

## **Development Innovative Policy**

BlueVenture Group Public Company Limited ("Company") recognizes the importance of supporting the development of innovation and technology. These factors are key in developing an organization grounded in knowledge to cultivate competitive abilities and business growth that aligns with the organization's mission and vision. With this understanding, the Company has determined the policy and guidelines for efficient and beneficial company management in accordance with the following development innovative policy:

- (1) Appropriate budget allocation
- (2) Technology development: This includes the annual review of plans, with the innovation development process beginning from creative ideas gathered from the Company employees, and collaboration with external experts.
- (3) Establishing principles and filtering processes: To develop standardized technology, encompassing intellectual property management processes.
- (4) Support and promotion of knowledge and personnel exchange programs within the group of company.
- (5) Promote and support the management of the technology development fund of the group of company with efficiency and maximum benefit.
- (6) Promote the use of innovation and technology to support and develop efficient application products that meet the business ecosystem with standardized systems and covers solutions processes of related businesses.
- (7) Promote the use of innovation and technology to support work processes to increase efficiency and increase the opportunity for corporate operations with data-driven business towards sustainability.
- (8) Strive to promote and foster an environment of creativity and innovation management in order to encourage involvement that can generate new value for the organization and stakeholders in order to develop work for ongoing efficiency.
- (9) Employees' vision and attitudes must be strengthened, including the promotion of values and strengthen company culture in order to recognize the importance of management in an innovative organization
- (10) Establish a culture of knowledge exchange and the information gathered from the exchange is applied to work. The aim is for employees to gain information, skills, and a positive attitude toward work to enhance operations continuously and sustainably in order to sustainably fulfill the organization's goals.