notifying the information via online system to the SEC for the SEC to record the changes and summarize the number of securities of each director and executive, on an individual basis.

The Company has a strict policy prohibiting the disclosure of financial statements or other information that can affect the price of the Company's securities to outsiders or unrelated persons. The Company Secretary shall notify the directors, and executives not to trade securities for one month before the financial statements or other information that has impact on the Company's securities price is released to the public. The Company's securities must not be traded until after the 24-hour period that the information has been disclosed to the public.

### 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 : Yes  
year

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

On August 21, 2018, the Company participated in the Declaration of Intention to become a member of Thailand's Private Sector Collective Action Coalition Against Corruption (CAC), (certified for the 1<sup>st</sup> time by the committee members of CAC). On September 30, 2021, the Company was certified as a CAC member (1<sup>st</sup> renewal). On September 30, 2024, the Company was certified as a CAC member (2<sup>nd</sup> renewal).

The Company implemented the Anti-Corruption Policy, as follows:

- (1) Conducted business risk and compliance risk assessments on a monthly basis, and reported to the Risk Management Committee on a quarterly basis.
- (2) Reviewed the completeness and adequacy of all processes as submitted by the Audit Committee, including monitoring and assessing.
- (3) The Company has communicated to the directors, executives, and employees, specifying that all the processes of the implementation are strictly within the scope of the law. If there is a mistake in the process due to negligence or unawareness, one shall be punished by the relevant government entity without having to lobby for acquittal.
- (4) The Company has provided a reporting channel in case there is a violation of the policy or any act of corruption, equipped with measures to protect the whistleblower.
- (5) The Company has organized a training & reviewing on the topic of "Anti-Corruption" for executives and employees, and orientation sessions for new employees, with knowledge testing after the training to ensure that employees understand anti-corruption policy and implementation, risk assessment and measures to reduce corruption risks, including how to apply the knowledge gained from the training and put into practice efficiently.

#### 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 : Yes  
over the past year

The Company provides a contact channel for stakeholders in case they want to express opinions, and whistleblowing in the event of finding illegal acts or business ethics of the Company, or unfair treatment in matters related to the Company.

The stakeholders can report via phone call, Email or the Company's Website.

In 2024, there was no whistleblowing report or complaint

#### 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    |

#### The monitoring of compliance with other corporate governance policy and guidelines

The Company places great importance on good corporate governance by setting relevant policies and guidelines in the Company's Corporate Governance Policy and Code of Conduct, as well as encouraging real practices to build confidence among all groups of stakeholders.

In the past year (2024), The Company has been monitoring to ensure compliance with good corporate governance, covering the following cares:

- 1) Employees, with non-discrimination policy
- 2) Responsibility to stakeholders
- 3) Environment, hygiene and safety in the organization

The results of the follow-up showed that the Company has fully implemented the tasks according to the guidelines for each issue.

## 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 Ms. PATTANANT PETCHCHEDCHOO<br>(Chairman of the audit committee) | 4                                     | / | 4                                 |
| 2 Mr. PORNPAT KIJAREON<br>(Member of the audit committee)          | 4                                     | / | 4                                 |
| 3 Mr. ANOTAI ADULBHAN<br>(Member of the audit committee)           | 4                                     | / | 4                                 |

### The results of duty performance of the audit committee

The performance of the AC can be summarized as follows:

- 1) Reviewed and provided opinions on the Company's annual and quarterly financial statements to be proposed to the Board of Directors for consideration and approval of the financial statements
- 2) Conducted internal control system review, and internal audit
- 3) Reviewed the Company's transactions with persons who may have conflicts of interest.
- 4) Considered the investment process, and summarized and reported regarding the investment information of the Company, subsidiaries, and associated companies.
- 5) Considered and reviewed the self-assessment form, with the objective to develop an anti-corruption system.
- 6) Considered and provided opinions on the internal control system of the Company and subsidiaries, purposely to apply for the relocation of the secondary market.

