



CORPORATE GOVERNANCE POLICY

Neo Corporate Public Company Limited

Corporate Governance Policy

Neo Corporate Public Company Limited (“**Company**”) recognizes the importance of corporate governance in supporting efficient operations and sustainable developments of the Company. Therefore, as a guideline for the organization’s management and corporate governance to create sustainable values for the business, the Company has prepared its Corporate Governance Policy which is in line with the Corporate Governance Code for Listed Companies (2017) of the Office of Securities and Exchange Commission, comprising 8 principles of corporate governance as set out below:

Principle 1: To realize the role and responsibilities of the Board of Directors as the organization leader that creates sustainable values for the business.

(1) The Board of Directors understands its role and realizes its responsibilities as leader that must oversee and supervise the organization to ensure its good management, including its duty to set objectives, goals, vision, strategies, directions, and policies for business operations, budgets, as well as allocating important resources together with the management, and supervising, monitoring and evaluating the performance of duties of the management and reporting on the results of such performance.

(2) The Board of Directors has established various policies, such as the Corporate Governance Policy, the Sustainability Management Policy, the Corporate Social Responsibilities (CSR) Policy, the Anti-Corruption Policy, including the Code of Conduct and Business Ethics for ethical business operation that benefits the society and the environment and can adapt to changing factors in order to create values for the business. That is for the business to be competitive and have sustainable good operating results. The Board of Directors will monitor to ensure that the Company and its subsidiary company conduct in compliance with the prescribed policies. Announcement of policies will be posted at the Company for its directors, executives and employees’ acknowledgement and implementation and they will also be communicated for better understanding and practical implementation. Moreover, the Board of Directors also has a duty to review and revise the policies to ensure that they correspond to the circumstances.

(3) The Board of Directors will oversee all directors and executives to ensure that they perform their duties with the duty of care and the duty of loyalty, taking into account at least applicable laws such as Sections 89/7, 89/8, 89/9 and 89/10 of the Securities and Exchange Act, B.E. 2535 (1992) (as amended). Moreover, the Board of Directors has a duty to oversee that sufficient systems and mechanisms are in place to ensure that the operations of the Company and its subsidiary company comply with the laws, objectives, articles of association, resolutions of shareholders’ meetings as well as policies of the Company. An approval process for significant operations, such as approval for transactions having a material impact on the Company, related-party transactions, acquisition/disposal of assets, dividend payment, etc., must also be established.

(4) The Board of Directors has established the Charter of the Board of Directors prescribing the clear duties and responsibilities of the Board of Directors in order to ensure that the performance of duties and the corporate governance of the Company and its subsidiary company comply with the laws, objectives, articles of associations, resolutions of the Board of Directors’ meetings and resolutions of the shareholders’ meetings, with responsibility, care, diligence, honesty, good faith to protect the rights and benefits of all shareholders. Charters of sub-committees have also been prepared. The Board of Directors will update the charters to be in line with the current condition, rules, regulations and

changing circumstances. The Board of Directors will, at least once a year, review the Charter of the Board of Directors and oversee to ensure that the charters of sub-committees are reviewed at least once a year.

Principle 2: To set the main objectives and goals of business that promote sustainability

(1) The Board of Directors has set the organization's main objectives and goals in business operation to achieve sustainability that consistent with the creation of value for the businesses, customers, all stakeholders and the society as a whole. It has also set the corporate value which reflects the characteristics of corporate governance. In addition, the same will be communicated to all level of employees throughout the organization so that they are upheld by the employees as principles in the performance of their duties in order to achieve the prescribed objectives and goals and to create the culture of the organization.

(2) The Board of Directors will promote the use of new technologies and innovations to enable efficient business operations in accordance with the prescribed policies on the basis of social and environmental responsibility. It also prescribes that annual strategies and plan must be established in consistent with the main objectives and goals. Moreover, annual review of objectives, goals including strategic plans is encouraged to ensure their consistency with the economic condition, the organizational potential, and the main goal plan of the business with close monitoring on the assessment.

(3) The Board of Directors will supervise to ensure appropriate allocation of resources and operation control and will monitor the implementation of the annual strategies and plan, whereby a responsible person will be designated to oversee and monitor the result.

