

No.TACC-006/2022

1 April 2022

Subject: To approved the Employee Joint Investment Program No.2 (EJIP No.2)

To: President, The Stock Exchange of Thailand.

T.A.C. Consumer Public Company Limited (“TACC”) would like to inform that the Meeting No.1/2022 of Board of Directors held on 24 February 2022. To approved the Employee Joint Investment Program No.2 (EJIP No.2). The aforementioned agenda was approved on 1 April 2022 and important resolutions as follows:

To approved the Employee Joint Investment Program No.2 (EJIP No.2) in accordance with the Notification of the Office of the Securities and Exchange Commission No. SorJor. 12/2009, Re: the Preparation and Disclosure of Report on Securities Holding of Director, Executives and Auditors, dated June 10, 2009. EJIP is an investment program on accumulative buying of TACC shares on a periodic basis, serving as a mean of remuneration given to the employees of the Company. The details of EJIP are as follows:

**(1) Companies entering into the program**

T.A.C. Consumer Public Company Limited

**(2) The period of EJIP**

Period: Starting from April 1, 2022 to March 31, 2024, the total duration of 2 years.

**(3) Eligible participant under EJIP**

(3.1) Regular staff Supervisor level up to 3 years’ experience and achieve KPI assessment criteria in 2021 at Successful Fully Meet Expectation. (grading = 4)

(3.2) Successor group, Talent group and Leadership Team according to company rules.

(3.3) The Employee who have the qualifications as 3.1 and 3.2 and voluntarily join the project to grow with the company sustainably.

**(4) EJIP arrangement**

T.A.C. Consumer Public Company Limited will deduct money from payroll of participant who join EJIP at the rate 5% of the salary of each participant by a monthly basis. Phillip Securities Public Company Limited, a securities company as assigned by TACC to manage EJIP, will bring the said fund for buying TACC shares under the criterions, procedures and conditions as stipulated in the term and condition of EJIP to be approve by the Office of the Securities and Exchange Commission (“SEC”)

**(5) Conditions for securities holding**

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

- When the project is 1 year of age can sell shares, 100% of the accumulated.
- When the project is 2 years of age can sell shares all the remaining shares.

The above conditions do not apply in the event that the participant termination of the employee from the Company. Which is in accordance with the contract conditions between the company and the project participants.

Please kindly acknowledge.

Yours sincerely,

- *Chatchawe Vatanasuk*-  
(Mr.Chatchawe Vatanasuk)  
Chairman of the Executive Committee

Company Secretary  
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