



No. MM-SET 06/2018

March 23, 2018

Subject Notification of the Employee Joint Investment Program (EJIP)

To The President
The Stock Exchange of Thailand

The Board of Director of Mudman Public Company Limited (the “Company”) No. 1/2018 on March 6, 2018 acknowledged the details of the Employee Joint Investment Program (EJIP) which had been considered and approved by the Executive Committee according to the delegation of the BOD to the Executive Committee to consider and approve the details of EJIP. EJIP is an investment program on accumulative buying of the Company's shares on a periodic basis, serving as another means of compensating employee and as mechanism to maintain talented employees to be with the Company in long terms. The details of EJIP are as follows:

1. The Company eligible under EJIP
Mudman Public Company Limited and its subsidiaries
2. The period of EJIP
Three (3) years (May 1, 2018 – April 30, 2021). However, the EJIP is on consideration process for approval from the Office of Securities and Exchange Commission (SEC).
3. Eligible employees under EJIP
Permanent employees and Management team with qualifications and on voluntary basis. The directors of the Company who is not an employee or a management team are not entitled for this program.
4. EJIP arrangement
 - The Company will deduct from payroll of eligible employees who voluntarily joins EJIP at the rate of 2% - 5% of the basis salary in each month till the end of the EJIP period. The Company will contribute 80% of the deductible amount from EJIP participants on monthly basis.
 - The Company appointed Phillip Securities (Thailand) Public Company Limited to execute EJIP and to collect both employees' and the Company's contribution in order to buy MM shares in the Stock Exchange of Thailand within the Company's specified date in each month



5. Conditions for holding the holding the securities

An EJIP participant has the right to sell MM shares directly in the SET when:

- EJIP duration reaches One (1) year: eligible employee can sell 20% of the outstanding shares.
- EJIP duration reaches Two (2) years: eligible employee can sell 50% of the outstanding shares.
- EJIP duration reaches Three (3) years: eligible employee can sell all of the outstanding shares.

Unless the EJIP participant is no longer the employee of the Company, retired, and dead according to the terms and conditions in the agreement between the Company and EJIP participants.

However, the EJIP is on consideration process for approval from the SEC.

Please be informed accordingly

Yours Sincerely

(Miss Hansa Sermsri)

Chief Finance Officer