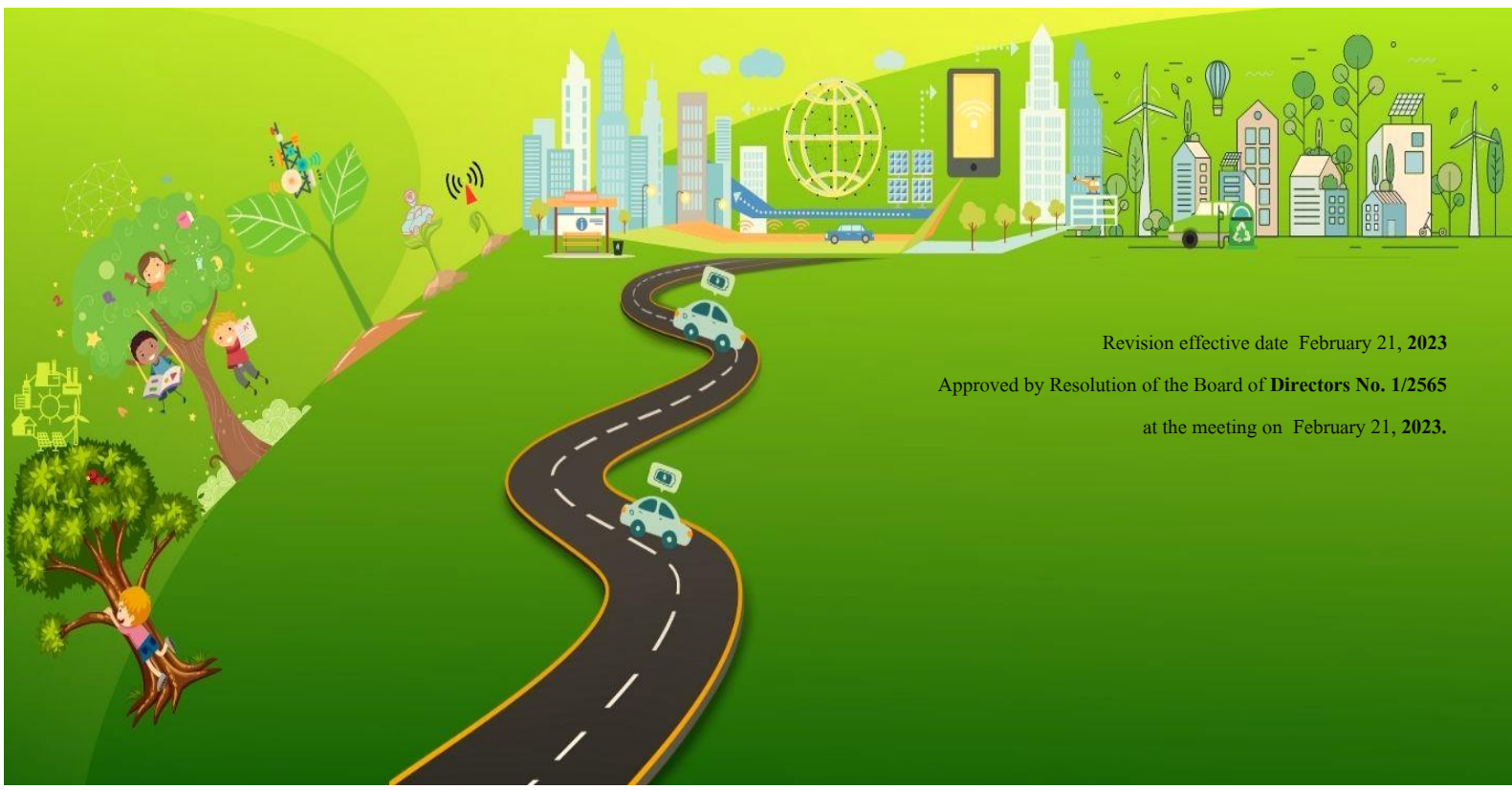




Creativity Promotion and Innovation Management Policy

ALT Telecom Public Company Limited and affiliated companies



Revision effective date February 21, 2023

Approved by Resolution of the Board of Directors No. 1/2565

at the meeting on February 21, 2023.



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Revision status

Revision:	Effective Date	Revision Details
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1. Principles

ALT Telecom Public Company Limited and affiliated companies (“the Company”), prioritize the promotion of innovative thinking and management of innovation, which are essential factors in driving the business. Innovation is driven by the organization's strategies and policies. Promoting innovative thinking and innovation can effectively enhance the abilities of employees and the organization, leading to a sustainable future. We support and encourage creative thinking and innovation in all processes to create value and meet the rapidly changing needs and expectations of our customers and stakeholders.

2. Scope

This policy is used to conduct the company's business and promote creativity in all work processes.

3. Definition

- Company defined as ALT Telecom Public Company Limited and affiliated companies.
- A group company is defined as a limited liability company over which Telecom Public Company Limited has control or management.



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4. Practices

To promote and support the creation of innovative ideas under rapidly evolving technologies, and to drive systematic innovation management within the organization, the following practices are recommended:

- 1) Encourage innovation and technology to support operations in the work process to increase competitiveness and increase business opportunities for the organization.
- 2) Encourage the development of employees' potential to innovate and apply innovation, as well as promote knowledge development and innovation expansion to create new products/services that will drive the company to become a leading technology group.
- 3) Emphasize the importance of Knowledge Management to create knowledge sharing within the organization, enabling the application of knowledge for the organization's benefit.
- 4) Support innovation activities, foster a creative environment, innovate, motivate, and allocate a sufficient budget for innovation development.

Effective from 21 February 2023 onwards.

(Mrs. Preeyaporn Tangpaosak)

President

ALT Telecom Public Company Limited