

(Translation)

March 12, 2024

Subject: Notification of the resolution of the Board of Directors' Meeting

Ref: The Employee Joint Investment Program No.2 (KCE-EJIP No.2) ([Edit](#))

To: The Director and Manager
The Stock Exchange of Thailand

Enclosure: Information of the Employee Joint Investment Program No.2 (KCE-EJIP No.2)

According to the Resolution of the Board of Directors' Meeting of KCE Electronics Public Company Limited (the "Company") No. 3/2024, held on March 12, 2024, resolved to approve the Employee Joint Investment Program No.2 ("KCE-EJIP No.2"). The summary of key information concerning the KCE-EJIP No.2 is as appeared in the Enclosure.

To comply with the criteria specified in Clause 7 of the aforementioned notification of the SEC Office No. Sor.Jor. 38/2561, dated July 16, 2018 Re: Preparation of Report on Changes to the Securities and Derivatives Holding of Director, Executive, Auditor, Plan Preparer and Plan Administrator, is an investment program on accumulative buying KCE shares on a periodic basis, serving as a compensation given to the employees and management of the Company and its subsidiaries.

Please be informed accordingly.

Sincerely yours,



(Mrs. Voraluksana Ongkosit)
Executive Vice Chairperson



**The detailed Summary
Of
The Employee Joint Investment Program of KCE Electronics Public Company Limited - No. 2
(KCE-EJIP No. 2)**

The Employee Joint Investment Program ("EJIP") of KCE Electronics Public Company Limited ("KCE") - No. 2, ("KCE-EJIP No.2), in aligned with the regulation Clause 7 of the Notification of the Office of the Securities and Exchange Commission ("SCE") No. SorJor. 38/2561, dated July 16, 2018Re: Preparation of Report on Changes to the Securities and Derivatives Holding of Director, Executive, Auditor, Plan Preparer and Plan Administrator, KCE-EJIP No.2 is an investment program on accumulative buying KCE shares on a periodic basis, serving as a compensation given to the employees and management of the Company and its subsidiaries. The details of KCE-EJIP No.2 are as follows:

- 1. Objective of the Program:**
 - serve as another mean of compensation to employees and executives that approved by the Board of Directors' Meeting No. 3/2024
 - 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

- 2. Participating companies** KCE Electronics Public Company Limited and its subsidiaries (the "Company"), as follows:
 1. KCE Technology Company Limited
 2. Thai Laminate Manufacturer Company Limited
 3. KCE (Thailand) Company Limited
 4. Chemtronic Product Company Limited
 5. KCE Singapore Pte Company Limited

- 3. EJIP No.2 Contribution period** starting from July 2024 to June 2029, the total duration of 5 years
The Program period starting from July 2024 to June 2031, the total duration of 7 years (Include the Silent period)

- 4. Eligible participants**
 - 1) Permanent employees of the Company and subsidiaries, with working period not less than 1 year, and approved by the KCE-EJIP No.2 Committee, on the voluntary basis.
There are 3 groups, as follows:
Group 1 Employee: Supervisor, Chief, Engineer, Sr. Supervisor, Sr. Engineer or equivalent.

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

Group 3 Executive: 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. KCE-EJIP No.2 Committee would consider and approve for the list of eligible participants.

5. Program Features

- The number of employees and executives who have qualified to enter the KCE-EJIP No.2 is approximately 500 people.
- The Company will deduct from payroll of participants who voluntarily joins KCE-EJIP No.2 at the rate 4% to 20% of the basic salary in each month, 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 KCE-EJIP No.2 Contribution period. The amount deducted will be adjusted in according to the increased salary of participants, in all cases.
- The Company will contribute 100% of the deductible amount from KCE-EJIP No.2 participants on a monthly basis.
- Participants 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 KCE-EJIP No.2 contribution period.

6. Rate of Contribution

Position / Level	Rate of Contribution		
	Group1	Group2	Group3
	Employee	Manager	Executive
Service year less than 2 years	4%	5%	5%
Service year from 2 yrs. - less than 4 years	5%	7%	12%
Service year from 4 yrs.- less than 6 years	6%	9%	14%
Service year from 6 yrs. - less than 8 years	8%	11%	16%
Service year from 8 yrs.- less than 10 years	10%	13%	18%
Service year from 10 years and up	12%	15%	20%

Remark:

- 1) The above contribution rate is applicable to participant [in the program who have demonstrated performance according to the evaluation criteria, within the evaluation period, set by the company.](#)

- 2) For participants in the program who have not met the performance criteria according to the company's evaluation rounds, both the participant and the company will cease contributions to the program in the next round.
- 3) The KCE-EJIP No.2 Committee will determine the evaluation rounds for performance assessment.
- 2) For the Talent Group, KCE-EJIP No.2 Committee would consider and approve the contribution rate.

7. Period for notifying the intentions of program participants

participant	Month	Period for notifying
1st Year	June2024	July2024 - June 2031
2nd Year	June2025	July2025 - June2031
3rd Year	June2026	July2026 - June2031
4th Year	June2027	July2027 - June2031
5th Year	June2028	July2028 - June2031

8. Conditions for holding

Participants must strictly comply to the silent period, from the start date till the end of the KCE-EJIP No.2, as detailed below:

The securities (Silent Period)

Each KCE-EJIP No.2 participant has the right to sell KCE shares accumulated under KCE-EJIP No.2 Program each year as follows:

Program year	Month and the Number of Shares that can be sold or transfer from KCE-EJIP account						
	July 2025	July 2026	July 2027	July 2028	July 2029	July 2030	July 2031
1st Year (July2024 - June 2025)	50%	25%	25%				
2nd Year (July2025 - June 2026)		50%	25%	25%			
3rd Year (July2026 - June 2027)			50%	25%	25%		
4th Year (July2027 - June 2028)				50%	25%	25%	
5th Year (July2028 - June 2029)					50%	25%	25%

9. Condition of Program Termination

Condition of Program Termination	Actions of the Participant
1. Participant exits from the program but remains as an employee of the Company 2. Participant resigns from the Company 3. Participant gets terminated from the Company.	<ul style="list-style-type: none"> ● Participant and the Company stops contribute to the program. ● Outstanding shares remains are held by EJIP participants under silent period condition.
1. Participant gets terminated from the Company by retirement, disabilities or death.	<ul style="list-style-type: none"> ● Participant and the Company stops contribute to the program. ● Participant acquires all allocated shares.

The aforementioned conditions are in accordance with the terms contained in the agreement between the KCE-EJIP No.2 participating and the representative.

10. Agent and Purchase schedule The Company has assigned TISCO Securities Company Limited ("TISCO") as a manager of the KCE-EJIP No.2, and being the broker for buying/selling the shares under the KCE-EJIP No.2 (the KCE's ordinary shares on the Stock Exchange of Thailand), within the Company's specified date each month, under the criteria, procedures and conditions as stipulated in the terms and conditions of KCE-EJIP No.2, and allocate those shares to each participant's KCE-EJIP No.2 account.

The Board of Directors delegated the authority to the Company's CEO in setting the terms and conditions of the agreement between the Company, KCE-EJIP No.2 participants and the Securities agent, in order to achieve the objectives of KCE's KCE-EJIP No.2, while comply with the laws, the Securities' regulations, as well as the SEC's notifications.