## Information on summary of the results of duty performance of subcommittees

### Meeting attendance and the results of duty performance of subcommittees

#### Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 1

| List of Directors | Meeting attendance of Executive Committee |   |                                  |
|-------------------|-------------------------------------------|---|----------------------------------|
|                   | Meeting attendance (times)                | / | Meeting attendance right (times) |

| List of Directors                                                         | Meeting attendance of Executive Committee |   |                                  |
|---------------------------------------------------------------------------|-------------------------------------------|---|----------------------------------|
|                                                                           | Meeting attendance (times)                | / | Meeting attendance right (times) |
| 1 Mrs. ANGELI SUWATTHANAPHIM<br>(The chairman of the executive committee) | 1                                         | / | 1                                |
| 2 Mr. Ken Suwatthanaphim<br>(Member of the executive committee)           | 1                                         | / | 1                                |
| 3 Mr. EK SUWATTHANAPHIM<br>(Member of the executive committee)            | 1                                         | / | 1                                |
| 4 Ms. Anyamanee Thanpongprud<br>(Member of the executive committee)       | 0                                         | / | 1                                |
| 5 Ms. YUWADEE AIAMSONTISUP<br>(Member of the executive committee)         | 0                                         | / | 0                                |
| 6 Ms. Nida Thienngtham<br>(Member of the executive committee)             | 0                                         | / | 0                                |
| 7 Ms. Munlika Thanataweerat<br>(Member of the executive committee)        | 0                                         | / | 0                                |

### The results of duty performance of Executive Committee

The performance of the Executive Committee can be summarized as follows:

- 1) Formulate the corporate vision, business strategy, business direction, business policies, goals, guidelines, implementation plans, and budgets of the Company and subsidiaries, to be presented to the Board of Directors for consideration and approval
- 2) Managing the Company's business in accordance with the Company's business objectives
- 3) Verify and follow up the implementation of the Company's policies and management guidelines as assigned by the BOD efficiently

### Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 4

| List of Directors                                             | Meeting attendance of Risk Management Committee |   |                                  |
|---------------------------------------------------------------|-------------------------------------------------|---|----------------------------------|
|                                                               | Meeting attendance (times)                      | / | Meeting attendance right (times) |
| 1 Mr. PORNPAT KIJAREON<br>(The chairman of the subcommittee)  | 4                                               | / | 4                                |
| 2 Ms. PATTANANT PETCHCHEDCHOO<br>(Member of the subcommittee) | 4                                               | / | 4                                |
| 3 M.L. THIRACHET SONAKUL<br>(Member of the subcommittee)      | 4                                               | / | 4                                |

### The results of duty performance of Risk Management Committee

The performance of the RMC can be summarized as follows:

- 1) Specified a systematic risk management structure throughout the organization, and govern & oversee to ensure the management of various aspects of risk caused by external factors, and internal factors resulting from the managing and

operating facets. In addition, the RMC also indicated the guidelines for risk handling and management to be at an acceptable level. Moreover, the RMC also communicated to all business units to realize the importance of risk management enterprise wide.

2) Monitored and evaluated the Company's risk management plan in various aspects, such as strategic risk, financial risk, operational risk, emerging risk, etc., while considering the guidelines and specifying the control measures to ensure that the risk is at an acceptable level for the Company.

3) Considered and reviewed the organization's risk management policy, and ensured compliance with the specified risk management framework and guidelines in line with the Company's strategy.

4) Monitored risk factors that may adversely affect the Company, such as the costs of raw materials, the fluctuation in foreign exchange rates, the economic recession, and the inflation, etc.

## Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 4  
Committee (times)

| List of Directors                                              | Meeting attendance of Nomination and Remuneration Committee |   |                                  |
|----------------------------------------------------------------|-------------------------------------------------------------|---|----------------------------------|
|                                                                | Meeting attendance (times)                                  | / | Meeting attendance right (times) |
| 1 M.L. THIRACHET SONAKUL<br>(The chairman of the subcommittee) | 4                                                           | / | 4                                |
| 2 Mr. PORNPAT KIJAREON<br>(Member of the subcommittee)         | 4                                                           | / | 4                                |
| 3 Mr. EK SUWATTHANAPHIM<br>(Member of the subcommittee)        | 3                                                           | / | 4                                |

## The results of duty performance of Nomination and Remuneration Committee

The main points of the NRC's performance can be summarized as follows:

- 1) Considered the qualifications of the nominated directors to be appointed to replace the directors whose terms expired in 2024, by proposing the matter to the Board of Directors for approval before proposing it to the 2024 Annual General Meeting (AGM) of Shareholders for approval.
- 2) Considered the nomination of qualified individuals to serve as the Company's directors in compliance with the recruitment process in a transparent manner.
- 3) Considered the recruitment of qualified external individuals to nominate as representatives of the Company to serve as directors or executives in subsidiaries and associated companies.
- 4) Considered the recruitment of qualified external individuals to nominate as representatives of the Company to take up the position of senior executives of the Company.

## Meeting attendance of Corporate Governance and Sustainability Development Committee

Meeting Corporate Governance and : 2  
Sustainability Development Committee (times)

| List of Directors                                               | Meeting attendance of Corporate Governance and Sustainability Development Committee |   |                                  |
|-----------------------------------------------------------------|-------------------------------------------------------------------------------------|---|----------------------------------|
|                                                                 | Meeting attendance (times)                                                          | / | Meeting attendance right (times) |
| 1 Mrs. WILAWAN SONGJAROEN<br>(The chairman of the subcommittee) | 2                                                                                   | / | 2                                |
| 2 M.L. THIRACHET SONAKUL<br>(Member of the subcommittee)        | 2                                                                                   | / | 2                                |
| 3 Mr. EK SUWATTHANAPHIM<br>(Member of the subcommittee)         | 1                                                                                   | / | 2                                |
| 4 Mr. PORNPAT KIJAREON<br>(Member of the subcommittee)          | 2                                                                                   | / | 2                                |

## The results of duty performance of Corporate Governance and Sustainability Development Committee

The performance of the CG & SD Committee can be summarized as follows:

- 1) Governed and promoted sustainable development, and governed & oversaw good corporate governance embracing key principles to strengthen the organization and to create long-term shared value for all stakeholders
- 2) Monitored the implementation progress of corporate governance and sustainable development such as SET ESG Rating, CGR Checklist
- 3) Reviewed and improved the CG policy, Code of Conduct, Code of Conduct for the directors, executives and employees, Anti-Corruption policy, and Whistleblowing and Complaint policy
- 4) Considered the Human Rights Due Diligence (HRDD) report in all dimensions
- 5) Considered and specified sustainability road map, and “go net zero” goal
- 6) Reviewed the Company's sustainability policy and sustainability management structure
- 7) Considered the framework for the preparation of the Company's 2024 Sustainability Report
- 8) Acknowledged and monitored the whistleblowing and complaints regarding compliance with the Code of Business Ethics and Anti-Corruption

## Corporate Sustainability Policy

### Information on policy and goals of sustainable management

#### Sustainability Policy

Sustainability Policy : Yes

#### Sustainability management goals

Does the company set sustainability management goals : Yes

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 15 Life on Land, Goal 16 Peace, Justice and Strong Institutions, Goal 17 Partnerships for the Goals

