



Innovation Development Policy

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In the case of a discrepancy, the Thai version will be effective

Innovation Development Policy

Stecon Group Public Company Limited (the "Company") and its subsidiaries place importance on the development of corporate innovation to enhance competitiveness and business development to achieve stable and sustainable growth. Therefore, the Company has established the following policies to develop and promote corporate innovation:

1. Encourage the Company to innovate or develop innovations to motivate employees to have the initiative, creativity, and eagerness to develop ideas into innovative works, whether it is work processes, inventions, tools, or business models, which promotes work efficiency and effectiveness such as reduced costs, increased business, social or environmental value, etc.
2. Support and promote cooperation of work processes, inventions, tools, or business models, and capitalize on the ideas into innovations together with researchers or business stakeholders, such as suppliers, etc.
3. Foster a positive attitude and encourage all employees to participate in the creation and development of innovations, create value, and create a learning culture.

All management are responsible for supporting the implementation of the Innovation Development Policy, as well as being a role model in promoting innovation development to increase work efficiency and effectiveness and continuously enhance competitiveness to strive toward achieving sustainable business development goals.

This Innovation Development Policy was approved by the Board of Directors meeting No. 2/2025 on March 14th, 2025 and be effective from March 14th, 2025 onwards.

Announced on 14th March 2025

- Vallop Rungkijvorasathien –
(Mr. Vallop Rungkijvorasathien)

Chairman of the Board of Directors

Stecon Group Public Company Limited