

(Translation)



**Promotion of Creative Ideas and Innovation
Management Policy**

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SEN X Public Company Limited and its subsidiaries (“the company”) place significant emphasis on innovation management, which is another crucial factor in driving business success. Innovation is driven through the organization's strategy, and effective innovation management can elevate the company's operations, making them more efficient and enabling the company to become a sustainable organization. This is achieved by promoting and supporting the use of creativity in every work process to generate value and ensure cost-effectiveness. The company is able to respond to the rapidly changing needs and expectations of customers and stakeholders, while enhancing its competitive potential and supporting sustainable growth. Therefore, the company has established a policy to promote creativity and manage innovation as follows:

1. The company is committed to developing an innovation management system by establishing a clear framework for managing organizational innovation. This includes policies, goals, and both short-term and long-term innovation plans that promote innovation at both the individual and organizational levels. The aim is to position the company as an innovation-driven organization, creating innovations that align with operational plans and provide a competitive advantage.

2. The company aims to develop structures and processes that support the development and creation of future innovations, ensuring their consistent and continuous implementation in operations. The focus is to meet the needs of customers and stakeholders effectively.

3. Executives at all levels have the role and responsibility to drive and actively participate in the creation of innovations, pushing the organization towards sustainability. This is achieved by fostering an open environment for creative collaboration and innovation management with stakeholders. The goal is to stimulate cooperation, both within the organization and externally, to apply new technologies and innovations that will enhance the company's business.

4. The company promotes the adoption of innovations and technologies to support operations in every process, aiming to enhance operational efficiency, support ongoing activities, and create additional opportunities for the company's business operations.

5. The company encourages its employees to have a positive attitude toward change, fostering creativity and innovation. It promotes the development of employees' potential to be able to invent and apply innovations, as well as driving the development of knowledge and the creation of new innovations. This is essential in building a strong innovation culture within the organization.

6. The company places importance on knowledge management and innovation information systems to facilitate the sharing of knowledge within the organization. This ensures that the knowledge can be effectively applied and utilized to bring the maximum benefit to the organization.

7. The company emphasizes the evaluation, allocation, and procurement of resources, as well as the planning, management, and monitoring of innovation management within the organization, both in terms of financial and non-financial resources.

This Policy has been considered and approved by the Board of Directors at the meeting No. 1/2025 on 26 February 2025 onwards.

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Mr. Woramit Krutto
Chairman of the Board of Directors
SEN X Public Company Limited