

## ESG Performance

Company Name: SELIC CORP PUBLIC COMPANY LIMITED Symbol: SELIC

Market: SET Industry Group: Industrials Sector: Industrial Materials & Machinery

### Environment

#### 1 Environmental Management

##### 1.1 Environmental Policy and Practice

|                                                         |                                                                                                                   |
|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Corporate environmental policy and practice:            | Yes                                                                                                               |
| URL of environmental policy and practice:               | <a href="https://seliccorp.com/corporate-governance-policy">https://seliccorp.com/corporate-governance-policy</a> |
| Uploaded document of environmental policy and practice: | Environment Policy.pdf                                                                                            |

##### 1.2 Environmental Practices

|                                    |                                                                                                               |
|------------------------------------|---------------------------------------------------------------------------------------------------------------|
| Corporate environmental practices: | x Electricity Management x Water Management x Waste Management x Greenhouse Gas and Climate Change Management |
|------------------------------------|---------------------------------------------------------------------------------------------------------------|

#### 2 Energy Management

##### 2.1 Disclosure Boundary in Energy Management

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

##### 2.2 Electricity Consumption<sup>(\*)</sup>

| Detail                                                                                              | Unit           | Year         |              |              |
|-----------------------------------------------------------------------------------------------------|----------------|--------------|--------------|--------------|
|                                                                                                     |                | 2021         | 2022         | 2023         |
| Electricity consumption target                                                                      | Kilowatt-Hours | 0.00         | 0.00         | 0.00         |
| Total electricity consumption within the organization                                               | Kilowatt-Hours | 1,448,000.00 | 1,272,214.00 | 1,089,015.00 |
| Electricity purchased for consumption from non-renewable energy sources                             | Kilowatt-Hours | 1,448,000.00 | 1,272,214.00 | 1,089,015.00 |
| Electricity purchased or generated for consumption from renewable energy sources                    | Kilowatt-Hours | -            | -            | -            |
| Difference between total electricity consumption within the organization and target <sup>(**)</sup> | Kilowatt-Hours | 1,448,000.00 | 1,272,214.00 | 1,089,015.00 |

|                                                                                                                       |                                |           |          |          |
|-----------------------------------------------------------------------------------------------------------------------|--------------------------------|-----------|----------|----------|
| Percentage of the difference between total electricity consumption within the organization and target <sup>(**)</sup> | %                              | -         | -        | -        |
| Intensity ratio of total electricity consumption within the organization to total number of employees                 | Kilowatt-Hours / Person / Year | 10,342.86 | 9,711.56 | 8,782.38 |

**Additional explanation:**

<sup>(\*)</sup> Exclude electricity consumption outside of the Company.

<sup>(\*\*)</sup> Negative number (-) means the total electricity consumption within the organization is lower than the electricity consumption target, whereas positive number (+) means the total electricity consumption within the organization is higher than the electricity consumption target.

## 2.3 Electricity Consumption Intensity

| Detail                                                             | Unit                            | Year |      |      |
|--------------------------------------------------------------------|---------------------------------|------|------|------|
|                                                                    |                                 | 2021 | 2022 | 2023 |
| Intensity of total electricity consumption within the organization | Kilowatt-Hours / m <sup>2</sup> | -    | -    | -    |

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

| Detail                                                                    | Unit                 | Year         |              |              |
|---------------------------------------------------------------------------|----------------------|--------------|--------------|--------------|
|                                                                           |                      | 2021         | 2022         | 2023         |
| Total electricity expense                                                 | Baht                 | 5,456,982.00 | 5,492,276.00 | 5,268,787.00 |
| Percentage of total electricity expense to total expenses <sup>(**)</sup> | %                    | -            | -            | -            |
| Percentage of total electricity expense to total revenues <sup>(**)</sup> | %                    | -            | -            | -            |
| Intensity ratio of total electricity expense to total number of employees | Baht / Person / Year | 38,978.44    | 41,925.77    | 42,490.22    |

**Additional explanation:**

<sup>(\*)</sup> Exclude electricity expense outside of the Company.

<sup>(\*\*)</sup> Total revenues and total expenses from consolidated financial statements.

## 2.5 Fuel Consumption

| Detail   | Unit   | Year      |           |           |
|----------|--------|-----------|-----------|-----------|
|          |        | 2021      | 2022      | 2023      |
| Jet fuel | Litres | 0.00      | 0.00      | 0.00      |
| Diesel   | Litres | 50,826.66 | 50,886.03 | 51,328.67 |
| Gasoline | Litres | 35,671.27 | 35,734.51 | 29,352.18 |
| Fuel oil | Litres | 0.00      | 0.00      | 0.00      |

|             |                     |           |           |           |
|-------------|---------------------|-----------|-----------|-----------|
| Crude oil   | Barrels             | 0.00      | 0.00      | 0.00      |
| Natural gas | Standard cubic feet | 0.00      | 0.00      | 0.00      |
| LPG         | Kilograms           | 85,245.00 | 70,848.00 | 60,720.00 |
| Steam       | Metric tonnes       | 0.00      | 0.00      | 0.00      |
| Coal        | Metric tonnes       | 0.00      | 0.00      | 0.00      |

**Additional explanation:** Exclude fuel consumption outside of the Company.

## 2.6 Fuel Expense<sup>(\*)</sup>

| Detail                                                             | Unit | Year |      |      |
|--------------------------------------------------------------------|------|------|------|------|
|                                                                    |      | 2021 | 2022 | 2023 |
| Total fuel expense                                                 | Baht | 0.00 | 0.00 | 0.00 |
| Percentage of total fuel expense to total expenses <sup>(**)</sup> | %    | -    | -    | -    |
| Percentage of total fuel expense to total revenues <sup>(**)</sup> | %    | -    | -    | -    |

**Additional explanation:**

<sup>(\*)</sup> Exclude fuel expense outside of the Company.

<sup>(\*\*)</sup> Total revenues and total expenses from consolidated financial statements.

## 2.7 Energy Consumption

| Detail                                           | Unit           | Year |      |      |
|--------------------------------------------------|----------------|------|------|------|
|                                                  |                | 2021 | 2022 | 2023 |
| Total energy consumption within the organization | Megawatt-Hours | -    | -    | 0.00 |

## 2.8 Energy Consumption Intensity

| Detail                                                                                               | Unit                                                      | Year |      |      |
|------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|------|------|------|
|                                                                                                      |                                                           | 2021 | 2022 | 2023 |
| Intensity ratio of total energy consumption within the organization to total revenues <sup>(*)</sup> | Megawatt-Hours /<br>Thousand Baht<br>of total<br>revenues | -    | -    | -    |
| Intensity of total energy consumption within the organization                                        | Megawatt-Hours / m <sup>2</sup>                           | -    | -    | -    |

**Additional explanation:**

<sup>(\*)</sup> Total revenues and total expenses from consolidated financial statements.

## 3 Water Management

### 3.1 Disclosure Boundary in Water Management

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

### 3.2 Water Withdrawal by Sources

| Detail                                                                                | Unit                                                    | Year     |          |          |
|---------------------------------------------------------------------------------------|---------------------------------------------------------|----------|----------|----------|
|                                                                                       |                                                         | 2021     | 2022     | 2023     |
| Water withdrawal target                                                               | Cubic meters                                            | -        | -        | -        |
| Total water withdrawal                                                                | Cubic meters                                            | 7,726.00 | 7,582.00 | 7,187.00 |
| Total water withdrawal by third-party water                                           | Cubic meters                                            | 7,726.00 | 7,582.00 | 7,187.00 |
| Total water withdrawal by surface water                                               | Cubic meters                                            | -        | -        | -        |
| Total water withdrawal by groundwater                                                 | Cubic meters                                            | -        | -        | -        |
| Total water withdrawal by seawater                                                    | Cubic meters                                            | -        | -        | -        |
| Total water withdrawal by produced water                                              | Cubic meters                                            | -        | -        | -        |
| Difference between total water withdrawal and target <sup>(*)</sup>                   | Cubic meters                                            | -        | -        | -        |
| Percentage of the difference between total water withdrawal and target <sup>(*)</sup> | %                                                       | -        | -        | -        |
| Intensity ratio of total water withdrawal to total number of employees                | Cubic meters /<br>Person / Year                         | 55.19    | 57.88    | 57.96    |
| Intensity ratio of total water withdrawal to total revenues <sup>(**)</sup>           | Cubic meters /<br>Thousand Baht<br>of<br>total revenues | -        | -        | -        |

**Additional explanation:**

<sup>(\*)</sup> Negative number (-) means the total water withdrawal is lower than the water withdrawal target, whereas positive number (+) means the total water withdrawal is higher than the water withdrawal target.

<sup>(\*\*)</sup> Total revenues and total expenses from consolidated financial statements.

### 3.3 Water Discharge by Destinations

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

### 3.4 Water Consumption

| Detail                  | Unit         | Year     |          |          |
|-------------------------|--------------|----------|----------|----------|
|                         |              | 2021     | 2022     | 2023     |
| Total water consumption | Cubic meters | 7,726.00 | 7,582.00 | 7,187.00 |

### 3.5 Water Consumption Intensity

| Detail                                                                      | Unit                                                    | Year |      |      |
|-----------------------------------------------------------------------------|---------------------------------------------------------|------|------|------|
|                                                                             |                                                         | 2021 | 2022 | 2023 |
| Intensity ratio of total water consumption to total revenues <sup>(*)</sup> | Cubic meters /<br>Thousand Baht<br>of total<br>revenues | -    | -    | -    |
| Intensity of total water consumption                                        | Cubic meters /<br>m <sup>2</sup>                        | -    | -    | -    |

Additional explanation:

<sup>(\*)</sup> Total revenues and total expenses from consolidated financial statements.

