

Ref. No. FIRE 004/2558

27 February 2015

Subject: Notification of information on Employee Joint Investment Program of Fire Victor Public Company Limited

To: The President  
The Stock Exchange of Thailand

The Board of Directors' meeting of Fire Victor Public Company Limited ("FIRE" or "the Company") no. 1/2015 held on 27 February 2015 passed a resolution approving and determining a program term of the Company's Employee Joint Investment Program ("EJIP" or "the program") pursuant to Notification of Office of the Securities and Exchange Commission ("Office of the SEC") no. SorJor. 12/2552 dated 10 June 2009 Re: Preparation and Disclosure of Report on Securities Holdings of Directors, Executives and Auditors. EJIP is an investment program under which periodic accumulative buying of FIRE shares is made as another means of the Company's remuneration to its employees and executives. Details are as follows:

1. Participating company: Fire Victor PCL ("FIRE" or "the Company")
2. Program term: 5 years ( May 1, 2015 – April 30, 2020 )
3. Number of program members: Voluntary application by employees (FIRE's current workforce is 109.)
4. Candidate eligibility and investment ratio:

Group	Candidate eligibility	Investment ratio	
		Employee portion	Company portion
1	Regular employee with at least one year of service (voluntary)	5% of monthly salary	5% of monthly salary
2	Executive from department head level and upward (voluntary and subject to approval by Executive Committee)	5-25% of monthly salary	5-25% of monthly salary

Notes:

1. Employee : Company investment proportion is 50 : 50.
2. Share buying fees are payable by the Company.
3. Income tax on the Company portion and share selling fees are payable by employees and executives.

5. Schedule of accumulative share buying

Phillip Securities (Thailand) PCL is designated as the Company's EJIP arranger in charge of acquiring FIRE shares for accumulation in EJIP on the date to be designated by the Company.

6. Securities selling conditions

First 2 years:	Silent period, in which no selling is allowed
Upon end of first 2 years:	25% selling of shares accumulated in first 2 years
Upon end of first 3 years:	50% selling of shares accumulated in first 3 years
Upon end of first 4 years:	75% selling of shares accumulated in first 4 years
Upon end of 5 years:	100% selling

7. Additional program application conditions

The program shall be open for voluntary application by eligible candidates once a year during 1-30 April, and share buying payment shall be deducted from their monthly salaries from May onward.

8. Exit prior to the end of program term

8.1 In case of termination of employees' or executives' employment, due to:

(a) Death, disability or retirement of employees or executives – Such employees' or executives' EJIP membership shall be terminated from the effective date of their termination of employment, and the shares shall become under their ownership. Phillip Securities (Thailand) PCL shall then proceed with the transfer of the shares to the normal accounts (Cash Internet) within three business days from the effective date of the termination of such employees' or executives' employment.

(b) Any incidents other than those indicated in (a) above – Such employees or executives shall be deemed ending their EJIP membership. All the rights to which the employees or executives are entitled according to the EJIP regulations shall be discontinued from the effective date of their termination of employment, and the shares shall become under their ownership. However, the employees or executives have to return the entire portion contributed by the Company since the beginning of the program.

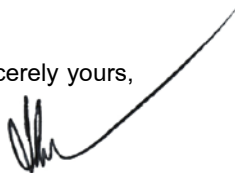
8.2 In case of resignation of employees or executives from the program before the end of the program while still maintaining the employment status

All the rights to which the employees or executives are entitled according to the EJIP regulations shall be discontinued from the effective date of their resignation from the program, and the shares shall become under their ownership. In this regard, the employees or executives shall still be committed under the EJIP regulations in relation to the silent period and selling conditions.

The program is currently in the process of consideration by Office of the SEC.

Please be informed accordingly.

Sincerely yours,



(Mr. Wirat Sukchai)

Managing Director

Authorized Person to Report Information