

- English Translation -



Policy and Guidelines on Corporate Innovation Development

Pinthong Industrial Park Public Company Limited

13 November 2024

Approved on 13 November 2024 (BOD 4/2024)

Policy and Guidelines on Corporate Innovation Development

Pinthong Industrial Park Public Company Limited and its subsidiaries (“the Company”) recognize the importance of and support innovation as a key driver of business operations alongside the creation of value for customers and all stakeholder groups in a socially and environmentally responsible manner. The Company promotes and supports the application of corporate innovation through creativity including the development and improvement of work processes as well as the invention or enhancement of operations to increase efficiency, reduce operational costs, add value to products and services, and enhance competitiveness arising from the Company’s capability in innovation creation in order to achieve sustainable growth.

Definition

Innovation means a key tool for enhancing the quality of products and services by improving the organization’s working methods to achieve greater efficiency through improvement, creation, or further development based on new knowledge or new approaches that differ from existing practices, utilizing available resources in order to enhance business competitiveness, create value and prosperity, reduce negative impacts, and/or generate positive impacts on society, the environment, and stakeholders.

Innovation Management

1. To develop the organization and organizational culture by promoting the enhancement of employees’ capabilities to possess knowledge and a positive attitude toward change in order to identify and apply appropriate innovations for organizational development and to achieve sustainable growth.
2. To improve work processes by supporting the adoption of knowledge, technology, and external innovations to enhance operational efficiency and create added value for the organization.

3. To establish innovation partnerships by collaborating with networks partners and stakeholders in developing and creating innovative and modern technologies for application in business operations and to drive changes in the economy and society while taking into consideration environmental impacts

Practices

The Company establishes systematic guidelines for corporate innovation development in order to create improve and develop products services and business processes to ensure continuous quality and efficiency enhancement whereby the following practices shall be adopted

1. To comply with applicable laws rules regulations requirements policies and practices as well as standards related to innovation management
2. To establish objectives strategies key performance indicators and innovation management plans that create added value respond to changes and stakeholder needs and contribute to the Company's sustainability
3. To promote and support the application of external knowledge technology and innovation to enhance operational efficiency and develop products that deliver benefits to customers and stakeholders including the use of such inputs as insights for strategic planning and innovation development aligned with stakeholder needs
4. To develop human capital and organizational culture by promoting and enhancing employees' capabilities enabling them to possess the mindset and knowledge required to adapt to change and to identify and implement appropriate innovations within the Company
5. To provide resources and encourage participation in innovation development by collaborating with private sector organizations government agencies and local communities

6. To protect outcomes derived from innovation development and the Company's intellectual property ensuring their security and not supporting any development that infringes upon the intellectual property rights of others
7. To assess opportunities risks and benefits of innovation based on the Company's available capital and resources.

Communication and Training

The Company shall communicate the policy and guidelines on corporate innovation development clearly to employees directors executives business representatives or business partners as well as relevant stakeholders through training meetings or other appropriate activities in order to enhance efficiency and enable continuous improvement

In this regard all executives and employees shall have the duty to support drive and comply with the policy and guidelines on corporate innovation development including acting as role models in promoting innovation management in order to enhance operational efficiency and business competitiveness on a continuous and sustainable basis

This Policy and Guidelines on Corporate Innovation Development shall be effective from 13 November 2024, by the approval of the Board of Directors at its Meeting No. 4/2024.

- Mr. Prasan Tanprasert -

Chairman of the Board of Directors

Pinthong Industrial Park Public Company Limited