### 3.6 Water Withdrawal Expense

| Detail                                                | Unit | Year       |            |            |
|-------------------------------------------------------|------|------------|------------|------------|
|                                                       |      | 2021       | 2022       | 2023       |
| Total water withdrawal expense                        | Baht | 128,503.00 | 126,043.00 | 119,400.00 |
| Total water withdrawal expense from third-party water | Baht | 128,503.00 | 126,043.00 | 119,400.00 |

|                                                                                |                      |        |        |        |
|--------------------------------------------------------------------------------|----------------------|--------|--------|--------|
| Total water withdrawal expense from other sources                              | Baht                 | -      | -      | -      |
| Percentage of total water withdrawal expense to total expenses <sup>(7)</sup>  | %                    | -      | -      | -      |
| Percentage of total water withdrawal expense to total revenues <sup>(7)</sup>  | %                    | -      | -      | -      |
| Intensity ratio of total water withdrawal expense to total number of employees | Baht / Person / Year | 917.88 | 962.16 | 962.90 |

**Additional explanation:**

<sup>(7)</sup> Total revenues and total expenses from consolidated financial statements.

## 4 Waste Management

### 4.1 Disclosure Boundary in Waste Management

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

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

| Detail                                                                         | Unit                                                 | Year      |           |           |
|--------------------------------------------------------------------------------|------------------------------------------------------|-----------|-----------|-----------|
|                                                                                |                                                      | 2021      | 2022      | 2023      |
| Total waste generated                                                          | Kilograms                                            | 34,189.00 | 18,043.00 | 29,957.00 |
| Non-hazardous waste                                                            | Kilograms                                            | 0.00      | 0.00      | -         |
| Hazardous waste                                                                | Kilograms                                            | 34,189.00 | 18,043.00 | 29,957.00 |
| Intensity ratio of total waste generated to total revenues <sup>(**)</sup>     | Kilograms /<br>Thousand Baht<br>of<br>total revenues | -         | -         | -         |
| Intensity ratio of total non-hazardous waste to total revenues <sup>(**)</sup> | Kilograms /<br>Thousand Baht<br>of<br>total revenues | -         | -         | -         |
| Intensity ratio of total hazardous waste to total revenues <sup>(**)</sup>     | Kilograms /<br>Thousand Baht<br>of<br>total revenues | -         | -         | -         |

**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 total expenses from consolidated financial statements.

### 4.3 Reused / Recycled Waste

| Detail                      | Unit      | Year     |           |           |
|-----------------------------|-----------|----------|-----------|-----------|
|                             |           | 2021     | 2022      | 2023      |
| Total reused/recycled waste | Kilograms | 7,442.50 | 27,938.00 | 20,030.00 |

|                                                                          |           |          |           |           |
|--------------------------------------------------------------------------|-----------|----------|-----------|-----------|
| Reused/Recycled non-hazardous waste                                      | Kilograms | 7,442.50 | 27,938.00 | 20,030.00 |
| Reused/Recycled hazardous waste                                          | Kilograms | -        | -         | -         |
| Percentage of total reused/recycled waste to total waste generated       | %         | 21.77    | 154.84    | 66.86     |
| Percentage of reused/recycled non-hazardous waste to non-hazardous waste | %         | -        | -         | -         |
| Percentage of reused/recycled hazardous waste to hazardous waste         | %         | -        | -         | -         |

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

## 5 Greenhouse Gas Management

### 5.1 Disclosure Boundary in Greenhouse Gas Management

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

### 5.2 Greenhouse Gas Management Plan

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

### 5.3 Greenhouse Gas Emissions (GHG Emissions)

| Detail                        | Unit                                       | Year      |          |          |
|-------------------------------|--------------------------------------------|-----------|----------|----------|
|                               |                                            | 2021      | 2022     | 2023     |
| Total GHG emissions target    | Metric tonnes of carbon dioxide equivalent | -         | -        | -        |
| Total GHG emissions           | Metric tonnes of carbon dioxide equivalent | 21,725.49 | 9,153.00 | 1,066.00 |
| Total GHG emissions - scope 1 | Metric tonnes of carbon dioxide equivalent | 529.24    | 431.00   | 521.00   |

|                                                                                    |                                            |           |          |        |
|------------------------------------------------------------------------------------|--------------------------------------------|-----------|----------|--------|
| Total GHG emissions – scope 2                                                      | Metric tonnes of carbon dioxide equivalent | 723.86    | 636.00   | 545.00 |
| Total GHG emissions – scope 3                                                      | Metric tonnes of carbon dioxide equivalent | 20,472.39 | 8,086.00 | -      |
| Difference between total GHG emissions and target <sup>(*)</sup>                   | Metric tonnes of carbon dioxide equivalent | -         | -        | -      |
| Percentage of the difference between total GHG emissions and target <sup>(*)</sup> | %                                          | -         | -        | -      |

**Additional explanation:**

<sup>(\*)</sup> Negative number (-) means the total GHG emissions is lower than the total GHG emissions target, whereas positive number (+) means the total GHG emissions is higher than the total GHG emissions target.

## 5.4 Greenhouse Gas Emissions Intensity

| Detail                                                                  | Unit                                                                         | Year   |       |      |
|-------------------------------------------------------------------------|------------------------------------------------------------------------------|--------|-------|------|
|                                                                         |                                                                              | 2021   | 2022  | 2023 |
| Intensity ratio of total GHG emissions to total revenues <sup>(*)</sup> | Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues | -      | -     | -    |
| Intensity ratio of total GHG emissions to total number of employees     | Metric tonnes of carbon dioxide equivalent / Person                          | 155.18 | 69.87 | 8.60 |
| Intensity of GHG emissions                                              | Metric tonnes of carbon dioxide equivalent / m <sup>2</sup>                  | -      | -     | -    |

**Additional explanation:**

<sup>(\*)</sup> Total revenues and total expenses from consolidated financial statements.

## 5.5 Verification of Greenhouse Gas Emissions

| Detail                                   | Year                                                     |      |
|------------------------------------------|----------------------------------------------------------|------|
|                                          | 2022                                                     | 2023 |
| Verification of greenhouse gas emissions | Yes                                                      | No   |
| Name of verifying company (Thai)         | Excellence Center of Eco-Energy ของมหาวิทยาลัยธรรมศาสตร์ | -    |
| Name of verifying company (English)      | Excellence Center of Eco-Energy, Thammasat University    | -    |

## 5.6 Reduction of Greenhouse Gas

| Detail                 | Unit                                          | Year |      |            |
|------------------------|-----------------------------------------------|------|------|------------|
|                        |                                               | 2021 | 2022 | 2023       |
| Total reduced GHG      | Metric kilograms of carbon dioxide equivalent | -    | -    | 317,747.42 |
| Care the Bear Project  | Metric kilograms of carbon dioxide equivalent | -    | -    | 16.91      |
| Care the Whale Project | Metric kilograms of carbon dioxide equivalent | -    | -    | 317,730.51 |
| Other projects         | Metric kilograms of carbon dioxide equivalent | -    | -    | 0.00       |

## 5.7 Absorption and removal of Greenhouse Gas

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

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## ESG Performance

Company Name: SELIC CORP PUBLIC COMPANY LIMITED Symbol: SELIC

Market: SET Industry Group: Industrials Sector: Industrial Materials & Machinery

## Social

### 1 Human Rights

#### 1.1 Human Rights Policy and Practice

Corporate human rights policy and practice: Yes  
URL of Corporate human rights policy and practice: <https://seliccorp.com/corporate-governance-policy>  
Uploaded document of Corporate human rights policy and practice: Human right Policy.pdf

#### 1.2 Human Rights Practices

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

### 2 Fair Labor Practices

#### 2.1 Disclosure Boundary in Fair Labor Practices

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

#### 2.2 Employment

##### 2.2.1 Employees by Gender

| Detail                           | Unit    | Year  |       |       |
|----------------------------------|---------|-------|-------|-------|
|                                  |         | 2021  | 2022  | 2023  |
| Total number of employees        | Persons | 140   | 131   | 124   |
| Total number of male employees   | Persons | 77    | 72    | 68    |
| Percentage of male employees     | %       | 55.00 | 54.96 | 54.84 |
| Total number of female employees | Persons | 63    | 59    | 56    |

|                                |   |       |       |       |
|--------------------------------|---|-------|-------|-------|
| Percentage of female employees | % | 45.00 | 45.04 | 45.16 |
|--------------------------------|---|-------|-------|-------|

### 2.2.2 Employees by Age Group

| Detail                                       | Unit    | Year  |       |       |
|----------------------------------------------|---------|-------|-------|-------|
|                                              |         | 2021  | 2022  | 2023  |
| Total number of employees under 30 years old | Persons | 33    | 30    | 24    |
| Percentage of employees under 30 years old   | %       | 23.57 | 22.90 | 19.35 |
| Total number of employees 30–50 years old    | Persons | 82    | 76    | 76    |
| Percentage of employees 30–50 years old      | %       | 58.57 | 58.02 | 61.29 |
| Total number of employees over 50 years old  | Persons | 25    | 25    | 24    |
| Percentage of employees over 50 years old    | %       | 17.86 | 19.08 | 19.35 |

### 2.2.3 Male Employees by Age group

| Detail                                            | Unit    | Year  |       |       |
|---------------------------------------------------|---------|-------|-------|-------|
|                                                   |         | 2021  | 2022  | 2023  |
| Total number of male employees under 30 years old | Persons | 21    | 21    | 16    |
| Percentage of male employees under 30 years old   | %       | 27.27 | 29.17 | 23.53 |
| Total number of male employees 30–50 years old    | Persons | 46    | 39    | 40    |
| Percentage of male employees 30–50 years old      | %       | 59.74 | 54.17 | 58.82 |
| Total number of male employees over 50 years old  | Persons | 10    | 12    | 12    |
| Percentage of male employees over 50 years old    | %       | 12.99 | 16.67 | 17.65 |

