



No. FI202305-02

May 18, 2023

Subject: Notification of the progress and the revision of details of the Employee Joint Investment Program (EJIP)

To: The President  
The Stock Exchange of Thailand

Refer to: The Resolutions of the Board of Director's Meeting No.3/2023 to approve the Employee Joint Investment Program announced on April 27, 2023.

According to the Board of Directors' Meeting of Sappe Public Company Limited (the "Company" or SAPPE) in the meeting No. 3/2023 held on April 27, 2023 has approved the Employee Joint Investment Program (EJIP) in accordance with the *Notification of the Office of Securities and Exchange ("the SEC") No. Sor.Jor. 38/2008 dated July 16, 2008, 61/2021 dated November 4, 2021 and 74/2021 dated December 29, 2022, Re: Report on changes in holding of securities and derivatives of directors, management, auditor, planner and plan administrator.*

As to be complied with Clause 6 (6) of the Notification no. Sor Jor. 38/2561 of the SEC, the Board of Directors has issued the letter to the SEC to certify that the Employee Joint Investment Program has complied with Clause 7 Notification no. Sor Jor. 38/2561 of the SEC. The Board of Directors has an opinion that Employee Joint Investment Program is an investment program on accumulative buying of the Company's shares on a periodic basis, serving as another means of compensating employees of the Company. Both employees' and the Company's contribution will be invested on buying SAPPE shares in the Stock Exchange of Thailand (SET) within the Company's specified date in each month by Phillip Securities Public Company Limited, who has been assigned by the Company to execute EJIP.

In addition, The Company would like to revise the details of the Employee Joint Investment Program (EJIP) according to the Company's news on April 27, 2023 per the attachement.

Please be informed accordingly

Sincerely Yours,  
Sappe Public Company Limited

Ms. Piyajit Ruckariyapong  
Chief Executive Officer



## The attachment: The detail of Employee Joint Investment Program (EJIP) (Revise)

### Companies entering into the program

Sappe Public Company Limited

### The period of EJIP

Total duration 3 years: 1 July 2023 – 30 June 2026

Duration of paid contribution 1 year: 1 July 2023 – 30 June 2024

### Eligible participants under EJIP

The employee and managements in Division Manager level or above of the Company and the group of Talent & Successor employee who have more than two years experience with the approval from Chief Executive Officer (CEO) on voluntary basis.

### EJIP arrangement

The company will deduct money from payroll of participants who join EJIP not over 10% of the base salary of each participant on a monthly basis and put into the fund till the end of the EJIP period. This amount will represent 15% of the total EJIP contribution budget and The company will contribute the remaining 85% of the total EJIP contribution budget on a monthly basis. Phillip Securities Public Company Limited, a securities company as assigned by Sappe to manage EJIP, will bring the said fund for buying SAPPE shares under the criterions, procedures, and conditions as stipulated in the terms and conditions of EJIP to be approved by the Office of the Securities and Exchange Commission ("SEC")

### Condition of securities holding

Each EJIP participant has the right to sell SAPPE shares according to the conditions as follows:

When the program is 12 months of age (1 year) can sell shares, 20% of the accumulated.

When the program is 18 months of age can sell shares, 20% of the accumulated.

When the program is 24 months of age (2 years) can sell shares, 20% of the accumulated.

When the program is 30 months of age can sell shares, 20% of the accumulated.

When the program is 36 months of age (3 years) can sell shares, 20% of the accumulated.