Principle 3: To strengthen board of directors effectiveness

The Company's Board of Directors has a policy to determine the structure of the Board of Directors that is appropriate to, and consistent with, the businesses and the sizes of the Company and its subsidiary company, and as required by law in order to lead the organization towards the established main objectives and goals as follows:

(1) The Company's Board of Directors consists of persons of a variety of qualifications in terms of knowledge, capabilities, and experience that can be beneficial to the Company.

(2) The Company's Board of Directors consists of at least 5 persons but there should not be more than 12 persons. In the Company's Board of Directors, at least one-third of all directors of the Company must be independent directors, but there must be no less than 3 independent directors. This will create an appropriate balance in consideration and voting on various matters. In this regard, all independent directors of the Company must possess the qualifications prescribed under the law on securities and exchange including other applicable rules, requirements, and laws. Moreover, the Board of Directors will oversee to ensure that the independent directors can freely express opinion and can efficiently work with the entire Board of Directors.

(3) The Board of Directors will oversee to ensure recruitment of personnel who have suitable knowledge, expertise and experience and can perform duties that are useful for the Company's business, through transparent and clear recruitment and selection, to be proposed to the Board of Directors' meetings and/or the shareholders' meetings (as the case

may be) for consideration and appointment of such person as director of the Company. Information about the directors and the members of sub-committees, such as age, sex, education history, experience, shareholding, number of years in office, number of times attending meetings, monetary and non-monetary remuneration of the Board of Directors, directorship in other listed companies, roles and responsibilities, reports on the performance of the Board of Directors and the sub-committees will be disclosed in the form of annual registration statement/annual report (Form 56-1 One Report) and the Board of Directors may consider disclosing the same on the Company's website.

(4) With respect to the remuneration of the Board of Directors to be proposed to the shareholders for approval, the Board of Directors will consider and ensure that the structure and the rate of remuneration are appropriate corresponding to their responsibilities and can incentivize the Board of Directors to lead the organization's operation towards both short-term and long-term goals.

(5) The Board of Directors will oversee to ensure that all directors are aware and understand their roles and duties, the nature of business operation and the law relevant to business operation, as well as encourages all directors to receive regular enhancement of skills and knowledge for the performance of their director duties.

(6) Each term of office of the Board of Directors is up to 3 years according to the applicable law. An independent director may consecutively continue their office for up to 9 years with no exceptions allowed.

(7) A director of the Company or an executive of the Company may take a director or executive position of the affiliated companies or other companies subject to the requirements of the Securities and Exchange Commission, the Capital Market Supervisory Board, and the Stock Exchange of Thailand, including other applicable rules, requirements, and laws. In this regard, each director may hold the director position of up to 5 listed companies so that he/she can dedicate enough time to perform his/her duties and each director must attend at least 75 percent of the total number of Board of Directors' meetings to be held in each particular year.

(8) The Chairman of the Board of Directors and the Chief Executive Officer must not be the same person in order to distinguish clearly the responsibility between setting supervisory policies and routine management. The Company has clearly established the power, duties and responsibilities of the Chief Executive Officer and prescribed that the Chairman of the Board of Directors must be an independent director.

(9) The Board of Directors has appointed sub-committees to support the performance of duties of the Board of Directors and the operations of the Company. The sub-committees are the Audit Committee, the Executive Committee, and the Nomination and Remuneration Committee. The Board of Directors has also prescribed the charters of each sub-committee so that the respective sub-committee clearly understand their power, duties, and responsibilities. Such charters are required to be reviewed on a regular basis to ensure their consistency with the circumstances. The prescribed charters are as follows:

(9.1) Audit Committee The committee consists of at least 3 members to perform the duty of supporting the Board of Directors in supervising and inspecting the management, internal control and compliance with applicable laws. That includes preparation of financial reports to ensure transparent and reliable operation and disclosure of information of the Company. The details on its composition, qualifications, power and duties, and responsibilities are set out in the Charter of Audit Committee.

(9.2) Executive Committee The committee consists of at least 3 members to perform the duty of supporting the Board of Directors in managing the Company's business to comply with the policies, plans, regulations, and any orders, including the goals that have been set, under the framework assigned by the Board of Directors. The details on its composition, qualifications, power and duties, and responsibilities are set out in the Charter of Executive Committee.

(9.3) Nomination and Remuneration Committee The committee consists of at least 3 members to perform the duty of recruiting persons with suitable qualifications to hold the positions of director, sub-committee member, and the Chief Executive Officer of the Company, including considering the form and criteria for remuneration payment to the Company's directors, sub-committee members and the Chief Executive Officer in order to propose its opinion to the Board of Directors and/or present to the shareholders' meeting for further consideration and approval (as the case may be). The details on its composition, qualifications, power and duties, and responsibilities are set out on the Charter of Nomination and Remuneration Committee.