### 2.2.4 Female Employees by Age group

| Detail | Unit | Year |      |      |
|--------|------|------|------|------|
|        |      | 2021 | 2022 | 2023 |

|                                                     |         |       |       |       |
|-----------------------------------------------------|---------|-------|-------|-------|
| Total number of female employees under 30 years old | Persons | 12    | 9     | 8     |
| Percentage of female employees under 30 years old   | %       | 19.05 | 15.25 | 14.29 |
| Total number of female employees 30–50 years old    | Persons | 36    | 37    | 36    |
| Percentage of female employees 30–50 years old      | %       | 57.14 | 62.71 | 64.29 |
| Total number of female employees over 50 years old  | Persons | 15    | 13    | 12    |
| Percentage of female employees over 50 years old    | %       | 23.81 | 22.03 | 21.43 |

### 2.2.5 Employees by Employee Category

| Detail                                         | Unit    | Year  |       |       |
|------------------------------------------------|---------|-------|-------|-------|
|                                                |         | 2021  | 2022  | 2023  |
| Total number of employees in operational level | Persons | 113   | 108   | 105   |
| Percentage of employees in operational level   | %       | 80.71 | 82.44 | 84.68 |
| Total number of employees in management level  | Persons | 21    | 17    | 15    |
| Percentage of employees in management level    | %       | 15.00 | 12.98 | 12.10 |
| Total number of employees in executive level   | Persons | 6     | 6     | 4     |
| Percentage of employees in executive level     | %       | 4.29  | 4.58  | 3.23  |

### 2.2.6 Male Employees by Employee Category

| Detail                                              | Unit    | Year  |       |       |
|-----------------------------------------------------|---------|-------|-------|-------|
|                                                     |         | 2021  | 2022  | 2023  |
| Total number of male employees in operational level | Persons | 63    | 60    | 59    |
| Percentage of male employees in operational level   | %       | 81.82 | 83.33 | 86.76 |
| Total number of male employees in management level  | Persons | 10    | 9     | 8     |
| Percentage of male employees in management level    | %       | 12.99 | 12.50 | 11.76 |
| Total number of male employees in executive level   | Persons | 4     | 3     | 1     |
| Percentage of male employees in executive level     | %       | 5.19  | 4.17  | 1.47  |

### 2.2.7 Female Employees by Employee Category

| Detail                                                | Unit    | Year  |       |       |
|-------------------------------------------------------|---------|-------|-------|-------|
|                                                       |         | 2021  | 2022  | 2023  |
| Total number of female employees in operational level | Persons | 50    | 48    | 46    |
| Percentage of female employees in operational level   | %       | 79.37 | 81.36 | 82.14 |
| Total number of female employees in management level  | Persons | 11    | 8     | 7     |

|                                                     |         |       |       |       |
|-----------------------------------------------------|---------|-------|-------|-------|
| Percentage of female employees in management level  | %       | 17.46 | 13.56 | 12.50 |
| Total number of female employees in executive level | Persons | 2     | 3     | 3     |
| Percentage of female employees in executive level   | %       | 3.17  | 5.08  | 5.36  |

## 2.2.8 Employment of Workers with Disabilities

| Detail                                                          | Unit    | Year |      |      |
|-----------------------------------------------------------------|---------|------|------|------|
|                                                                 |         | 2021 | 2022 | 2023 |
| Total employment of workers with disabilities                   | Persons | 3    | 2    | 1    |
| Total number of employees with disabilities                     | Persons | 3    | 2    | 1    |
| Percentage of employees with disabilities                       | %       | 2.14 | 1.53 | 0.81 |
| Total number of workers who are not employees with disabilities | Persons | -    | -    | -    |

## 2.3 Employee Remuneration

### 2.3.1 Employee Remuneration by Gender

| Detail                                                              | Unit          | Year |               |               |
|---------------------------------------------------------------------|---------------|------|---------------|---------------|
|                                                                     |               | 2021 | 2022          | 2023          |
| Total employee remuneration                                         | Baht          | 0.00 | 80,141,542.90 | 51,946,530.28 |
| Total male employee remuneration                                    | Baht          | -    | 44,449,988.09 | 22,856,473.32 |
| Percentage of remuneration in male employees                        | %             | -    | 55.46         | 44.00         |
| Total female employee remuneration                                  | Baht          | -    | 35,691,554.81 | 29,090,056.96 |
| Percentage of remuneration in female employees                      | %             | -    | 44.54         | 56.00         |
| Average remuneration of employees                                   | Baht / Person | 0.00 | 611,767.50    | 418,923.63    |
| Average remuneration of male employees                              | Baht / Person | -    | 617,360.95    | 336,124.61    |
| Average remuneration of female employees                            | Baht / Person | -    | 604,941.61    | 519,465.30    |
| Ratio of average remuneration of female employees to male employees |               | -    | 0.98          | 1.55          |

### 2.3.2 Employee Provident Fund

| Detail                                                                                                 | Unit    | Year         |              |              |
|--------------------------------------------------------------------------------------------------------|---------|--------------|--------------|--------------|
|                                                                                                        |         | 2021         | 2022         | 2023         |
| Total number of employees joining employee provident fund                                              | Persons | 97           | 88           | 101          |
| Percentage of total number of employees joining employee provident fund to total number of employees   | %       | 69.28        | 67.18        | 81.45        |
| Total amount of provident fund contributed by the Company                                              | Baht    | 2,264,842.00 | 2,370,477.00 | 1,309,096.00 |
| Percentage of total amount of provident fund contributed by the Company to total employee remuneration | %       | -            | 2.96         | 2.52         |

## 2.4 Human Capital Development

### 2.4.1 Average employee training hours

| Detail                          | Unit                  | Year |      |      |
|---------------------------------|-----------------------|------|------|------|
|                                 |                       | 2021 | 2022 | 2023 |
| Average employee training hours | Hours / Person / Year | 0.00 | 0.00 | 0.00 |

### 2.4.2 Employee training and development expenses

| Detail                                                  | Unit | Year       |            |            |
|---------------------------------------------------------|------|------------|------------|------------|
|                                                         |      | 2021       | 2022       | 2023       |
| Total amount spent on employee training and development | Baht | 338,898.24 | 367,225.42 | 236,369.63 |

## 2.5 Safety, Occupational Health, and Environment at Work

### 2.5.1 Working hours

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

### 2.5.2 Statistics of injuries or accidents from work

| Detail                                                                       | Unit    | Year |      |      |
|------------------------------------------------------------------------------|---------|------|------|------|
|                                                                              |         | 2021 | 2022 | 2023 |
| Total number of lost time injury incidents by employees                      | Cases   | 1.00 | 3.00 | 1.00 |
| Total number of employees that lost time injuries for 1 day or more          | Persons | 1    | 3    | 1    |
| Percentage of employees that lost time injuries for 1 day or more            | %       | 0.71 | 2.29 | 0.81 |
| 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> | - | - | - |
|                                         | Persons / 200,000 manhours <sup>(**)</sup>  | - | - | - |

**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.

## 2.6 Employee Relation and Engagement

### 2.6.1 Employee turnover leaving the Company voluntarily by Gender

| Detail                                                                                                       | Unit     | Year  |       |       |
|--------------------------------------------------------------------------------------------------------------|----------|-------|-------|-------|
|                                                                                                              |          | 2021  | 2022  | 2023  |
| Total number of employee turnover leaving the Company voluntarily                                            | Persons  | 43    | 62    | 58    |
| Percentage of total number of employee turnover leaving the Company voluntarily to total number of employees | %        | 30.71 | 47.33 | 46.77 |
| Total number of male employee turnover leaving the Company voluntarily                                       | Persons  | 29    | 23    | 37    |
| Percentage of male employee turnover leaving the Company voluntarily                                         | %        | 67.44 | 37.10 | 63.79 |
| Total number of female employee turnover leaving the Company voluntarily                                     | Persons  | 14    | 39    | 21    |
| Percentage of female employee turnover leaving the Company voluntarily                                       | %        | 32.56 | 62.90 | 36.21 |
| Significant labor dispute                                                                                    | Yes / No | No    | No    | No    |

**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.

*Approved and published on 28/03/2024*

## ESG Performance

Company Name: SELIC CORP PUBLIC COMPANY LIMITED Symbol: SELIC

Market: SET Industry Group: Industrials Sector: Industrial Materials & Machinery

## Governance and Economy

### 1 Corporate Governance Policy

#### 1.1 Corporate Governance Policy and Practices

|                                                                 |                                                                                                                   |
|-----------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Corporate governance policy and practices:                      | Yes                                                                                                               |
| URL of corporate governance policy and practices:               | <a href="https://seliccorp.com/corporate-governance-policy">https://seliccorp.com/corporate-governance-policy</a> |
| Uploaded document of corporate governance policy and practices: | หลักการทำกับดูแลกิจการที่ดี.pdf                                                                                   |

#### 1.2 Policy and Practices related to the Board of Directors

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

#### 1.3 Code of Conduct

|                                       |                                                                                                                   |
|---------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| Corporate code of conduct:            | Yes                                                                                                               |
| URL of Code of Conduct:               | <a href="https://seliccorp.com/corporate-governance-policy">https://seliccorp.com/corporate-governance-policy</a> |
| Uploaded document of Code of Conduct: | หลักการทำกับดูแลกิจการที่ดี.pdf                                                                                   |