### 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

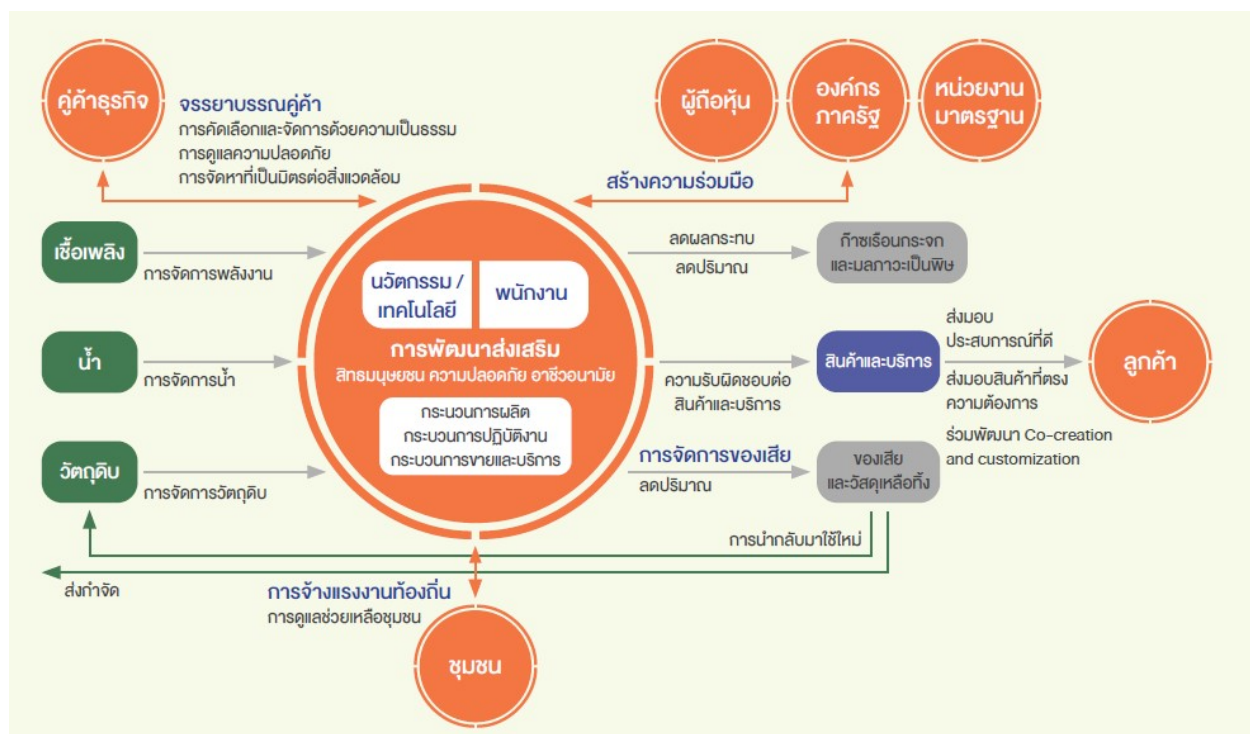
Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

### Information on impacts on stakeholder management in business value chain

#### Business value chain

#### Business value chain diagram



value chain

### 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>Internal stakeholders</u>         |                            |                                       |                                                                                                                                                                                                                                               |
| • Employees                          | -                          | -                                     | <ul style="list-style-type: none"> <li>• Internal Meeting</li> <li>• Complaint Reception</li> <li>• Employee Engagement Survey</li> <li>• Training / Seminar</li> <li>• Others</li> <li>• -</li> </ul>                                        |
| <u>External stakeholders</u>         |                            |                                       |                                                                                                                                                                                                                                               |
| • Customers                          | -                          | -                                     | <ul style="list-style-type: none"> <li>• Visit</li> <li>• Press Release</li> <li>• Online Communication</li> <li>• Complaint Reception</li> <li>• Satisfaction Survey</li> <li>• Training / Seminar</li> <li>• Others</li> <li>• -</li> </ul> |
| • Suppliers                          | -                          | -                                     | <ul style="list-style-type: none"> <li>• Complaint Reception</li> <li>• Satisfaction Survey</li> <li>• Others</li> <li>• -</li> </ul>                                                                                                         |
| • Society                            | -                          | -                                     | <ul style="list-style-type: none"> <li>• Visit</li> <li>• Social Event</li> <li>• Online Communication</li> <li>• Complaint Reception</li> </ul>                                                                                              |
| • Shareholders                       | -                          | -                                     | <ul style="list-style-type: none"> <li>• Press Release</li> <li>• Annual General Meeting (AGM)</li> <li>• Others</li> <li>• -</li> </ul>                                                                                                      |
| • Government agencies and Regulators | -                          | -                                     | <ul style="list-style-type: none"> <li>• External Meeting</li> <li>• Training / Seminar</li> <li>• Others</li> <li>• -</li> </ul>                                                                                                             |
| • Standard organization              | -                          | -                                     | <ul style="list-style-type: none"> <li>• External Meeting</li> <li>• Others</li> <li>• -</li> </ul>                                                                                                                                           |

