



Policy code No. M17

Revision No. 00

Effective Date: 8 November 2021

Good Corporate Governance Policy

The Board of Directors intends to promote North East Rubber Public Company Limited (“the Company”) to be an organization with efficiency in business operations. Excellent Corporate Governance and Management by focusing on creating good benefits for shareholders sustainably and considering all stakeholders. Moreover, having virtue in doing business transparency and can be checked. Therefore, a good corporate governance policy has been established which was prepared in accordance with the principles and guidelines for good corporate governance (Corporate Governance Code: CG Code) of the Securities and Exchange Commission. For the Board of Directors, Executives and Employees to adhere to as a guideline for their operations as follows:

1. The Board of Directors, Executives and all employees are committed to applying the 6 key principles of good corporate governance of the Company used in operations, namely Accountability, Responsibility, Equitable Treatment, Transparency, Vision to Create Long-term Value and Ethics. There is a management structure with fair relationship between the Board of Directors, Executives and Shareholders.

2. The Board of Directors and Executives play an important role in determining the Company's vision, strategies, policies and important plans. By considering risk factors and impacts, monitoring, evaluating and determining management guidelines as well as appropriate allocation of important resources. Including taking steps to ensure that the accounting system, financial report and financial audit is reliable. Conduct business with ethics, having social and environmental responsibility.

3. The Board of Directors will supervise the Company to lead to results (Governance Outcome) in the following matters:

- Can compete and has a good performance taking into account the long-term effects
- Conduct business with ethics respect the rights and be responsible to shareholders and stakeholders
- Beneficial to society and develop or reduce the impact on the environment
- Adaptability under risk factors

4. The Board of Director shall perform its duties with dedication and responsibility, be independent. The roles and responsibilities between the Chairman of the Board of Directors and the Chief Executive Officer are clearly divided. Including the structure composition and qualifications of the Board of Directors in order to perform duties efficiently and effectively.

5. The Board of Directors and Executives must be leaders in matters of ethics and business ethics. To serve as an example for the Company's practice in accordance with the Company's good corporate



governance guidelines as well as overseeing the management of conflicts of interest and connected transactions.

6. The Board of Director may appoint specific committees as appropriate to help carefully screen important tasks.

7. The Board of Director must arrange an annual self-assessment. Including sub-committees as a group and individually at least once a year to be used as a framework for monitoring the performance of the Board of Directors during the past year. In order to be able to modify and increase work efficiency. The results of the evaluation were presented to the Board of Directors' meeting for acknowledgment.

8. The Board of Directors determines the good corporate governance handbook with ethical standards and the company's code of conduct for the Board of Directors, Executives and all employees to use as guidelines for their conduct along with the regulations and rules of the company.

9. The Board of Directors, Executives and Employees must provide for the disclosure of information of the Company. Both financial and non-financial issues are adequate, reliable and timely so that shareholders and the Company's stakeholders receive information equally. Including setting up a public relations unit and an investor relations unit to be responsible for providing information to investors and the general public.

10. The Board of Directors, Executives and Employees must ensure that shareholders treated equally have the right to access information and have appropriate channels to communicate with the Company Including supporting the participation of shareholders with the company.

11. The Board of Directors must set up a system for selecting personnel to take responsibility for important management positions at all levels appropriately and has a transparent and fair recruitment process.

12. The Board of Directors must set up a system that supports effective anti-fraud and corruption. To ensure that the management realizes and places importance on anti-fraud and corruption including complying with anti-fraud and corruption measures.

13. Review the policy once a year or when there are significant changes.

Therefore, the policy has been announced for the thorough acknowledgment on 8th November 2021.

-Mr. Chanitr Charnchainarong-
(Mr. Chanitr Chanchainarong)
Chairman of the Board of Director