



No. FI202403-01

March 1, 2024

Subject: Resolutions of the Board of Director's Meeting No.3/2024  
Approved the Employee Joint Investment Program No.2  
To: The President  
The Stock Exchange of Thailand

The Board of Directors' Meeting of Sappe Public Company Limited (the "Company" or SAPPE) in the meeting No. 3/2024 held on March 1, 2024 has approved the Employee Joint Investment Program (EJIP) No.2 in accordance with the *Notification of the Office of Securities and Exchange No. Sor.Jor. 38/2008 dated July 16, 2008, 61/2021 dated November 4, 2021 and 74/2021 dated December 29, 2021, Re: Report on changes in holding of securities and derivatives of directors, management, auditor, planner and plan administrator*. EJIP is an investment program on accumulative buying of SAPPE shares on a periodic basis, serving as a mean of remuneration given to the employees of the Company and of its subsidiaries. The detail of EJIP are as follows:

#### **Companies entering into the program**

Sappe Public Company Limited

#### **The period of EJIP**

Total duration	3 years: 1 July 2024 – 30 June 2027
Duration of paid contribution	1 year: 1 July 2024 – 30 June 2025

#### **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.

The company will propose the terms and conditions of EJIP to SEC for approval.

Please be informed accordingly

Sincerely Yours,  
Sappe Public Company Limited

Ms. Piyajit Ruckariyapong  
Chief Executive Officer