In addition, the Company has appointed the Company's secretary to proceed with actions relating to the Board of Directors' meetings and the shareholders' meetings, and to support the Board of Directors' works by providing suggestions in relation to legal requirements and rules and regulations relating to the Board of Directors' performance of duties. The Company's secretary will receive continuous trainings and knowledge developments. In this regard, the Board of Directors will disclose the qualifications and experience of the Company's secretary in the annual registration statement/annual report (Form 56-1 One Report) and may consider disclosing the same on the Company's website.

(10) In supervising the operation of a subsidiary company or affiliated company, the Company will consider sending the Company's representative(s) having suitable qualifications and experience for the business in which the Company has invested, to be a director, executive, or controlling person of the subsidiary company or the affiliated company to supervise the management of business of the subsidiary company and the affiliated company to be in accordance with the action plans and the policies of the Company, as well as supervising to ensure that such representative(s) of the Company or such director(s) report the operating results of such subsidiary company and affiliated company to the meetings of the Company's Board of Directors. In this regard, the proportion of the Company's representative(s) that take the director position in the subsidiary company and the affiliated company must at least correspond to the shareholding proportion of the Company, and/or as specified by the agreement among the shareholders of, the respective subsidiary company or affiliated company.

(11) The Company has prescribed in the Charter of the Board of Directors and the charters of sub-committees requiring the Board of Directors and each sub-committee to evaluate the performance of the Board of Directors and the sub-committees on an annual basis, both as a whole and individual. It is also prescribed that the sub-committees must report the annual evaluation results to the Board of Directors for consideration. In this regard, the evaluation of the performance of the sub-committees will be disclosed in the annual registration statement/annual report (Form 56-1 One Report).

(12) The Board of Directors will oversee to ensure that the roles and duties of the Board of Directors and the sub-committees, the number of meetings, and the number of times each director/member attended meetings in the past year, including the performance report of all sub-committees are disclosed.

Principle 4: Recruitment and improvement of senior executives and people management.

(1) The Board of Directors has prescribed that the Nomination and Remuneration Committee has a duty to determine the qualifications and criteria for recruitment of suitable candidate to take the positions of the Chief Executive Officer and the senior executives. It has also prescribed the form and process to improve the Chief Executive Officer and the senior executives for their consistency with the business of the Company and the circumstances, such as knowledge development trainings and performance evaluation, including to consider the form and criteria for appropriate payment of remuneration of the Chief Executive Officer and the senior executives as well as to prescribe clear policies and procedures for the Chief Executive Officer and the senior executives to hold a director position in other companies.

(2) For the senior executives holding the positions below the Chief Executive Officer, the Chief Executive Officer will have the power to prescribe rules, regulations, guidelines, forms, and process for people development, including the hiring, appointment, transfer, layoffs, dismissal and performance evaluation of such persons.

(3) The Board of Directors has established a succession plan to prepare for the succession of Chief Executive Officer and senior executive positions for the purpose of continuity in the Company's business operation. The Chief Executive Officer is required to provide periodic reports on result from the implementation of the succession plan to the Board of Directors at least once a year.

(4) The Board of Directors will supervise to ensure that appropriate remuneration structure and performance evaluation criteria are in place, people are managed and developed to have appropriate knowledge, skills, experience and incentives, human resource management is in line with the business directions and strategies, and employees are encouraged to attend trainings to improve knowledge and capabilities. It will also supervise to ensure fair treatment to employees to maintain capable and talented personnel.

(5) The Board of Directors will supervise to ensure that the Company has a provident fund to ensure that employees have sufficient savings to support their retirement. Also, employees are encouraged to have knowledge and understanding about financial management so that employees have a good quality of life and can work with the Company in the long term.

(6) The Board of Directors will get to understand the structure and relationships of the shareholders which may be in the form of internal family business agreements (whether in writing or not) or shareholders' agreement, which may affect the management and operation of the business. It will also ensure that the said agreements (if any) will not be an obstacle for the Board of Directors to perform its duties, for example, it will ensure that there will be a suitable person to succeed in the position. Moreover, the Board of Directors will ensure that there will be the disclosure of information according to the agreements affecting the control over the business.

Principle 5: To promote innovations and responsible business operations.