#### 1.4 Policy and Practices related to Code of Conduct

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

## 2 Corporate Governance Structure

### 2.1 Information on the Board of Directors and Executives

#### 2.1.1 Composition of the Board of Directors

| Detail                                                                  | Unit                 | Year   |        |        |        |
|-------------------------------------------------------------------------|----------------------|--------|--------|--------|--------|
|                                                                         |                      | 2022   |        | 2023   |        |
|                                                                         |                      | Male   | Female | Male   | Female |
| Directors                                                               | Persons              | 6      | 4      | 6      | 4      |
|                                                                         |                      | 10     |        | 10     |        |
|                                                                         | % of total directors | 60.00  | 40.00  | 60.00  | 40.00  |
|                                                                         |                      | 100    |        | 100    |        |
| Executive directors                                                     | Persons              | 0      | 0      | 0      | 0      |
|                                                                         |                      | 0      |        | 0      |        |
|                                                                         | % of total directors | 0      | 0      | 0      | 0      |
|                                                                         |                      | 0      |        | 0      |        |
| Non-executive directors                                                 | Persons              | 6      | 4      | 6      | 4      |
|                                                                         |                      | 10     |        | 10     |        |
|                                                                         | % of total directors | 60.00  | 40.00  | 60.00  | 40.00  |
|                                                                         |                      | 100.00 |        | 100.00 |        |
| - Independent directors                                                 | Persons              | 4      | 2      | 4      | 2      |
|                                                                         |                      | 6      |        | 6      |        |
|                                                                         | % of total directors | 40.00  | 20.00  | 40.00  | 20.00  |
|                                                                         |                      | 60.00  |        | 60.00  |        |
| - Non-executive directors who have no position in independent directors | Persons              | 2      | 2      | 2      | 2      |
|                                                                         |                      | 4      |        | 4      |        |
|                                                                         | % of total directors | 20.00  | 20.00  | 20.00  | 20.00  |
|                                                                         |                      | 40.00  |        | 40.00  |        |

|                                                                                                                   |          |     |    |     |    |
|-------------------------------------------------------------------------------------------------------------------|----------|-----|----|-----|----|
| Average director age                                                                                              | Years    | 54  | 45 | 55  | 49 |
|                                                                                                                   |          | 50  |    | 53  |    |
| The Chairman of the Board is an independent director                                                              | Yes / No | Yes |    | Yes |    |
| The Chairman of the Board is the Highest-ranking Executive                                                        | Yes / No | No  |    | No  |    |
| The Chairman of the Board and the Highest-ranking Executive are from the same family                              | Yes / No | No  |    | No  |    |
| The Company appoints at least one independent director to determine the agenda of the Board of Directors' meeting | Yes / No | Yes |    | Yes |    |

**Additional explanation:**

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

## 2.1.2 Board of Directors

### 2.1.2.1 List of the Board of Directors

|    | General Information of Directors               |                                                                                                                                                                                | Information on Director Tenure      |                       |
|----|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------------|
| 1) | Name (Thai):                                   | นาย อัททวุฒิ หิรัญบุรณะ                                                                                                                                                        | First appointment date of director: | 9 Jun 2016            |
|    | Name (English):                                | Mr. ATHAVUDHI HIRUNBURANA                                                                                                                                                      | Type of director:                   | Existing director     |
|    | Gender:                                        | Male                                                                                                                                                                           | Director position:                  | Chairman of the board |
|    | Year of birth:                                 | 1955                                                                                                                                                                           | Executive director position:        | No                    |
|    | Nationality:                                   | x Thailand                                                                                                                                                                     | Independent director position:      | Yes                   |
|    | Highest level of education:                    | Master's degree                                                                                                                                                                | DAP course:                         | No                    |
|    | Study field of the highest level of education: | Engineering                                                                                                                                                                    | DCP course:                         | Yes                   |
|    | Residence in Thailand:                         | Yes                                                                                                                                                                            |                                     |                       |
|    | Skill and expertise:                           | x Petrochemicals & Chemicals x Marketing x Human Resource Management x Corporate Management x Engineering x Insurance x Strategic Management x Corporate Social Responsibility |                                     |                       |
|    | Shares:                                        | 1,128,945                                                                                                                                                                      |                                     |                       |
|    | Paid-up stock:                                 | 610,974,375                                                                                                                                                                    |                                     |                       |

|           |                                                |                                                                                                                                                                             |                                     |                                                                                      |
|-----------|------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------------------------------------------------------|
|           | %Shares:                                       | 0.184778                                                                                                                                                                    |                                     |                                                                                      |
| <b>2)</b> | Name (Thai):                                   | นาย ณรงค์ สุวัฒนพิมพ์                                                                                                                                                       | First appointment date of director: | 9 Jun 2016                                                                           |
|           | Name (English):                                | Mr. NARONG SUWATTANAPHIM                                                                                                                                                    | Type of director:                   | Existing director                                                                    |
|           | Gender:                                        | Male                                                                                                                                                                        | Director position:                  | Vice Chairman                                                                        |
|           | Year of birth:                                 | 1949                                                                                                                                                                        | Executive director position:        | No                                                                                   |
|           | Nationality:                                   | x Thailand                                                                                                                                                                  | Independent director position:      | No                                                                                   |
|           | Highest level of education:                    | Below a bachelor's degree                                                                                                                                                   | DAP course:                         | No                                                                                   |
|           | Study field of the highest level of education: | Accounting                                                                                                                                                                  | DCP course:                         | Yes                                                                                  |
|           | Residence in Thailand:                         | Yes                                                                                                                                                                         |                                     |                                                                                      |
|           | Skill and expertise:                           | x Petrochemicals & Chemicals x Accounting x Finance x Marketing x Human Resource Management x Corporate Social Responsibility x Corporate Management x Strategic Management |                                     |                                                                                      |
|           | Shares:                                        | 144,669,180                                                                                                                                                                 |                                     |                                                                                      |
|           | Paid-up stock:                                 | 610,974,375                                                                                                                                                                 |                                     |                                                                                      |
|           | %Shares:                                       | 23.678437                                                                                                                                                                   |                                     |                                                                                      |
| <b>3)</b> | Name (Thai):                                   | นาย เอก สุวัฒนพิมพ์                                                                                                                                                         | First appointment date of director: | 9 Jun 2016                                                                           |
|           | Name (English):                                | Mr. EK SUWATTANAPHIM                                                                                                                                                        | Type of director:                   | Continuing director (Full term of directorship and being re-appointed as a director) |
|           | Gender:                                        | Male                                                                                                                                                                        | Director position:                  | Director                                                                             |
|           | Year of birth:                                 | 1976                                                                                                                                                                        | Executive director position:        | No                                                                                   |
|           | Nationality:                                   | x Thailand                                                                                                                                                                  | Independent director position:      | No                                                                                   |
|           | Highest level of education:                    | Master's degree                                                                                                                                                             | DAP course:                         | Yes                                                                                  |
|           | Study field of the highest level of education: | Management                                                                                                                                                                  | DCP course:                         | Yes                                                                                  |
|           | Residence in Thailand:                         | Yes                                                                                                                                                                         |                                     |                                                                                      |

|    |                                                |                                                                                                                                                                                                                                                   |                                     |                                                                                      |
|----|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------------------------------------------------------|
|    | Skill and expertise:                           | x Petrochemicals & Chemicals x Corporate Management x Human Resource Management x Economics x Sustainability x Governance/ Compliance x Strategic Management x Marketing x IT Management x Corporate Social Responsibility x Accounting x Finance |                                     |                                                                                      |
|    | Shares:                                        | 106,550,559                                                                                                                                                                                                                                       |                                     |                                                                                      |
|    | Paid-up stock:                                 | 610,974,375                                                                                                                                                                                                                                       |                                     |                                                                                      |
|    | %Shares:                                       | 17.439448                                                                                                                                                                                                                                         |                                     |                                                                                      |
| 4) | Name (Thai):                                   | นาย พรพัตน์ ภิโจเจริญ                                                                                                                                                                                                                             | First appointment date of director: | 9 Jun 2016                                                                           |
|    | Name (English):                                | Mr. PORNPAT KIJAREON                                                                                                                                                                                                                              | Type of director:                   | Continuing director (Full term of directorship and being re-appointed as a director) |
|    | Gender:                                        | Male                                                                                                                                                                                                                                              | Director position:                  | Director                                                                             |
|    | Year of birth:                                 | 1976                                                                                                                                                                                                                                              | Executive director position:        | No                                                                                   |
|    | Nationality:                                   | x Thailand                                                                                                                                                                                                                                        | Independent director position:      | Yes                                                                                  |
|    | Highest level of education:                    | Bachelor's degree                                                                                                                                                                                                                                 | DAP course:                         | Yes                                                                                  |
|    | Study field of the highest level of education: | Management                                                                                                                                                                                                                                        | DCP course:                         | No                                                                                   |
|    | Residence in Thailand:                         | Yes                                                                                                                                                                                                                                               |                                     |                                                                                      |
|    | Skill and expertise:                           | x Corporate Management x Internal Control x Risk Management x IT Management x Governance/ Compliance x Strategic Management x Corporate Social Responsibility                                                                                     |                                     |                                                                                      |
|    | Shares:                                        | 1,929,659                                                                                                                                                                                                                                         |                                     |                                                                                      |
|    | Paid-up stock:                                 | 610,974,375                                                                                                                                                                                                                                       |                                     |                                                                                      |
|    | %Shares:                                       | 0.315833                                                                                                                                                                                                                                          |                                     |                                                                                      |

