

Ref. No. HARN 003/2020

28 February 2020

Subject: Notification of Employee Joint Investment Program (EJIP No. 2)

To: The President  
The Stock Exchange of Thailand

In regards to the company has established a joint investment project between the employer and employee - Employee Joint Investment Program (EJIP) (the project is between 1 May 2015 to 30 April 2020). The project will expire on 30 April 2020, therefore, the Board of Directors finally concluded at the meeting 1/2020 on Thursday, 27 February 2020 agreed and approved the Employee Joint Investment Program (EJIP No. 2) (the project is between 1 May 2020 to 30 April 2025 which is in accordance with the Notification of the Office of Securities and Exchange Commission ("the SEC") no. SorJor 38/2561 dated July 16, 2018.

As to be complied with Clause 6 (6) of the Notification no. SorJor. 38/2561 of the SEC, the Board of Directors has issued the letter to the SEC to certify that the EJIP No. 2 has been complied with Clause 7 Notification no. SorJor. 38/2561 of the SEC. The Board of Directors has an opinion that EJIP No. 2 is an investment program on accumulative buying of the Company's shares on a periodic basis, serving as another means of compensating employees of the Company and its subsidiaries. The Company will deduct from payroll of eligible employees who voluntarily joins EJIP at the rate 5-30% of the salary in each month till the end of the EJIP period. The Company will contribute as the same amount from EJIP participants on a monthly basis. Both employees' and the Company's contribution will be invested on buying HARN shares in the Stock Exchange of Thailand (SET) within the Company's specified date in each month by Phillip Securities Public Company Limited, who has been assigned by the Company to execute EJIP.

Please be informed and it would be a great grace publicize to shareholders and related parties.

Sincerely yours,

(Mr. Wirat Sukhai)

Chief Executive Officer

Authorized Signatory of Information Memorandum

Company Secretary

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