The Board of Directors places importance on, and support, the creation of innovations which create values for the business along with benefits for customers or relevant persons, and the social and environmental responsibilities. The Board of Directors also oversees the management to efficiently and effectively allocate and manage the resources, taking into

consideration the impacts and resource development, as to achieve the main objectives and goals of the business in a sustainable manner.

In addition, the Company has considered the rights of all stakeholders by establishing the Code of Conduct and Business Ethics in writing for the Company's directors, executives, and employees to uphold as a guideline in performing duties as the Company's representatives.

Moreover, the Company realizes the importance of combating corruption and it is determined to conduct its business with ethics under the corporate governance framework, adhering to the principles of good governance. The Company is committed to operating its business ethically and morally with responsibilities towards the society, environment, and all stakeholders. It will operate its business with transparency, fairness, and accountability. It will strictly comply with the regulations, rules, and laws. The Company has established the "Anti-Corruption Policy" in writing as a clear guideline in business operation and organization development towards sustainability.

Stakeholders may ask for details, make complaints, or report suspected legal wrongdoings, inaccuracy of financial reports, defects in the internal control systems, violation of business ethics of the Company above through channels specified by the Company. In this regard, the complaints and suspicions reported to the Company will be kept confidential and the person designated by the Company will examine the information and find a solution (if any) and/or consider proposing significant matters with his/her opinion to the Board of Directors for consideration and further action.

In this regard, the Board of Directors will provide a framework for organizational information technology supervision and management that is aligned with the Company's needs. It will also oversee to ensure that information technologies are used in the enhancement of business opportunities, improvement of operation and risk management, for the Company to achieve the organization's main objectives and goals.

Principle 6: To ensure that appropriate internal risk management and control system are in place.

(1) In order for the Company to have an effective risk management system, the Board of Directors has appointed the Audit Committee to support the Board of Directors in prescribing appropriate policies on risk management covering the whole organization and to ensure that there is an efficient and effective overall risk management system or process to manage the risks to be at an acceptable level. The Audit Committee has various powers and duties including:

(1.1) To consider, assess, and review the nature of the risks that the Company is exposed to or that may occur and affect the Company (Identification of Risk) and determine the level of risk that is acceptable to the Company (Risk Appetite).

(1.2) To consider and prescribe a risk management policy covering both internal and external risks and in line with the objectives, the main goals and the strategies and directions of the business and the Company's acceptable level of risks to use used as operational framework for the risk management process of everyone in the organization to be in the same direction, and propose the same to the Board of Directors for consideration and approval.

(1.3) To consider and determine the risks, assess the impacts and the likelihood of occurrence of the identified risks in order to assign levels of the risks and set strategies and guidelines for risk management to be in line with the Risk Management Policy

to assess the risk, monitor a result and oversee to ensure that the risk levels are at an appropriate level. In this regard, at least the following 4 risks must be covered:

- (a) Financial Risk;
- (b) Operational Risk;
- (c) Strategic Risk;
- (d) Compliance Risk.

(1.4) To report to the Board of Directors' meetings about the list of significant risks.

In this regard, the power, duties, and responsibilities of the Audit Committee are shown in the charter of the Audit Committee.

(2) The Board of Directors has appointed a qualified Audit Committee as required by applicable laws and rules to perform duties including the duty to review and/or consider financial reports, appropriateness and adequacy of internal control systems, compliance with the law, independence of internal audit unit, consideration and recruitment of auditors, and disclosure of the Company's information, including the disclosure of audit reports in the annual registration statement/annual report (Form 56-1 One Report), conflict of interest, including the prevention of improper use of the Company's properties, information and opportunities, and transactions with the Company's related persons in an inappropriate manner, and prescribes that a policy on preventing conflict of interest must be in place to set out guidelines of actions in the event a conflict of interest occurs.

(3) The Company has established the Business Ethics and the policy on the use of inside information of the Company to prevent improper use of the Company's properties, information, and opportunities. The Company has also prescribed the policy on related-party transactions to prevent the entering into transactions with related parties in an unreasonable manner.

(4) The Company's directors and executives have a duty to report the Company of their interest or the interest of related parties which are relating to the management of the Company's business. In this regard, the Company has prescribed the duty to report the interest of directors in the Charter of the Board of Directors under which the Company's directors are required to notify the Company without delay in the event that any director has an interest in any transaction with the Company or a subsidiary company or there is any change in the shareholding in the Company or a subsidiary company.