|    |                                                |                                                                                                                                                                            |                                     |                   |
|----|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------|
| 5) | Name (Thai):                                   | ม.ล. ธีรเชษฐ์ โสณกุล                                                                                                                                                       | First appointment date of director: | 9 Jun 2016        |
|    | Name (English):                                | M.L. THIRACHET SONAKUL                                                                                                                                                     | Type of director:                   | Existing director |
|    | Gender:                                        | Male                                                                                                                                                                       | Director position:                  | Director          |
|    | Year of birth:                                 | 1977                                                                                                                                                                       | Executive director position:        | No                |
|    | Nationality:                                   | x Thailand                                                                                                                                                                 | Independent director position:      | Yes               |
|    | Highest level of education:                    | Bachelor's degree                                                                                                                                                          | DAP course:                         | Yes               |
|    | Study field of the highest level of education: | Marketing                                                                                                                                                                  | DCP course:                         | No                |
|    | Residence in Thailand:                         | Yes                                                                                                                                                                        |                                     |                   |
|    | Skill and expertise:                           | x Marketing x Corporate Management x Internal Control x Sustainability x Corporate Social Responsibility x Risk Management x Strategic Management x Governance/ Compliance |                                     |                   |
|    | Shares:                                        | 0                                                                                                                                                                          |                                     |                   |
|    | Paid-up stock:                                 | 610,974,375                                                                                                                                                                |                                     |                   |
|    | %Shares:                                       | 0.000000                                                                                                                                                                   |                                     |                   |
| 6) | Name (Thai):                                   | นางสาว พัทธนันท์ เพชรชิตชู                                                                                                                                                 | First appointment date of director: | 25 Aug 2016       |
|    | Name (English):                                | Ms. PATTANANT PETCHCHEDCHOO                                                                                                                                                | Type of director:                   | Existing director |
|    | Gender:                                        | Female                                                                                                                                                                     | Director position:                  | Director          |
|    | Year of birth:                                 | 1971                                                                                                                                                                       | Executive director position:        | No                |
|    | Nationality:                                   | x Thailand                                                                                                                                                                 | Independent director position:      | Yes               |
|    | Highest level of education:                    | Doctoral degree                                                                                                                                                            | DAP course:                         | No                |
|    | Study field of the highest level of education: | Accounting                                                                                                                                                                 | DCP course:                         | Yes               |
|    | Residence in Thailand:                         | Yes                                                                                                                                                                        |                                     |                   |
|    | Skill and expertise:                           | x Accounting x Finance x Corporate Management x Internal Control x Risk Management x Strategic Management x IT Management                                                  |                                     |                   |

|           |                                                |                                                                                                                                                                                                                          |                                     |                   |
|-----------|------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|-------------------|
|           | Shares:                                        | 300,506                                                                                                                                                                                                                  |                                     |                   |
|           | Paid-up stock:                                 | 610,974,375                                                                                                                                                                                                              |                                     |                   |
|           | %Shares:                                       | 0.049185                                                                                                                                                                                                                 |                                     |                   |
| <b>7)</b> | Name (Thai):                                   | นาย อโนทัย อุดลพินธุ์                                                                                                                                                                                                    | First appointment date of director: | 9 Jun 2016        |
|           | Name (English):                                | Mr. ANOTAI ADULBHAN                                                                                                                                                                                                      | Type of director:                   | Existing director |
|           | Gender:                                        | Male                                                                                                                                                                                                                     | Director position:                  | Director          |
|           | Year of birth:                                 | 1973                                                                                                                                                                                                                     | Executive director position:        | No                |
|           | Nationality:                                   | x Thailand                                                                                                                                                                                                               | Independent director position:      | Yes               |
|           | Highest level of education:                    | Master's degree                                                                                                                                                                                                          | DAP course:                         | Yes               |
|           | Study field of the highest level of education: | Business Administration                                                                                                                                                                                                  | DCP course:                         | Yes               |
|           | Residence in Thailand:                         | Yes                                                                                                                                                                                                                      |                                     |                   |
|           | Skill and expertise:                           | x Economics x Finance x Marketing x Engineering x Corporate Management x Human Resource Management x Information & Communication Technology x Strategic Management x Governance/ Compliance x Accounting x IT Management |                                     |                   |
|           | Shares:                                        | 1,395,642                                                                                                                                                                                                                |                                     |                   |
|           | Paid-up stock:                                 | 610,974,375                                                                                                                                                                                                              |                                     |                   |
|           | %Shares:                                       | 0.228429                                                                                                                                                                                                                 |                                     |                   |
| <b>8)</b> | Name (Thai):                                   | นางสาว นัทธากญจน์ ธนาวดี                                                                                                                                                                                                 | First appointment date of director: | 27 Apr 2022       |
|           | Name (English):                                | Ms. NATTHAKARN THANAWADEE                                                                                                                                                                                                | Type of director:                   | Existing director |
|           | Gender:                                        | Female                                                                                                                                                                                                                   | Director position:                  | Director          |
|           | Year of birth:                                 | 1983                                                                                                                                                                                                                     | Executive director position:        | No                |
|           | Nationality:                                   | x Thailand                                                                                                                                                                                                               | Independent director position:      | No                |
|           | Highest level of education:                    | Bachelor's degree                                                                                                                                                                                                        | DAP course:                         | Yes               |

|            |                                                |                                                                                         |                                     |                                                     |
|------------|------------------------------------------------|-----------------------------------------------------------------------------------------|-------------------------------------|-----------------------------------------------------|
|            | Study field of the highest level of education: | Business Administration                                                                 | DCP course:                         | No                                                  |
|            | Residence in Thailand:                         | Yes                                                                                     |                                     |                                                     |
|            | Skill and expertise:                           | x Finance x Accounting                                                                  |                                     |                                                     |
|            | Shares:                                        | 0                                                                                       |                                     |                                                     |
|            | Paid-up stock:                                 | 610,974,375                                                                             |                                     |                                                     |
|            | %Shares:                                       | 0.000000                                                                                |                                     |                                                     |
| <b>9)</b>  | Name (Thai):                                   | นาง อัญชลี สุวัฒนพิมพ์                                                                  | First appointment date of director: | 14 Dec 2022                                         |
|            | Name (English):                                | Mrs. ANGELI SUWATTTHANAPHIM                                                             | Type of director:                   | Existing director                                   |
|            | Gender:                                        | Female                                                                                  | Director position:                  | Director                                            |
|            | Year of birth:                                 | 1977                                                                                    | Executive director position:        | No                                                  |
|            | Nationality:                                   | x Thailand                                                                              | Independent director position:      | No                                                  |
|            | Highest level of education:                    | Master's degree                                                                         | DAP course:                         | No                                                  |
|            | Study field of the highest level of education: | Insurance and Risk Management                                                           | DCP course:                         | Yes                                                 |
|            | Residence in Thailand:                         | Yes                                                                                     |                                     |                                                     |
|            | Skill and expertise:                           | x Insurance x Risk Management x Economics x Corporate Management x Strategic Management |                                     |                                                     |
|            | Shares:                                        | 2,426,230                                                                               |                                     |                                                     |
|            | Paid-up stock:                                 | 610,974,375                                                                             |                                     |                                                     |
|            | %Shares:                                       | 0.397108                                                                                |                                     |                                                     |
| <b>10)</b> | Name (Thai):                                   | นาง วิลาวลัย สงเจริญ                                                                    | First appointment date of director: | 14 Nov 2023                                         |
|            | Name (English):                                | Mrs. WILAWAN SONGJAROEN                                                                 | Type of director:                   | Newly appointed director to replace the ex-director |
|            | Gender:                                        | Female                                                                                  | Director position:                  | Director                                            |
|            | Year of birth:                                 | 1963                                                                                    | Executive director position:        | No                                                  |
|            | Nationality:                                   | x Thailand                                                                              | Independent director position:      | Yes                                                 |
|            | Highest level of education:                    | Master's degree                                                                         | DAP course:                         | No                                                  |

|  |                                                |                                                                                                                                                                                        |             |     |
|--|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-----|
|  | Study field of the highest level of education: | Engineering                                                                                                                                                                            | DGP course: | Yes |
|  | Residence in Thailand:                         | Yes                                                                                                                                                                                    |             |     |
|  | Skill and expertise:                           | x Petrochemicals & Chemicals x Corporate Management x Engineering x Risk Management x Strategic Management x Governance/ Compliance x Sustainability x Corporate Social Responsibility |             |     |
|  | Shares:                                        | 0                                                                                                                                                                                      |             |     |
|  | Paid-up stock:                                 | 610,974,375                                                                                                                                                                            |             |     |
|  | %Shares:                                       | 0.000000                                                                                                                                                                               |             |     |

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

|    | General Information of Directors               |                                                                                                                                                                         | Information on Director Tenure            |                         |
|----|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-------------------------|
| 1) | Name (Thai):                                   | นางสาว ปาลาวี บุนนาค                                                                                                                                                    | First appointment date of director:       | 9 Jun 2016              |
|    | Name (English):                                | Ms. PALAWI BUNNAG                                                                                                                                                       | Director termination date:                | 31 Aug 2023             |
|    | Gender:                                        | Female                                                                                                                                                                  | Director position:                        | Director                |
|    | Year of birth:                                 | 1976                                                                                                                                                                    | Executive director position:              | No                      |
|    | Nationality:                                   | x Thailand                                                                                                                                                              | Independent director position:            | Yes                     |
|    | Highest level of education:                    | Bachelor's degree                                                                                                                                                       | DAP course:                               | Yes                     |
|    | Study field of the highest level of education: | Law                                                                                                                                                                     | DGP course:                               | No                      |
|    | Residence in Thailand:                         | Yes                                                                                                                                                                     | Name of replacement director (English):   | Mrs. WILAWAN SONGJAROEN |
|    | Skill and expertise:                           | x Law x Marketing x Human Resource Management x Corporate Management x Strategic Management x Risk Management x IT Management x Governance/ Compliance x Sustainability | Appointment date of replacement director: | 14 Nov 2023             |
|    | Shares:                                        | 247,372                                                                                                                                                                 |                                           |                         |
|    | Paid-up stock:                                 | 610,974,375                                                                                                                                                             |                                           |                         |

|  |          |          |  |  |
|--|----------|----------|--|--|
|  | %Shares: | 0.040488 |  |  |
|--|----------|----------|--|--|