## Information on organization's material sustainability topics

### Organization's material sustainability topics

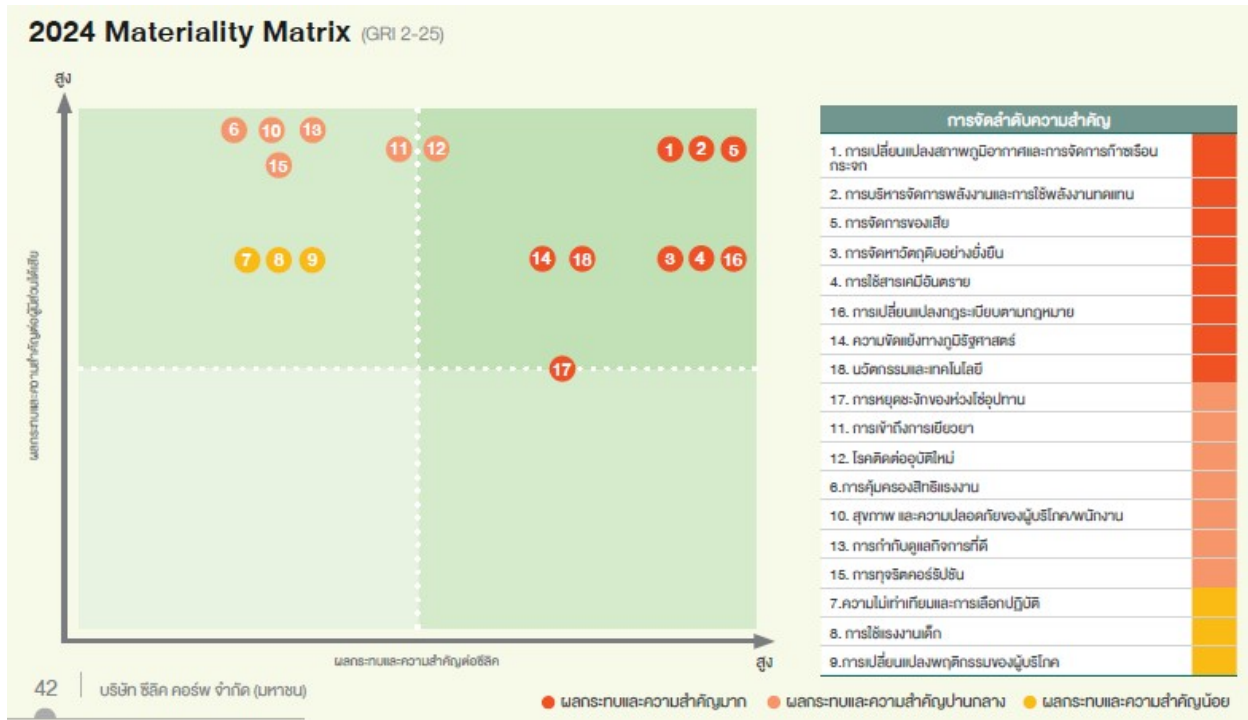
The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its sustainability materiality topics : Yes

