

BUSINESS CONTINUITY POLICY

**Neo Corporate Public Company Limited
and its subsidiary company**

Business Continuity Policy

Neo Corporate Public Company Limited (“**Company**”) recognizes and realizes the importance of advance preparation for handling unexpected crises and emergencies to respond to the crisis and alleviate the impact of such crisis which may cause the disruption of the Company’s operations. Therefore, in order to ensure that the Company will be able to operate its business continuously and efficiently, the Company has established this Business Continuity Policy to be used as a guideline for managing the organization’s risks, with the following details:

1. The Risk Management Working Group is required to prepare and review the Business Continuity Plan (BCP) and supervise, monitor, and inspect to ensure that the operations follow such Business Continuity Plan.
2. Integrated business continuity management systems that are connected throughout the organization and consistent with the Company’s operating framework must be established to ensure effective business continuity management.
3. Directors and executives at all levels must be assigned a duty to drive and support various operations in accordance with the Business Continuity Plan. Relevant employees and stakeholders must be communicated for their understanding and participation in the implementation of the policy. They must also have a duty to strengthen and develop skills, knowledge, and abilities of personnel to ensure that personnel can effectively follow the Business Continuity Plan.
4. All levels of personnel, from directors, executives to all employees, must realize and place importance to, and provide cooperation and participate in, supporting and following the Business Continuity Plan and Policy in order for the Company’s business continuity management to achieve its objectives.
5. The executives in each department are responsible for communicating the Business Continuity Plan to relevant personnel and arranging for the Business Continuity Plan testing at least once a year to test the readiness and practice understanding of their roles and responsibilities and operations according to the established plan.
6. The Risk Management Working Group is responsible for reporting the results of the Business Continuity Plan testing to the Audit Committee’s meeting. The Audit Committee may consider reporting the test results to the Board of Directors upon any significant changes.
7. The Business Continuity Policy and Plan must be reviewed at least once a year to ensure that the Business Continuity Policy and Plan are appropriate and correspond to changing business operation environment and risks.

This Business Continuity Policy is effective from 27 September 2023 onwards.

(Mr. Virapan Pulges)

Chairman of the Board of Directors

Neo Corporate Public Company Limited