

Organizational Innovation Management Policy

Nirvana Development Public Company Limited supports the creation of innovative value along with creating benefits for customers or related parties and being socially and environmentally responsible. Encourage the use of creativity in every work process to serve the rapidly changing needs and expectations of customers and stakeholders, as well as increase the potential and competitiveness. The Company has therefore systematically pushed innovation management throughout the organization by setting up an organizational innovation management policy as follows:

Vision of Innovation Management

Striving to develop organizational innovation management for economic and social added value by engaging personnel at all levels with a positive attitude towards conversion and using creativity drive innovation to become a corporate culture.

Mission of Innovation Management

1. **Develop the organization and organizational culture;** enhancing the potential of personnel in the organization with knowledge and a positive attitude towards conversion to apply appropriate innovations for sustainable organization development.
2. **Develop work processes;** supporting the application of knowledge, technology, and external innovations to increase operational efficiency and create added value for the organization.
3. **Create innovation alliances;** with a network of alliances and stakeholders, develop innovation and modern technology in business operations and create conversion in the economy and society, while realizing the environmental impact.

Organizational Innovation Management Policy

1. Aims to develop an organizational innovation management system with the goal and plan of promoting innovation at the individual and organizational levels toward an innovative and competitive organization.
2. Develop innovative structures and processes that are applied in the organization and meet the needs of customers and stakeholders.
3. Executives at all levels are responsible for driving innovation towards a sustainable organization and managing innovation with stakeholders in applying new technologies and innovations for business expansion.

4. Emphasis is placed on resource allocation, management planning and monitoring of innovation in the organization, both monetary and non-monetary.

Guidelines

1. Emphasis is placed on management to create innovations to add value as part of strategy review, development planning, operational improvement and performance monitoring.
2. Encourage the application of external know-how, technology and innovation to enhance work efficiency and develop products that benefit customers and stakeholders.
3. Develop personnel and organizational culture by increasing personnel potential with attitudes and knowledge to serve conversion to apply appropriate innovations for the organization.
4. Create alliances to seek cooperation, creativity and management of new digital technology innovations in business operations to change the economy, society and the environment in a sustainable manner.

All executives and employees shall support the practice in accordance with the Organizational Innovation Management Policy, including being a good role model to promote innovation management to increase work efficiency and business competitiveness continuously.

This policy is effective from February 1, 2023 onwards.

(Mr. Sornsak Somwattana)

Chief Executive Officer

Nirvana Development Public Company

Limited