



Lam Soon (Thailand) Public Company Limited

Promoting Business and Social Innovation Development

Lam Soon (Thailand) Public Company Limited is committed to enhance the organization's competitiveness, create shared value with society, and support sustainable growth. The Company has therefore established a policy to promote the creation and development of business and social innovation, covering work processes, products and/or services, as well as business models, as follows:

1. The Company encourages employees at all levels to participate in proposing new ideas, think creatively, dare to experiment, and learn constructively from both success and mistakes, while remaining open to diverse opinions.
2. The Company promotes improvements in operational efficiency by reducing unnecessary steps, lowering costs, minimizing waste, and increasing speed of operations through Lean concepts, Automation, Digitalization, or other appropriate technologies.
3. The Company promotes research and development of products and services that meet consumer needs, with high quality, safe, environmentally friendly, and aligned with future market trends.
4. The Company supports projects or initiatives that help reducing environmental impacts, using resources efficiently, lowering greenhouse gas emissions, and creating benefits for surrounding communities and society.
5. The Company supports the use of data, information technology, automation systems, artificial intelligence, and digital tools in decision-making, management, and creating new business opportunities.
6. The Company supports training, cross-functional learning, and development of new essential skills such as digital skills, data analytics, project management, and innovative thinking.
7. The Company supports collaboration with customers, business partners, educational institutions, government agencies, and external organizations to exchange knowledge and jointly develop innovations that create shared value.
8. The Company focuses on innovation development by taking into account feasibility, cost-effectiveness, safety, relevant laws, and the protection of the Company's intellectual property rights.

The management of Lam Soon (Thailand) Public Company Limited hereby affirms that the Company will strive to make this policy a key mechanism in driving the organization towards becoming a leader in innovation, alongside sustainable growth and long-term value creation for the society. The Company will also appropriately communicate this policy framework to relevant stakeholders and the public to maximize management effectiveness.



Mr. Poomkiet Chotichaicharin

Managing Director

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