



Ref. OP.SL. 30/2026

August 14, 2026

Subject: Notification of the Resolution of the Board of Director Meeting Re: Approval of the Employee Joint Investment Program (EJIP No.5)

To: President
The Stock Exchange of Thailand

Selic Corp Public Company Limited (the "Company") would like to inform that the Board of Directors' Meeting No. 4/2026, held on 14 August 2026, resolved to approve the Employee Joint Investment Program (EJIP No.5). The program is in accordance with the Notification of the Securities and Exchange Commission No. Sor.Jor. 6/2567 Re: Reporting Changes to the Securities and Derivatives Holdings of Directors, Executives, Auditors, Planner and Plan Administrators, dated March 5, 2024. EJIP No. 5 is a program under which shares of the Company will be purchased and accumulated periodically as a form of employee compensation for employees of the Company and its subsidiaries. The details of the program are as follows:

1) Objectives of the Program

- To retain executives and employees with the Company over the long term by enhancing employee welfare, through a co-investment program between employees and the Company, whereby shares of the Company are purchased on a periodic accumulation basis, subject to the terms and conditions of the program.
- To foster in employees a sense of shared ownership of the business
- To create motivation in the performance of duties, thereby enhancing operational efficiency and competitiveness, so as to drive sustainable business growth according to the goals.
- To promote and instill financial discipline in long-term saving among employees.

2) Companies Participating in the Program

Selic Public Company Limited and the subsidiaries

3) Implementation of the Program

Duration of the Program: 8 years, commencing 1 October 2026 and ending 30 September 2034

Employee contributions and the Company's matching contributions shall be made, for the duration specified under the program.



4) Employees Eligible to Apply for the Program

This program is open to executives and employees of the Company and its subsidiaries who meet any one of the following qualifications as of the date of application to participate in the program:

- Executives and employees of the Company and its subsidiaries.
- Employees with an excellent performance rating who meet the specified criteria or have been approved by a resolution of the Executive Committee.
- Employees in the Product Research and Development Department who meet the specified criteria.
- Employees who have successfully completed their probationary period, have at least one year of service, and whose performance meets the prescribed criteria.
- Participants must not have previously been members of an EJIP. This restriction does not apply to individuals who have ceased to be EJIP members for more than two years, whose previous EJIP has expired, or who have received case-by-case approval from the EJIP Program Chairman.

5) Payment of Employee Contributions and Company Matching Contributions

Employees participating in EJIP No. 5 are required to make monthly contributions from their own funds to co-invest with the Company's contributions for the period specified in Clause 3 above.

Each month, on the Company's regular payroll date, the Company will deduct an amount from the participating employee's salary, in accordance with the employee's election, subject to the applicable maximum contribution rate, until the end of the program period, as follows:

- Employees at the Department Manager level and above: not exceeding 7% of monthly salary.
- Employees with an excellent performance rating: not exceeding 15% of monthly salary.
- Employees at the Executive level and above: not exceeding 20% of monthly salary.

6) EJIP Operator and Securities Trading Agent

The Company will appoint Asia Plus Securities Company Limited (hereinafter referred to as "ASP") as the administrator of the EJIP No. 5 program and as the broker for securities trading under EJIP No. 5. ASP will also be responsible for allocating the securities purchased in each period to the individual accounts of participating employees.



**7) Conditions for the
Prohibition on Sale or
Transfer of Shares
(Silent Period)**

Participants must strictly comply with the share transfer restriction period (Silent Period) throughout the duration of the program. Participants will be entitled to sell the shares accumulated through the program, including ownership of the shares contributed by the Company, which will be transferred to the participating employees, subject to the following conditions:

Participants must maintain their membership in the program continuously from the program commencement date until the completion of the specified periods, as follows:

- Upon completion of 5 years: Permitted to sell up to 25% of their shares.
- Upon completion of 6 years: Permitted to sell up to 50% of their shares.
- Upon completion of 7 years: Permitted to sell up to 75% of their shares.
- Upon completion of 8 years: Permitted to sell all remaining shares.

The Board of Directors has resolved to authorize the Executive Committee to determine and approve the terms and conditions of the agreements among the Company, the program participants, and the program administrator, in order to achieve the objectives of the Company's EJIP, subject to applicable laws and regulations.

In accordance with the requirements stipulated in Clause 9(6) of the Notification of the Securities and Exchange Commission No. SorJor. 6/2567, the Company will submit a certification letter to the SEC confirming that the Company's EJIP complies with the requirements prescribed in Clause 10 of the Notification of the Securities and Exchange Commission No. SorJor. 6/2567.

Please be informed accordingly.

Yours sincerely,

(Mr. Narong Suwatthanaphim)
Acting Chief Executive Officer