(5) The Board of Directors has established a clear anti-corruption policy which is communicated to all levels of employees of the organization and external parties so that it can be implemented. The Board of Directors will arrange for projects or guidelines in anti-corruption and support the activities that encourage and instill in every employee that they must comply with applicable laws and regulations.

(6) The Board of Directors has arranged for receiving and handling complaints in the case where a suspicion is reported or whistleblowing is received, and prescribed a clear guide of practice in the Anti-Corruption Policy and the Whistleblowing Policy under which a variety of communication channels are provided as to allow convenient and appropriate whistleblowing or complaints by employees and stakeholders to the Company. The Company has prescribed measures to protect the whistleblowers, persons making complaints, witnesses, and persons providing information in the investigation of facts to prevent them from suffering

any trouble, danger or injustice caused by the whistleblowing, complaint, being witness, or provision of information to the Company.

Principle 7: To maintain financial credibility and disclosure of information.

(1) The Board of Directors will supervise to ensure that the Company and its subsidiary company have accounting systems, preparation of financial reports and reviews of financial statements in accordance with applicable rules and practices. The Board of Directors will procure that the Company and its subsidiary company disclose, in a timely manner, complete and accurate information, whether the Company's information, financial information, or general information which is material, in accordance with applicable laws, regulations and rules.

(2) The Board of Directors is responsible for overseeing the preparation and disclosure of annual registration statements/annual reports (Form 56-1 One Report) and financial reports of the Company which must be prepared in accordance with generally accepted accounting standards and discretion must be carefully exercised in such preparation. It is required that material information must be adequately disclosed in the notes to the financial statements. The Audit Committee shall oversee the quality of financial reports and provides opinions to the Board of Directors and encourages the preparation of management discussions and analysis to support the disclosure of financial statements every quarter. That is for investors' information and better understanding of the changes that occur to the Company's financial position and operating result in each quarter in addition to only the figures in the financial statements.

(3) The Board of Directors will place importance on the financial liquidity and the ability to pay debts of the Company and its subsidiary company by requiring the management to monitor and evaluate the financial position and liquidity of the business on a regular basis and regularly report the same to the Board of Directors every quarter together with plans or mechanisms for resolving problems if the problems arise.

(4) The Board of Directors will consider the appropriateness of the disclosure of information on compliance with the laws, business ethics, Ani-Corruption Policy, treatments of employees and stakeholders including fair treatment and respect of human rights including social and environmental responsibilities. Such information will be disclosed in the Company's annual report (Form 56-1 One Report).

(5) The Company will appoint an Investor Relations officer to perform the duty of contacting and comminating with investors or shareholders. The Company will disclose the Company's information, financial information and general information to the shareholders, securities analysts, credit rating companies, and relevant agencies through various channels, i.e., report to the Stock Exchange of Thailand and disclosure on the Company's website. Moreover, the Company also places importance on regular disclosure of information together with presentation of up-to-date information, both in the Thai and English languages, in order for the shareholders to regularly receive news through the Company's website whereby the information on the Company's website will be updated regularly. Such information includes vision, missions, financial statements, press release, annual reports, the Company's structure and executives, as well as shareholding structure, major shareholder(s), and meeting invitation letters, etc.

Principle 8: To support the participation and communication with shareholders.

The Board of Directors realizes and places importance on fundamental rights of the shareholders, both as investors in securities and owner of the Company, and the Board of Directors supports every shareholders to obtain fundamental rights, such as the right to sell, purchase and transfer the securities held by them, the right to receive profit sharing from the Company, the right to receive sufficient information, the right to attend meetings to exercise the right to vote in shareholders' meetings to appoint or remove directors, appoint auditors, approve significant transactions affecting the direction of the Company's business operation and matters affecting the Company, such as allocation of dividends, determination or amendments of the Company's memorandum of association and articles of association, capital decrease or increase, and special transactions, etc.