## 2.1.3 Audit Committee

### 2.1.3.1 List of audit committee members

|    | General Information of Audit Committee Members |                             | Information on Tenure of Audit Committee Member |                                                                                      |
|----|------------------------------------------------|-----------------------------|-------------------------------------------------|--------------------------------------------------------------------------------------|
| 1) | Name (Thai):                                   | นางสาว พัทธนันท์ เพชรชิตชู  | Appointment date of audit committee member:     | 27 Feb 2017                                                                          |
|    | Name (English):                                | Ms. PATTANANT PETCHCHEDCHOO | Type of director:                               | Existing director                                                                    |
|    | Gender:                                        | Female                      | Director position:                              | Director                                                                             |
|    | Year of birth:                                 | 1971                        | Independent director position:                  | Yes                                                                                  |
|    | Nationality:                                   | x Thailand                  | Audit committee position:                       | Chairman of the audit committee                                                      |
|    | Highest level of education:                    | Doctoral degree             | DAP course:                                     | No                                                                                   |
|    | Study field of the highest level of education: | Accounting                  | DCP course:                                     | Yes                                                                                  |
|    | Residence in Thailand:                         | Yes                         |                                                 |                                                                                      |
|    | Expertise in accounting information review:    | Yes                         |                                                 |                                                                                      |
|    | Shares:                                        | 300,506                     |                                                 |                                                                                      |
|    | %Shares:                                       | 0.049185                    |                                                 |                                                                                      |
| 2) | Name (Thai):                                   | นาย พรพัฒน์ ทิจเจริญ        | Appointment date of audit committee member:     | 31 Dec 2016                                                                          |
|    | Name (English):                                | Mr. PORNPAT KIJAREON        | Type of director:                               | Continuing director (Full term of directorship and being re-appointed as a director) |
|    | Gender:                                        | Male                        | Director position:                              | Director                                                                             |
|    | Year of birth:                                 | 1976                        | Independent director position:                  | Yes                                                                                  |
|    | Nationality:                                   | x Thailand                  | Audit committee position:                       | Member of the audit committee                                                        |
|    | Highest level of education:                    | Bachelor's degree           | DAP course:                                     | Yes                                                                                  |
|    | Study field of the highest level of education: | Management                  | DCP course:                                     | No                                                                                   |
|    | Residence in Thailand:                         | Yes                         |                                                 |                                                                                      |

|           |                                                |                         |                                             |                               |
|-----------|------------------------------------------------|-------------------------|---------------------------------------------|-------------------------------|
|           | Expertise in accounting information review:    | No                      |                                             |                               |
|           | Shares:                                        | 1,929,659               |                                             |                               |
|           | %Shares:                                       | 0.315833                |                                             |                               |
| <b>3)</b> | Name (Thai):                                   | นาย อโนทัย อุดลพินธุ์   | Appointment date of audit committee member: | 22 Apr 2021                   |
|           | Name (English):                                | Mr. ANOTAI ADULBHAN     | Type of director:                           | Existing director             |
|           | Gender:                                        | Male                    | Director position:                          | Director                      |
|           | Year of birth:                                 | 1973                    | Independent director position:              | Yes                           |
|           | Nationality:                                   | x Thailand              | Audit committee position:                   | Member of the audit committee |
|           | Highest level of education:                    | Master's degree         | DAP course:                                 | Yes                           |
|           | Study field of the highest level of education: | Business Administration | DCP course:                                 | Yes                           |
|           | Residence in Thailand:                         | Yes                     |                                             |                               |
|           | Expertise in accounting information review:    | No                      |                                             |                               |
|           | Shares:                                        | 1,395,642               |                                             |                               |
|           | %Shares:                                       | 0.228429                |                                             |                               |

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

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

## 2.1.4 Executive Committee

### 2.1.4.1 List of executive committee members

|           | General Information of Executive Committee Members |                           | Information on Tenure of Executive Committee Member |                                     |
|-----------|----------------------------------------------------|---------------------------|-----------------------------------------------------|-------------------------------------|
| <b>1)</b> | Name (Thai)                                        | นาง อัญชลี สุวัฒนพิมพ์    | Appointment date of executive committee member:     | 25 Feb 2023                         |
|           | Name (English)                                     | Mrs. ANGELI SUWATTANAPHIM | Executive committee position:                       | Chairman of the executive committee |
|           | Gender:                                            | Female                    |                                                     |                                     |
|           | Year of birth:                                     | 1977                      |                                                     |                                     |

|           |                                                |                                 |                                                 |                                   |
|-----------|------------------------------------------------|---------------------------------|-------------------------------------------------|-----------------------------------|
|           | Nationality:                                   | x Thailand                      |                                                 |                                   |
|           | Highest level of education:                    | Master's degree                 |                                                 |                                   |
|           | Study field of the highest level of education: | Insurance and Risk Management   |                                                 |                                   |
|           | Residence in Thailand:                         | Yes                             |                                                 |                                   |
| <b>2)</b> | Name (Thai)                                    | นางสาว ยุวดี เอี่ยมสนธิทรัพย์   | Appointment date of executive committee member: | 27 Feb 2017                       |
|           | Name (English)                                 | Ms. YUWADEE AIAMSONTISUP        | Executive committee position:                   | Member of the executive committee |
|           | Gender:                                        | Female                          |                                                 |                                   |
|           | Year of birth:                                 | 1967                            |                                                 |                                   |
|           | Nationality:                                   | x Thailand                      |                                                 |                                   |
|           | Highest level of education:                    | Master's degree                 |                                                 |                                   |
|           | Study field of the highest level of education: | Computer Engineering Management |                                                 |                                   |
|           | Residence in Thailand:                         | Yes                             |                                                 |                                   |
| <b>3)</b> | Name (Thai)                                    | นางสาว นิดา เทียงธรม            | Appointment date of executive committee member: | 27 Feb 2017                       |
|           | Name (English)                                 | Ms. Nida Thiengtham             | Executive committee position:                   | Member of the executive committee |
|           | Gender:                                        | Female                          |                                                 |                                   |
|           | Year of birth:                                 | 1978                            |                                                 |                                   |
|           | Nationality:                                   | x Thailand                      |                                                 |                                   |
|           | Highest level of education:                    | Master's degree                 |                                                 |                                   |
|           | Study field of the highest level of education: | Computer Science                |                                                 |                                   |
|           | Residence in Thailand:                         | Yes                             |                                                 |                                   |
| <b>4)</b> | Name (Thai)                                    | นาย เก่ง สุวัฒน์พิมพ์           | Appointment date of executive committee member: | 14 May 2021                       |
|           | Name (English)                                 | Mr. Ken Suwatthanaphim          | Executive committee position:                   | Member of the executive committee |
|           | Gender:                                        | Male                            |                                                 |                                   |
|           | Year of birth:                                 | 1977                            |                                                 |                                   |

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

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

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

**2.1.5 Other Sub-committees**

**2.1.5.1 List of other sub-committees**

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

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

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

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

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

| No. | Name (Thai)                   | Name (English)           | Position |
|-----|-------------------------------|--------------------------|----------|
| 1   | นาง วิลาวลัย สงเจริญ          | Mrs. WILAWAN SONGJAROEN  | Chairman |
| 2   | ม.ล. ธีรเชษฐ์ โสณกุล          | M.L. THIRACHET SONAKUL   | Member   |
| 3   | นาย เอก สุวัฒน์พิมพ์          | Mr. EK SUWATTHANAPHIM    | Member   |
| 4   | นางสาว ยุวดี เอี่ยมสมธิทรัพย์ | Ms. YUWADEE AIAMSONTISUP | Member   |
| 5   | นาย พรพัฒน์ กิจเจริญ          | Mr. PORNPAT KIJAREON     | Member   |

### 2.1.5.2 Roles of sub-committees

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

## 2.1.6 The highest-ranking executive and the next four executives

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

|    | General Information of Executives                           |                                                                    | Information on Executive Tenure         |                                  |
|----|-------------------------------------------------------------|--------------------------------------------------------------------|-----------------------------------------|----------------------------------|
| 1) | Name (Thai):                                                | นางสาว ยุวดี เอี่ยมสมธิทรัพย์                                      | The highest-ranking executive position: | Yes                              |
|    | Name (English):                                             | Ms. YUWADEE AIAMSONTISUP                                           | Executive position (Thai):              | ประธานเจ้าหน้าที่บริหาร          |
|    | Gender:                                                     | Female                                                             | Executive position (English):           | CHIEF EXECUTIVE OFFICER          |
|    | Year of birth:                                              | 1967                                                               | Appointment date of executive:          | 1 Feb 2017                       |
|    | Nationality:                                                | x Thailand                                                         |                                         |                                  |
|    | Highest level of education:                                 | Master's degree                                                    |                                         |                                  |
|    | Study field of the highest level of education:              | Computer Engineering Management                                    |                                         |                                  |
|    | Skill and expertise:                                        | x Sustainability x Corporate Management x Marketing x Leadership   |                                         |                                  |
|    | Highest responsibility in corporate accounting and finance: | No                                                                 |                                         |                                  |
|    | Accounting supervisor:                                      | No                                                                 |                                         |                                  |
| 2) | Name (Thai):                                                | นางสาว มัลลิกา ธนทวีรัตน์                                          | The highest-ranking executive position: | No                               |
|    | Name (English):                                             | Ms. Munlika Thanataweerat                                          | Executive position (Thai):              | ผู้อำนวยการสายงานบัญชีและการเงิน |
|    | Gender:                                                     | Female                                                             | Executive position (English):           | Finance Director                 |
|    | Year of birth:                                              | 1978                                                               | Appointment date of executive:          | 16 Nov 2011                      |
|    | Nationality:                                                | x Thailand                                                         |                                         |                                  |
|    | Highest level of education:                                 | Master's degree                                                    |                                         |                                  |
|    | Study field of the highest level of education:              | Finance                                                            |                                         |                                  |
|    | Skill and expertise:                                        | x Finance x Business Administration x Accounting x Risk Management |                                         |                                  |
|    | Highest responsibility in corporate accounting and finance: | Yes                                                                |                                         |                                  |
|    | Accounting supervisor:                                      | No                                                                 |                                         |                                  |

