

DIVIDEND PAYMENT POLICY

Neo Corporate Public Company Limited

Dividend Payment Policy

Neo Corporate Public Company Limited (“**Company**”) intends to operate its business based on the principles of corporate governance, transparency and accountability, mainly taking into account the interests of all groups of stakeholders. The Company also realizes the rights of the shareholders, both as investors and owners of the Company. Therefore, to increase values for the shareholders in the long term, the Company has prescribed the Dividend Payment Policy of the Company and its subsidiary company as follows:

1. Dividend Payment Policy of the Company

The Company has the policy to pay dividends from the Company’s profits to the shareholders at the rate of not less than 40 percent of the net profits of the separate financial statements after deduction of corporate income tax and allocation of all types of reserves required by applicable laws and the Company’s articles of association and obligations according to the conditions of financial agreements (if any). In this regard, the said dividend payment will not exceed the retained earnings appearing in the Company’s separate financial statements. If in any year, the Company has financial needs for investment or turnover, the Board of Directors shall propose to the shareholders’ meeting to consider paying dividends in other forms. However, such dividend payment may be subject to changes depending on the operating results, cash flow, financial liquidity, financial condition, investment plans, reserves for loan repayment, and the needs to use working capital for business management and business expansion of the Company, including economic conditions and other factors as the Board of Directors considers appropriate.

In this regard, annual dividend payment shall be approved by the shareholders’ meeting, except for interim dividend payments for which the Board of Directors may, from time to time, approve if it considers that the Company has sufficient profits to do so, and such interim dividend payment must be reported to the next shareholders’ meeting.

2. Dividend Payment Policy of the subsidiary company

The Company will supervise to ensure that its subsidiary company pay dividends at the rate of not less than 40 percent from the net profits according to the separate financial statements after deduction of corporate income tax and allocation of all types of reserves required by applicable laws and the subsidiary company’s articles of association and obligations according to the conditions of financial agreements (if any). However, the rate of dividend payment must be considered from the operating results, cash flow, financial liquidity, financial condition, investment plans, reserves for loan repayment, and the needs to use working capital for business management and business expansion of the subsidiary company, including economic conditions and other factors as the Board of Directors and/or the shareholders’ meeting of the subsidiary company considers appropriate.

In this regard, annual dividend payment shall be approved by the shareholders’ meeting of the subsidiary company, except for interim dividend payments for which the Board of Directors of the subsidiary company may, from time to time, approve if it considers that the subsidiary company has sufficient profits to do so, and such interim dividend payment must be reported to the next shareholders’ meeting of the subsidiary company.

In this regard, for the dividend payments of the subsidiary company to comply with the principles of corporate governance, transparency, and accountability, when the subsidiary company pays dividends, the Company’s representative who becomes a director, executive or

controlling person (as the case may be) of each subsidiary company will make reports to the next meeting of the Company's Board of Directors.

This Dividend Payment Policy is effective from 30 November 2023 onwards.

(Mr. Virapan Pulges)

Chairman of the Board of Directors
Neo Corporate Public Company Limited