In this regard, the Company has a mission to support and facilitate the exercise of shareholders' rights, including treating all shareholders equally as follows:

- (1) The Company must oversee to ensure that significant matters, with respect to the issues required by law and the issues that may affect the direction of the Company's operation, be considered and/or approved by the shareholders, whereby such significant matters must be included as meeting agenda item of a shareholders' meeting.
- (2) The Company must provide information on date, time, venue, and agenda of meeting with explanations and supporting reasons, and opinions of the Board of Directors with respect to each agenda or to support the requested resolution as specified in the shareholders' meeting invitation letter or in the document attached to the meeting agenda that are complete and sufficient for the shareholders to make an informed decision. The meeting invitation letters will be sent to the shareholders, the Stock Exchange of Thailand, and published on the Company's website in accordance with the rules, requirements, and other applicable laws. The Company must refrain from any actions that would limit the opportunities of the shareholders to study the Company's information. The meeting invitation letters and the documents attached to the meeting agenda will also be prepared in the English and the English version will be published together with the Thai version.
- (3) The Company must facilitate all groups of shareholders in exercising their rights to attend meetings and cast their votes to the fullest of its ability, and the Company will refrain from any actions that would limit the shareholders' opportunities to attend meetings. As example, the Company will use locations that are convenient for travelling to hold meetings and will attach the map showing the location of the shareholders' meeting venue to the meeting invitation letter, including selecting appropriate date and time and allocating sufficient time for the meeting, in order that the meeting attendance and the vote casting are not too complicated and do not incur too much cost.
- (4) Before the date of a shareholders' meeting, the Company will provide an opportunity for the shareholders to submit opinions, suggestions, queries, or propose that a meeting agenda be included in advance of the date of meeting. The criteria for submitting queries and proposing meeting agenda must be clearly prescribed in advance and notified to the shareholders with the invitation letter for shareholders' meeting. The Company will also publish such criteria through the Company's website. However, the shareholders who are an executive should not unnecessarily add an agenda without advance notification, especially significant agenda that the shareholders need to take

time to study information before making a decision. In the event that the Board of Directors rejects to include an agenda proposed by shareholders, the Board of Directors will notify the reason to the shareholders' meeting.

- (5) The Company will prescribe rules and procedures for minority shareholders to nominate a person to be appointed as director of the Company and disseminate information for consideration of qualifications and consent of nominees through the Company's website.
- (6) The Company will encourage the shareholders to use the proxy in the form that they can direct the vote casting and nominate at least 1 independent director as an option in authorizing a proxy by shareholders.
- (7) Before commencing a shareholders' meeting, the chairman of the meeting will notify the shareholders of the rules to be applied in the meeting, vote casting procedures, voting rights associated with each class of shares, and the procedures for counting the votes of shareholders who have to cast their votes in each agenda.
- (8) In a shareholders' meeting, the chairman of the meeting will allocate appropriate time and the Company will allow all shareholders to have an equal opportunity to independently express opinions, suggestions or raise questions in the relevant agenda before casting their votes in each agenda.
- (9) The Company will encourage all directors and senior executives of the Company to attend shareholders' meetings to respond to shareholders' queries.
- (10) The Company will arrange the shareholders' meeting to vote for each item in cases where there are multiple items on the agenda, such as the agenda on appointment of directors.
- (11) The Company will encourage the use of ballots for transparency and the ability to check the counting of voting results.
- (12) The Company will arrange for an independent person to assist in counting or verifying the votes in each agenda and disclosing it to the meeting and recording it in the minutes of meeting.
- (13) After a shareholders' meeting is completed, the Company will arrange for the resolutions of the shareholders' meeting to be disclosed together with the voting results within the following business day through the news system of the Stock Exchange of Thailand and the Company's website.
- (14) After a shareholders' meeting is completed, the Company will prepare the minutes of meeting recording complete and accurate material information, including the list of directors and executives attending the meeting and the proportion of directors who attended the meeting and did not attend the meeting, vote casting and counting procedures, resolutions of the meeting, and the voting result (approval, disapproval, vote in abstention) of each agenda. Significant queries, opinions and suggestions will be recorded in the minutes of meeting so that they can be reviewed by the shareholders. The minutes of meeting will be published on the Company's website for the shareholders' consideration.
- (15) The Company will send a copy of the minutes of the shareholders' meeting to the Stock Exchange of Thailand within 14 days from the date of shareholders' meeting.

- (16) The Company will encourage the Company's use of technologies in the shareholders' meetings, whether the shareholder registration, vote counting or result display, so that the meetings can be proceeded quickly, correctly and accurately.

Moreover, the Company will arrange for annual review of the Corporate Governance Policy to ensure its appropriateness for implementation with the Company's business.

This Corporate Governance Policy is effective from 25 February 2026 onwards.

(Mr. Virapan Pulges)

Chairman of the Board of Directors
Neo Corporate Public Company Limited