



## **SUSTAINABILITY MANAGEMENT POLICY**

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**Neo Corporate Public Company Limited**

## **Sustainability Management Policy**

Neo Corporate Public Company Limited and its subsidiary company (“**Companies**”) realize the importance of developing and driving their businesses towards sustainability in order for the Companies’ businesses to grow steadily. Therefore, the Companies place importance on, and take into consideration, the environment, society, respect for human rights and corporate governance at every stage of the Companies’ business operation and communicate the same to the operational level of various departments. The Companies also place importance on taking actions to support the Sustainable Development Goals (SDGs) of the United Nations and have established the Sustainability Management Policy covering various areas as follows:

### **1. Environmental development**

The Companies are determined to operate environmentally friendly businesses, taking into account environmental impacts. The Companies give importance to every step of the operations as follows:

- 1.1. The Companies will optimize the use of resources for maximum efficiency.
- 1.2. The Companies will campaign for economic and efficient use of energy.
- 1.3. The Companies will reduce greenhouse gas by inspecting machineries used in the production and vehicles used in the transportation of products to ensure they are in a ready-to-use condition to prevent incomplete fuel combustion, and by turning off the electricity during lunch breaks and setting timers to turn off the air conditioners outside of office hours at the head office.
- 1.4. The Companies will reduce the use of office materials and equipment by reusing or recycling them.
- 1.5. The Companies will choose durable packaging instead of disposable packaging in cases where substitutes are available to save resources and reduce waste.
- 1.6. The Companies will properly dispose of leftovers or trash and hazardous waste to reduce pollution.
- 1.7. The Companies will educate their employees to use electricity and water wisely and promote awareness of their executives and employees at all levels in operating businesses that are friendly to the environment and climate.
- 1.8. The Companies will cooperate with organizations, both at the domestic level and the international level, in resource management and environmental care.

### **2. Social development**

The Companies are committed to creating stability for the society and communities, improving employees’ skills and potentials to create quality people into the society, and creating jobs and careers and distributing income to the community to create a sustainable society. The Corporate Social Responsibilities Policy and the Sustainability Management Policy in relation to social development are established as follows:

- 2.1. The protection of human rights must be supported and respected. Employees must be treated on an equal and fair basis. Employment of local workers, the

unprivileged and the disabled must be promoted. There must be no discrimination against race, religion, sex, age, education, belief or otherwise.

- 2.2. Personnel development must be arranged by providing trainings continually to support employees' skills and level up employees' work to make the Companies' operations more efficient and motivate the employees to stay with the Companies to take part in organizational development.
- 2.3. Employees must be provided with welfare, safety, and hygiene in the workplace in order to create work satisfaction for employees.
- 2.4. The Companies are required hire product manufacturers that have a policy to support and respect the protection of human rights and treat employees equally and fairly in consistent with business operations.
- 2.5. The Companies must work with the community, schools, or government agencies in various activities to create engagement and make the community environment more livable.

### **3. Corporate governance**

The Companies are committed to managing their businesses by following the principles of corporate governance to advance the Companies and expand their businesses towards sustainable growth as follows:

- 3.1. Policies must be established and implemented as guidelines of business operation with transparency and good governance, taking into account the potential benefits of the business and the shareholders. Stakeholders must be treated through the Companies' policies, such as the Corporate Governance Policy, the Code of Conduct and Business Ethics, the Anti-Corruption Policy, and the Policy on Prevention of the Use of Inside Information, etc.
- 3.2. The Companies must operate their businesses in compliance with applicable laws and regulations.

This Sustainable Management Policy is effective from 31 August 2023 onwards.

(Mr. Virapan Pulges)

Chairman of the Board of Directors  
Neo Corporate Public Company Limited