|    |                                                             |                                          |                                         |                             |
|----|-------------------------------------------------------------|------------------------------------------|-----------------------------------------|-----------------------------|
| 3) | Name (Thai):                                                | นางสาว นิดา เทียงธรม                     | The highest-ranking executive position: | No                          |
|    | Name (English):                                             | Ms. Nida Thiengtham                      | Executive position (Thai):              | ผู้อำนวยการสายงานการวาง     |
|    | Gender:                                                     | Female                                   | Executive position (English):           | Commercial Director         |
|    | Year of birth:                                              | 1978                                     | Appointment date of executive:          | 9 Jun 2016                  |
|    | Nationality:                                                | x Thailand                               |                                         |                             |
|    | Highest level of education:                                 | Master's degree                          |                                         |                             |
|    | Study field of the highest level of education:              | Computer Science                         |                                         |                             |
|    | Skill and expertise:                                        | x Petrochemicals & Chemicals x Marketing |                                         |                             |
|    | Highest responsibility in corporate accounting and finance: | No                                       |                                         |                             |
|    | Accounting supervisor:                                      | No                                       |                                         |                             |
| 4) | Name (Thai):                                                | นาย เก่ง สุวัฒน์พันธ์                    | The highest-ranking executive position: | No                          |
|    | Name (English):                                             | Mr. Ken Suwatthanaphim                   | Executive position (Thai):              | ผู้อำนวยการสายงานปฏิบัติการ |
|    | Gender:                                                     | Male                                     | Executive position (English):           | Operation Director          |
|    | Year of birth:                                              | 1977                                     | Appointment date of executive:          | 1 Mar 2023                  |
|    | Nationality:                                                | x Thailand                               |                                         |                             |
|    | Highest level of education:                                 | Master's degree                          |                                         |                             |
|    | Study field of the highest level of education:              | International Business Management        |                                         |                             |
|    | Skill and expertise:                                        | x Marketing x Petrochemicals & Chemicals |                                         |                             |
|    | Highest responsibility in corporate accounting and finance: | No                                       |                                         |                             |
|    | Accounting supervisor:                                      | No                                       |                                         |                             |

## 2.2 Related Corporate Governance Officers

| Position/Role         | Name (English)            | Email                    | Telephone     |
|-----------------------|---------------------------|--------------------------|---------------|
| Accounting supervisor | Ms. Rewadee Amornsamanlak | rewadee.a@seliccorp.com  | 0-2807-3347-9 |
| Company secretary     | Ms. Natnapin Wongratpanya | natnapin.w@seliccorp.com | 0-2807-3347-9 |

|                                                               |                            |                                |               |
|---------------------------------------------------------------|----------------------------|--------------------------------|---------------|
| Head of the internal audit or the outsourced internal auditor | Ms. Somcharee Kaewkormadee | center@dir.co.th               | 02-596-0500   |
| Head of the compliance unit                                   | Ms. Natnapin Wongratpanya  | natnapin.w@seliccorp.com       | 0-2807-3347-9 |
| Head of the investor relation                                 | Ms. Yuwadee Aiamsontisup   | InvestorRelation@seliccorp.com | 0-2807-3347-9 |

## 2.3 Accounting Auditors

### 2.3.1 List of accounting auditors

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

### 3 Performance Report on Corporate Governance

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

##### 3.1.1 Newly Appointed Directors over the Past Year

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

|    | General Information of Directors               |                                                                                                                                                                                                                                                   | Information on Director Tenure      |            |
|----|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|------------|
| 1) | Name (Thai):                                   | นาย เอก สุวัฒน์พันธุ์                                                                                                                                                                                                                             | First appointment date of director: | 9 Jun 2016 |
|    | Name (English):                                | Mr. EK SUWATTHANAPHIM                                                                                                                                                                                                                             | Director position:                  | Director   |
|    | Gender:                                        | Male                                                                                                                                                                                                                                              | Executive director position:        | No         |
|    | Year of birth:                                 | 1976                                                                                                                                                                                                                                              | Independent director position:      | No         |
|    | Nationality:                                   | x Thailand                                                                                                                                                                                                                                        | DAP course:                         | Yes        |
|    | Highest level of education:                    | Master's degree                                                                                                                                                                                                                                   | DCP course:                         | Yes        |
|    | Study field of the highest level of education: | Management                                                                                                                                                                                                                                        |                                     |            |
|    | Residence in Thailand:                         | Yes                                                                                                                                                                                                                                               |                                     |            |
|    | Skill and expertise:                           | x Petrochemicals & Chemicals x Corporate Management x Human Resource Management x Economics x Sustainability x Governance/ Compliance x Strategic Management x Marketing x IT Management x Corporate Social Responsibility x Accounting x Finance |                                     |            |
|    | Shares:                                        | 106,550,559                                                                                                                                                                                                                                       |                                     |            |
|    | Paid-up stock:                                 | 610,974,375                                                                                                                                                                                                                                       |                                     |            |
|    | %Shares:                                       | 17.439448                                                                                                                                                                                                                                         |                                     |            |
| 2) | Name (Thai):                                   | นาย พรพัฒน์ กิจเจริญ                                                                                                                                                                                                                              | First appointment date of director: | 9 Jun 2016 |
|    | Name (English):                                | Mr. PORNPAT KIJAREON                                                                                                                                                                                                                              | Director position:                  | Director   |
|    | Gender:                                        | Male                                                                                                                                                                                                                                              | Executive director position:        | No         |
|    | Year of birth:                                 | 1976                                                                                                                                                                                                                                              | Independent director position:      | Yes        |

|  |                                                |                                                                                                                                                               |             |     |
|--|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-----|
|  | Nationality:                                   | x Thailand                                                                                                                                                    | DAP course: | Yes |
|  | Highest level of education:                    | Bachelor's degree                                                                                                                                             | DGP course: | No  |
|  | Study field of the highest level of education: | Management                                                                                                                                                    |             |     |
|  | Residence in Thailand:                         | Yes                                                                                                                                                           |             |     |
|  | Skill and expertise:                           | x Corporate Management x Internal Control x Risk Management x IT Management x Governance/ Compliance x Strategic Management x Corporate Social Responsibility |             |     |
|  | Shares:                                        | 1,929,659                                                                                                                                                     |             |     |
|  | Paid-up stock:                                 | 610,974,375                                                                                                                                                   |             |     |
|  | %Shares:                                       | 0.315833                                                                                                                                                      |             |     |

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

|    | General Information of Directors               |                         | Information on Director Tenure      |             |
|----|------------------------------------------------|-------------------------|-------------------------------------|-------------|
| 1) | Name (Thai):                                   | นาง วิลาวัลย์ สงเจริญ   | First appointment date of director: | 14 Nov 2023 |
|    | Name (English):                                | Mrs. WILAWAN SONGJAROEN | Director position:                  | Director    |
|    | Gender:                                        | Female                  | Executive director position:        | No          |
|    | Year of birth:                                 | 1963                    | Independent director position:      | Yes         |
|    | Nationality:                                   | x Thailand              | DAP course:                         | No          |
|    | Highest level of education:                    | Master's degree         | DGP course:                         | Yes         |
|    | Study field of the highest level of education: | Engineering             |                                     |             |
|    | Residence in Thailand:                         | Yes                     |                                     |             |

|  |                      |                                                                                                                                                                                        |  |  |
|--|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
|  | Skill and expertise: | x Petrochemicals & Chemicals x Corporate Management x Engineering x Risk Management x Strategic Management x Governance/ Compliance x Sustainability x Corporate Social Responsibility |  |  |
|  | Shares:              | 0                                                                                                                                                                                      |  |  |
|  | Paid-up stock:       | 610,974,375                                                                                                                                                                            |  |  |
|  | %Shares:             | 0.000000                                                                                                                                                                               |  |  |

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

|         | General Information of Directors | Information on Director Tenure |
|---------|----------------------------------|--------------------------------|
| No data |                                  |                                |

## 3.2 Meeting Attendance of the Board of Directors

Number of the Board of Directors meeting over the past year: 7 times

Date of AGM meeting: 27 Apr 2023

EGM meeting: No

Table of meeting attendance of the Board of Directors

| Name (English)                                          | Termination Date | Number of Board Meeting | Percentage of Board Meeting (%) | AGM Meeting   | EGM Meeting              |
|---------------------------------------------------------|------------------|-------------------------|---------------------------------|---------------|--------------------------|
| 1. Mr. ATHAVUDHI HIRUNBURANA<br>(Chairman of the board) | -                | 7/7                     | 100.00                          | Participating | Did not hold the meeting |
| 2. Mr. NARONG SUWATTHANAPHIM<br>(Vice Chairman)         | -                | 7/7                     | 100.00                          | Participating | Did not hold the meeting |
| 3. Mr. EK SUWATTHANAPHIM<br>(Director)                  | -                | 7/7                     | 100.00                          | Participating | Did not hold the meeting |
| 4. Mr. PORNPAT KIJAREON<br>(Director)                   | -                | 7/7                     | 100.00                          | Participating | Did not hold the meeting |
| 5. M.L. THIRACHET SONAKUL<br>(Director)                 | -                | 7/7                     | 100.00                          | Participating | Did not hold the meeting |
| 6. Ms. PATTANANT PETCHCHEDCHOO<br>(Director)            | -                | 7/7                     | 100.00                          | Participating | Did not hold the meeting |

|                                             |             |     |        |                   |                          |
|---------------------------------------------|-------------|-----|--------|-------------------|--------------------------|
| 7. Mr. ANOTAI ADULBHAN<br>(Director)        | -           | 7/7 | 100.00 | Participating     | Did not hold the meeting |
| 8. Ms. NATTHAKARN THANAWADEE<br>(Director)  | -           | 7/7 | 100.00 | Participating     | Did not hold the meeting |
| 9. Mrs. ANGELI SUWATTHANAPHIM<br>(Director) | -           | 7/7 | 100.00 | Participating     | Did not hold the meeting |
| 10. Mrs. WILAWAN SONGJAROEN<br>(Director)   | -           | 2/2 | 100.00 | Non-participating | Did not hold the meeting |
| 11. Ms. PALAWI BUNNAG<br>(Director)         | 31 Aug 2023 | 5/5 | 100.00 | Participating     | Did not hold the meeting |

