

Ref.No.IVL012/05/2017

11th May 2017

President
The Stock Exchange of Thailand

Subject: Notification of the Employee Joint Investment program No.1 (“**EJIP-1**”)

Indorama Ventures Public Company Limited (the “**Company**” or “**IVL**”) would like to inform that the Board of Directors at their Meeting No. 3/2017 dated 11 May 2017, approved of the Employee Joint Investment Program No. 1 (“**EJIP-1**”).

EJIP-1 is an investment program for accumulative buying of IVL shares on a periodic basis by the employees of the Company, all its subsidiaries and all its Joint Ventures in Thailand. The key highlights of EJIP-1 are as follows:

No.	Item	Details of EJIP-1
1	Program Objective	To have co-ownership and retention of employees for long term sustainable performance of the Company.
2	Participating Companies	Indorama Ventures Public Company Limited, all its Subsidiaries and all its Joint Ventures in Thailand (“ IVL Group ”).
3	The Period of EJIP-1	7 years starting from May 2017 and ending in June 2024.
4	EJIP-1 Contribution period	4 years and 7 months starting from May 2017 and ending in December 2021. The contribution will be on monthly basis starting from January 2018, except for the first year (i.e. 2017) which shall be a one time contribution.
5	Eligible Participants under EJIP-1	Employees of the IVL Group on a Voluntary basis and eligibility criteria as approved by the Board.
6	EJIP-1 arrangement	<ul style="list-style-type: none"> • Participant’s contribution: <ul style="list-style-type: none"> ➢ First Year, 2017, up to one month of salary (from 25% to 100% of monthly salary). ➢ Second Year, January 2018, to Fifth Year, December 2021, from 3.33% up to 8.33% of monthly salary. • IVL Group contribution 50% of Participant’s contribution • SCB Securities Company Limited, a securities company as assigned by the Company to manage EJIP-1, will bring the above collective contribution for buying IVL shares under the criteria, procedures and conditions as stipulated in the EJIP-1 terms and conditions approved by the Board.

No.	Item	Details of EJIP-1
7	Conditions for Securities Holding (Silent Period/ lock-in-period)	<p style="text-align: right;">Lock-in Ends</p> <p><u>Annual Contribution In May 2017 or in 2017</u></p> <p>First 50% June 2019 Next 50% June 2020</p> <p><u>Cumulative Monthly Contribution In 2018</u></p> <p>First 50% June 2020 Next 50% June 2021</p> <p><u>Cumulative Monthly Contribution In 2019</u></p> <p>First 50% June 2021 Next 50% June 2022</p> <p><u>Cumulative Monthly Contribution In 2020</u></p> <p>First 50% June 2022 Next 50% June 2023</p> <p><u>Cumulative Monthly Contribution In 2021</u></p> <p>First 50% June 2023 Next 50% June 2024</p> <p>EJIP-1 Participant exits the program but remains an employee of the IVL Group:</p> <ul style="list-style-type: none"> • EJIP-1 Participants' and IVL Group's contribution stops • Shares continue for the lock-in period <p>EJIP-1 Participant resigns from the IVL Group:</p> <ul style="list-style-type: none"> • EJIP-1 Participants' and IVL Group's contribution stops • Shares continue for the lock-in period <p>EJIP-1 Participant gets terminated from the IVL Group:</p> <ul style="list-style-type: none"> • EJIP-1 Participants' and IVL Group's contribution stops • EJIP-1 Participant shall be required to repay the IVL Group's total contribution for shares purchased and under lock-in period as on the date of termination, in cash and net of taxes (paid by the EJIP-1 Participant) <p>EJIP-1 Participant retires, is incapacitated or expires:</p> <ul style="list-style-type: none"> • EJIP-1 Participants' and IVL Group's contribution stops • Shares lock-in period not applicable

No.	Item	Details of EJIP-1
8	Security Agent	SCB Securities Company Limited

Please be informed accordingly.

Yours faithfully,

(Mr. Souvik Roy Chowdhury)
Company Secretary

