 NEO CORPORATE PUBLIC COMPANY LIMITED	Policy Name	Environmental and Climate Policy		
	Revision No.	00	Effective date	1 January 2026
	Policy No.	P1-MN-0003	Page	2/6

## Environmental and Climate Policy

### 1. Principles and Objectives

This policy establishes a standardized framework for environmental and climate change management, including the management of greenhouse gas emissions, reflecting the Company's commitment to responsible resource use, improving energy efficiency, environmental impact reduction, and sustainable development. It aligns with applicable laws, international standards, national development policies, and the country's Nationally Determined Contributions (NDCs), providing clear direction for management, employees, and relevant stakeholders to act in a consistent and unified manner.


### 2. Scope

This policy applies to:

- All business units of the Company and its subsidiaries
- Suppliers, contractors, service providers, business partners, and other parties across the supply chain
- All key processes, including product design, sourcing, manufacturing, logistics, distribution, and end-of-life management of products and packaging
- New projects, investments, mergers and acquisitions, and any activities with potential environmental or climate-related impacts

### 3. Definitions

Terms	Definition
Climate Change	Long-term changes in climate conditions, including shifts in average temperatures, precipitation, and weather patterns, occurring over decades or longer due to natural variability and human activities.
Zero Discharge	A closed-loop water management approach that eliminates wastewater discharge by treating and reusing water within operational processes.
Circular Economy	An economic and resource management approach focused on reuse, recycling, and life-cycle extension of materials to optimize resource efficiency and minimize waste generation.

 NEO CORPORATE PUBLIC COMPANY LIMITED	Policy Name	Environmental and Climate Policy		
	Revision No.	00	Effective date	1 January 2026
	Policy No.	P1-MN-0003	Page	3/6

Terms	Definition
Virgin Plastic	Plastic produced from newly extracted petrochemical raw materials that have not undergone any recycling process
Zero Deforestation	Business operations conducted without causing direct or indirect deforestation or loss of forest areas throughout the value chain.

#### 4. Roles and Responsibilities

To ensure effective implementation of the Environmental and Climate Change Policy, the following roles and responsibilities are established in alignment with good governance and climate-related risk management practices.

##### Top Management

- Provide strategic direction and approve policies, including the allocation of adequate Resources
- Oversee the implementation of environmental and climate-related actions and review performance on a periodic basis

##### Environmental & Sustainability Committee


- Develop and coordinate action plans addressing environmental and climate-related Priorities
- Monitor progress and report key issues, performance, and recommendations to Top Management
- Facilitate cross-functional collaboration to support the Company's environmental and sustainability objectives

##### Department Managers / Supervisors

- Integrate policy requirements into day-to-day operations within their areas of responsibility
- Ensure employees are informed, trained, and compliant with relevant environmental practices
- Report performance outcomes, risks, and improvement opportunities to the Environmental & Sustainability Committee

##### All Employees

- Comply with this policy and related guidelines

 NEO CORPORATE PUBLIC COMPANY LIMITED	Policy Name	Environmental and Climate Policy		
	Revision No.	00	Effective date	1 January 2026
	Policy No.	P1-MN-0003	Page	4/6

- Participate in environmental and climate-related initiatives and contribute to continuous improvement

#### Suppliers & Business Partners

- Comply with the Company's environmental requirements and standards
- Collaborate with the Company to reduce environmental and climate-related impacts across the supply chain

### 5. Key Policy Principles

#### 5.1 Environmental Management Objectives

The Company is committed to conducting business responsibly alongside environmental stewardship. Key objectives include reducing resource and energy consumption, promoting renewable energy use and greenhouse gas reduction, and maintaining Zero Discharge in water management. The Company also advances circular economy practices through effective waste management, reduced use of virgin plastic, and the development of environmentally friendly packaging. In addition, the Company prioritizes sustainable sourcing, avoids deforestation, and continuously strengthens a responsible, transparent, and sustainable supply chain.


#### 5.2 Implementation Guidelines

##### 5.2.1 Energy Management and Greenhouse Gas Reduction

The Company prioritizes energy efficiency and the reduction of energy losses across all operations. The use of clean and renewable energy is promoted where feasible, alongside initiatives to reduce greenhouse gas emissions from production and logistics. Climate-related actions are aligned with national climate commitments, including the Nationally Determined Contributions (NDCs).

##### 5.2.2 Water and Wastewater Management (Zero Discharge)

Water resources are managed responsibly and efficiently by promoting reuse and recycling within production processes. The Company applies a closed-loop water management system under the Zero Discharge principle to prevent wastewater discharge into the environment, while ensuring that recycled water quality meets applicable standards.

 NEO CORPORATE PUBLIC COMPANY LIMITED	Policy Name	Environmental and Climate Policy		
	Revision No.	00	Effective date	1 January 2026
	Policy No.	P1-MN-0003	Page	5/6

### 5.2.3 Waste Management and Circular Economy

Operations are guided by the 3Rs principle (Reduce, Reuse, Recycle) to minimize waste generation at source and maximize resource efficiency. The Company supports recycling, recovery, and alternative uses of waste, including conversion to renewable or alternative energy where appropriate.

### 5.2.4 Packaging and Plastics Management

The Company develops environmentally friendly packaging that is reusable and recyclable, while continuously reducing the use of virgin plastic. The adoption of circular materials and sustainable material innovations is actively promoted.

### 5.2.5 Sustainable Sourcing and Biodiversity


Raw materials are sourced responsibly with consideration for environmental and social impacts. The Company adheres to a Zero Deforestation approach, avoids activities that contribute to forest loss or ecosystem degradation, and implements mitigation or restoration measures where impacts cannot be fully avoided. Biodiversity conservation is actively supported.

### 5.2.6 Sustainable Supply Chain Development

Environmental requirements are established for suppliers and business partners, supported by ongoing monitoring and performance evaluation. The Company encourages supplier capability development and collaboration to continuously improve sustainability performance across the supply chain.

### 5.2.7 Communication and Transparency

Environmental and climate-related performance is communicated in a transparent, accurate, and verifiable manner through appropriate reporting and communication channels.

 <small>NEO CORPORATE PUBLIC COMPANY LIMITED</small>	Policy Name	Environmental and Climate Policy		
	Revision No.	00	Effective date	1 January 2026
	Policy No.	P1-MN-0003	Page	6/6

Stakeholder engagement is encouraged, and environmental awareness is embedded within the organization through training and internal initiatives.

#### 5.2.8 Review and Continuous Improvement

The policy and implementation practices are regularly reviewed and updated to reflect changes in laws, standards, and environmental conditions. Performance indicators and monitoring systems are enhanced to support continuous improvement, innovation, and learning aimed at increasing operational efficiency and reducing environmental impacts.

### 6. Policy Review

This policy shall be reviewed and updated at least annually to ensure alignment with applicable laws, standards, stakeholder expectations, and evolving environmental conditions. In the event of significant developments—such as regulatory changes, business expansion, or the adoption of new technologies affecting environmental performance—an additional review will be conducted as necessary, without waiting for the annual cycle, to ensure the policy remains relevant, current, and effective.