### 3.3 Meeting Attendance of Audit Committee

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

Table of meeting attendance of audit committee

| Name (English)                                                      | Termination Date | Number of the Audit Committee Meeting | Percentage of the Audit Committee Meeting (%) |
|---------------------------------------------------------------------|------------------|---------------------------------------|-----------------------------------------------|
| 1. Ms. PATTANANT PETCHCHEDCHOO<br>(Chairman of the audit committee) | -                | 4/4                                   | 100.00                                        |
| 2. Mr. PORNPAT KIJAREON<br>(Member of the audit committee)          | -                | 4/4                                   | 100.00                                        |
| 3. Mr. ANOTAI ADULBHAN<br>(Member of the audit committee)           | -                | 4/4                                   | 100.00                                        |

### 3.4 Remuneration of Directors and Executives

#### 3.4.1 Director Remuneration Policy and Criteria

Director remuneration policy and criteria of the Company:

URL of director remuneration policy and criteria:

Yes

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

Uploaded document of director remuneration policy and criteria:

-

#### 3.4.2 Individual Director Remuneration over the Past Year

| Name (English)                                          | Termination Date | Meeting Allowance (Baht) | Other Monetary Remuneration (Baht) | Other Non-monetary Remuneration |
|---------------------------------------------------------|------------------|--------------------------|------------------------------------|---------------------------------|
| 1. Mr. ATHAVUDHI HIRUNBURANA<br>(Chairman of the board) | -                | 60,000.00                | 394,000.00                         | Yes                             |

|                                                    |             |              |              |     |
|----------------------------------------------------|-------------|--------------|--------------|-----|
| 2. Mr. NARONG<br>SUWATTHANAPHIM<br>(Vice Chairman) | -           | 60,000.00    | 336,000.00   | Yes |
| 3. Mr. EK<br>SUWATTHANAPHIM<br>(Director)          | -           | 130,000.00   | 213,750.00   | Yes |
| 4. Mr. PORNPAT<br>KIJAREON<br>(Director)           | -           | 240,000.00   | 213,750.00   | Yes |
| 5. M.L. THIRACHET<br>SONAKUL<br>(Director)         | -           | 207,000.00   | 120,000.00   | No  |
| 6. Ms. PATTANANT<br>PETCHCHEDCHOO<br>(Director)    | -           | 184,000.00   | 213,750.00   | Yes |
| 7. Mr. ANOTAI<br>ADULBHAN<br>(Director)            | -           | 120,000.00   | 213,750.00   | Yes |
| 8. Ms. NATTHAKARN<br>THANAWADEE<br>(Director)      | -           | 60,000.00    | 213,750.00   | No  |
| 9. Mrs. ANGELI<br>SUWATTHANAPHIM<br>(Director)     | -           | 60,000.00    | 213,750.00   | No  |
| 10. Mrs. WILAWAN<br>SONGJAROEN<br>(Director)       | -           | 25,000.00    | 20,000.00    | No  |
| 11. Ms. PALAWI BUNNAG<br>(Director)                | 31 Aug 2023 | 65,000.00    | 173,750.00   | Yes |
| <b>Total (Baht)</b>                                | -           | 1,211,000.00 | 2,326,250.00 | -   |

### 3.4.3 Director Remunerations

| Detail                      | Unit | Year         |              |
|-----------------------------|------|--------------|--------------|
|                             |      | 2022         | 2023         |
| Meeting allowance           | Baht | 1,240,000.00 | 1,211,000.00 |
| Other monetary remuneration | Baht | 1,320,000.00 | 2,326,250.00 |
| Total director remuneration | Baht | 2,560,000.00 | 3,537,250.00 |

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

### 3.4.4 Executive Remuneration Policy and Criteria

|                                                                  |                                                                                       |
|------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| Executive remuneration policy and criteria of the Company:       | Yes                                                                                   |
| URL of executive remuneration policy and criteria:               | <a href="https://seliccorp.com/annual-report">https://seliccorp.com/annual-report</a> |
| Uploaded document of executive remuneration policy and criteria: | -                                                                                     |

### 3.4.5 Executive Remuneration

| Detail                       | Unit | Year          |               |               |
|------------------------------|------|---------------|---------------|---------------|
|                              |      | 2021          | 2022          | 2023          |
| Total executive remuneration | Baht | 26,541,000.00 | 25,449,000.00 | 22,087,295.00 |

### 3.4.6 Other Non-monetary Remuneration of Executives

Employee Stock Ownership Plan (ESOP):: No

Employee Joint Investment Program (EJIP):: Yes

## 3.5 Development and Training of Directors

Table of development and training of directors over the past year

| Name (English)                                          | Participated in Director Development Program | Training                                                                                                                                                                                                                                                                                                                                                              |
|---------------------------------------------------------|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Mr. ATHAVUDHI HIRUNBURANA<br>(Chairman of the board) | Participating                                | <b>Thai Institute of Directors (IOD)</b><br>- 2006: Director Certification Program (DCP)                                                                                                                                                                                                                                                                              |
| 2. Mr. NARONG SUWATTHANAPHIM<br>(Vice Chairman)         | Participating                                | <b>Thai Institute of Directors (IOD)</b><br>- 2016: Director Certification Program (DCP)                                                                                                                                                                                                                                                                              |
| 3. Mr. EK SUWATTHANAPHIM<br>(Director)                  | Participating                                | <b>Thai Institute of Directors (IOD)</b><br>- 2016: Advanced Audit Committee Program (AACP)<br>- 2017: Board Nomination and Compensation Program (BNCP)<br>- 2005: Director Certification Program (DCP)<br>- 2016: Ethical Leadership Program (ELP)<br>- 2022: Subsidiary Governance Program (SGP)<br><b>Others</b><br>- 2005: Finance For Non Finance Director (FND) |
| 4. Mr. PORNPAT KIJAREON<br>(Director)                   | Participating                                | <b>Thai Institute of Directors (IOD)</b><br>- 2016: Advanced Audit Committee Program (AACP)<br>- 2017: Board Nomination and Compensation Program (BNCP)<br>- 2015: Director Accreditation Program (DAP)<br>- 2022: Subsidiary Governance Program (SGP)                                                                                                                |

|                                              |                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------------------------|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5. M.L. THIRACHET SONAKUL<br>(Director)      | Participating     | <b>Thai Institute of Directors (IOD)</b><br>- 2016: Advanced Audit Committee Program (AACP)<br>- 2017: Board Nomination and Compensation Program (BNCP)<br>- 2015: Director Accreditation Program (DAP)<br>- 2022: Subsidiary Governance Program (SGP)                                                                                                                                                                                                                   |
| 6. Ms. PATTANANT PETCHCHEDCHOO<br>(Director) | Participating     | <b>Thai Institute of Directors (IOD)</b><br>- 2015: Advanced Audit Committee Program (AACP)<br>- 2014: Director Certification Program (DCP)<br>- 2015: Risk Management Program for Corporate Leaders (RCL)<br>- 2022: Subsidiary Governance Program (SGP)<br>- 2016: Successful Formulation & Execution of Strategy (SFE)<br><b>Others</b><br>- 2017: Boardroom Success through Financing & Investment (BFI)<br>- 2020: IT Governance and Cyber Resilience Program (ITG) |
| 7. Mr. ANOTAI ADULBHAN<br>(Director)         | Participating     | <b>Thai Institute of Directors (IOD)</b><br>- 2021: Board Nomination and Compensation Program (BNCP)<br>- 2015: Director Accreditation Program (DAP)<br>- 2023: Director Certification Program (DCP)<br>- 2020: Role of the Chairman Program (RCP)                                                                                                                                                                                                                       |
| 8. Ms. NATTHAKARN THANAWADEE<br>(Director)   | Participating     | <b>Thai Institute of Directors (IOD)</b><br>- 2022: Director Accreditation Program (DAP)<br><b>Others</b><br>- 2020: Boardroom Success through Financing & Investment (BFI)<br>- 2020: Company Secretary Program (CSP)                                                                                                                                                                                                                                                   |
| 9. Mrs. ANGELI SUWATTHANAPHIM<br>(Director)  | Participating     | <b>Thai Institute of Directors (IOD)</b><br>- 2012: Director Certification Program (DCP)                                                                                                                                                                                                                                                                                                                                                                                 |
| 10. Mrs. WILAWAN SONGJAROEN<br>(Director)    | Participating     | <b>Thai Institute of Directors (IOD)</b><br>- 2009: Director Certification Program (DCP)                                                                                                                                                                                                                                                                                                                                                                                 |
| 11. Ms. PALAWI BUNNAG<br>(Director)          | Non-participating | <b>Thai Institute of Directors (IOD)</b><br>- 2016: Director Accreditation Program (DAP)<br>- 2022: Subsidiary Governance Program (SGP)                                                                                                                                                                                                                                                                                                                                  |

### 3.6 Performance Evaluation

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

## 4 Sustainability Policy and Strategy

### 4.1 Corporate Sustainability Policy

|                                                       |                                                                                       |
|-------------------------------------------------------|---------------------------------------------------------------------------------------|
| Corporate Sustainability Policy:                      | Yes                                                                                   |
| URL of corporate sustainability policy:               | <a href="https://seliccorp.com/annual-report">https://seliccorp.com/annual-report</a> |
| Uploaded document of corporate sustainability policy: | SDREPORT_SELIC_2023.pdf                                                               |

### 4.2 Sustainability Report

|                                         |                                                                                       |
|-----------------------------------------|---------------------------------------------------------------------------------------|
| Corporate Sustainability Report:        | Yes                                                                                   |
| URL of corporate sustainability report: | <a href="https://seliccorp.com/annual-report">https://seliccorp.com/annual-report</a> |

### 4.3 Sustainability Disclosure Standards

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

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