



**The detailed Summary**  
**of**  
**the Employee Joint Investment Program of KCE Electronics Public Company Limited - No. 1**  
**(KCE-EJIP No. 1)**

The Employee Joint Investment Program (“EJIP”) of KCE Electronics Public Company Limited (“KCE”) - No. 1, in accordance with the Notification of the Office of the Securities and Exchange Commission (SEC) No. Sor Jor. 12/2009, dated June 10, 2009, Re: the Preparation and Disclosure of Report on Securities Holding of Directors, Executives, and Auditors, is an investment program on accumulative buying of the Company's shares on a periodic basis, serving as a compensation given to the employees and management of the Company and its subsidiaries. The details of EJIP are as follows:

- Objective of the Program:**
- serve as another mean of compensation to employees, executives and the company directors
  - to promote a sense of ownership
  - serve as a tool for incentive in working, and retaining personnel for a long-term employment with the Company

**Participating companies** KCE Electronics Public Company Limited and its subsidiaries (the "Company"), as follows:

1. KCE Technology Company Limited
2. K.C.E. International Company Limited
3. Thai Laminate Manufacturer Company Limited
4. KCE (Thailand) Company Limited
5. Chemtronic Technology (Thailand) Company Limited
6. [KCE Singapore Pte Company Limited](#)
7. [KCE Taiwan Company Limited](#)

**The EJIP Contribution period** Starting from July 1, 2016 to June 31, 2021, the total duration of 5 years.

**The Program period** Starting from July 1, 2016 to June 31, 2023, the total duration of 7 years.  
(include the Silent period)

**Eligible participants**

1. Permanent employees of the Company and subsidiaries, with working period not less than 1 year, and approved by the EJIP Committee, on the voluntary basis.

There are 3 groups, as follows:



Group 1 Employee: Supervisor, Engineer, , Sr. Supervisor, Sr. Engineer

Group 2 Management: Assistant Manager, Section Manager, Division Manager

Group 3 Executive / Executive Director : Assistant VP, VP, SVP, EVP, CEO,  
Executive Director

2. Employee or Management or Executive who are identified as the Talent Group, with working period not less than 1 year, and are qualified under prescribed conditions. EJIP Committee would consider and approve for the list of eligible participants.

### Program arrangement

- In each month, on the salary payment date, the Company will deduct money from payroll of participants who join EJIP at the rate from 4% to 20% of the basic salary, depending on performance achievement, the position/level of the participant and the year of service of participant with the company, and put into the fund till the end of the EJIP Contribution period. The amount deducted will be adjusted in according to the increased salary of participants, in all cases.
- In each month, on the salary payment date, the Company will contribute 100% of such deducted amount from participants who join EJIP.
- Participant can change the above rate on a yearly basis, according to the Contribution rate but not exceed the Company's determined rate; with a change request within May 31 each year, in order to be valid for the remaining EJIP contribution period.

### Rate of Contribution

Position/ Level	Rate of Contribution (KPI Grade 3)		
	Group 1	Group 2	Group 3
	Employee	Manager	Executive/Executive Director
Service year less than 2 years	4%	5%	5%
Service year from 2 yrs. - less than 4 yrs	5%	7%	12%
Service year from 4 yrs. - less than 6 yrs	6%	9%	14%
Service year from 6 yrs. - less than 8 yrs	8%	11%	16%
Service year from 8 yrs.- less than 10 yrs	10%	13%	18%
Service year from 10 yrs and up	12%	15%	20%



1) The above contribution rate is applicable to employee or management who achieve KPI of Grade 3

2) For the Talent Group, EJIP Committee would consider and approve the contribution rate.

**Securities company and**

**Buying date**

The Company assigned the TISCO Securities Company Limited ("TISCO") as a manager of the EJIP, and being the broker for buying/selling the shares under the EJIP (the KCE's ordinary shares in the Stock Exchange Market), within the specified date each month, under the criteria, procedures and conditions as stipulated in the terms and conditions of EJIP to be approved by the SEC, and including the allocation of shares purchased each month to each employee's account.

**Conditions for security holding**

**(Silent Period)**

EJIP participant must strictly comply to the silent period, from the start date till the end of the EJIP program, as detailed below:

Each EJIP participant has the right to sell KCE shares accumulated under EJIP program each year as follows:

- The year shares accumulated      Participant cannot sell any shares.
- 1st subsequent year                      Participant can sell 50% of shares.
- 2nd subsequent year                      Participant can sell 25% of shares.
- 3rd subsequent year                      Participant can sell 25% of shares.

Project year	Dates and the Number of Shares that can be sold or transfer from EJIP account						
	July 8,	July 8	July 8,	July 8	July 8,	July 1	July 1,
	2017	2018	2019	2020	2021	2022	2023
1st Year	50%	25%	25%				
2nd Year		50%	25%	25%			
3rd Year			50%	25%	25%		
4th Year				50%	25%	25%	
5th Year					50%	25%	25%



**Condition for participant who exit from the EJIP**

In case that the participant exit from EJIP, but remain as an employee of the Company: The Silent Period is applicable

**Condition for participant who is no longer the employee/manager/ executive of the Company**

- 1) in case that the participant resign from the Company: The Silent Period is applicable
- 2) in case that the participant retire, disable or die: The Silent Period is not applicable
- 3) in case that the participant is terminated: The Silent Period is applicable

The above conditions are in accordance with the agreement between the Company, EJIP participants and the Securities company.

The Board of Directors delegated the authority to the Company's CEO in setting the terms and conditions of the Agreement between the Company, EJIP participants and the Securities company, in order to achieve the objectives of KCE's EJIP, while comply with the laws, the Securities' regulations, as well as the SEC's notifications.

The Company will propose the terms and conditions of EJIP to the SEC for the approval in a later date.