## Details of organization's material sustainability topics

| The names of the sustainability materiality topics | Subjects related to the sustainability materiality topics                                                                                                                                                                                                                                                                                    |
|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Climate change and GHG                             | <ul style="list-style-type: none"> <li>• Greenhouse Gas Management</li> <li>• Sustainability Risk Management</li> <li>• Sustainable Supply Chain Management</li> <li>• Innovation Development</li> </ul>                                                                                                                                     |
| Energy Management                                  | <ul style="list-style-type: none"> <li>• Energy Management</li> <li>• Greenhouse Gas Management</li> <li>• Sustainable Supply Chain Management</li> </ul>                                                                                                                                                                                    |
| Sustainable Sourcing                               | <ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Sustainability Risk Management</li> <li>• Sustainable Supply Chain Management</li> </ul>                                                                                                                                                                                    |
| Use of chemical                                    | <ul style="list-style-type: none"> <li>• Environmental Management Standards Policy and Compliance</li> <li>• Waste and Waste Management</li> <li>• Human Rights</li> <li>• Sustainability Risk Management</li> </ul>                                                                                                                         |
| Waste Management                                   | <ul style="list-style-type: none"> <li>• Environmental Management Standards Policy and Compliance</li> <li>• Water Management</li> <li>• Waste and Waste Management</li> <li>• Human Rights</li> <li>• Community / Social Responsibility</li> <li>• Sustainability Risk Management</li> <li>• Sustainable Supply Chain Management</li> </ul> |
| Compliance with laws and regulations               | <ul style="list-style-type: none"> <li>• Environmental Management Standards Policy and Compliance</li> <li>• Fair Labor Practices</li> <li>• Good Governance</li> <li>• Sustainability Risk Management</li> </ul>                                                                                                                            |

## Diagram of organization's material sustainability topics



## Information on sustainability report

### Corporate sustainability report

Corporate sustainability report : Have data

### Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : GRI Standards, UN Global Compact guidelines

## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

### Information on ESG risk factors management standards

#### ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM), Others : -

### Information on ESG risk factors

#### Risk factors on business operation

#### Operational risk associated with the Company or the group of companies

##### Risk 1 Strategic Risk

Related risk factors : Strategic Risk

- Behavior or needs of customers / consumers
- Economic risk

Financial Risk

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

ESG risk factors : Yes

##### Risk 2 Operation Risk

Related risk factors : Operational Risk

- Shortage or fluctuation in pricing of raw materials or productive resources

ESG risk factors : No

##### Risk 3 Financial Risk

Related risk factors : Financial Risk

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

• Other : -

ESG risk factors : No

##### Risk 4 Regulation Risk

Related risk factors : Operational Risk

- Impact on human rights
- Corruption

Compliance Risk

• Other : -

ESG risk factors : Yes

##### Risk 5 ESG Risk

Related risk factors : Strategic Risk

- ESG risk

Operational Risk

• Other : -

ESG risk factors : Yes

#### Risk-related consequences

Reputation

**Risk 6 Emerging Risk**

Related risk factors : Strategic Risk

- Economic risk
- Pandemic risk
- Climate change and disasters

Operational Risk

- Information security and cyber-attack
- Climate change and disasters
- Pandemic risk

ESG risk factors : Yes

**Information on business continuity plan (BCP)**

**Business Continuity Plan (BCP)**

Business Continuity Plan (BCP) : Yes

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 : Yes

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company’s sustainable supply chain management plan : Yes

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : Yes

|                                                                                                 | 2022 | 2023   | 2024   |
|-------------------------------------------------------------------------------------------------|------|--------|--------|
| Percentage of new suppliers undergoing sustainability screening criteria over the past year (%) | 0.00 | 100.00 | 100.00 |

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

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? : Yes

|                                                                                                               | 2022 | 2023   | 2024   |
|---------------------------------------------------------------------------------------------------------------|------|--------|--------|
| Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%) | 0.00 | 100.00 | 100.00 |

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

### Information on organization's innovation culture development and promotion process

#### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes  
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 : Yes  
innovation development?

|                                                                                                    | 2022 | 2023         | 2024          |
|----------------------------------------------------------------------------------------------------|------|--------------|---------------|
| Revenue or sales generated from the innovations development of product, service, or process (Baht) | 0.00 | 6,000,000.00 | 10,000,000.00 |

##### Non-financial benefits

Does the company measure the non-financial benefits from : Yes  
innovation development?

|                                                 | 2022 | 2023 | 2024 |
|-------------------------------------------------|------|------|------|
| Number of Green Product with certificate (Unit) | 1.00 | 1.00 | 2.00 |

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