



บริษัท เอเชียन มารีน เซอร์วิส จำกัด (มหาชน)

ASIAN MARINE SERVICES PUBLIC COMPANY LIMITED

Announcement No. EXC-A67064

Subject: Innovation Policies and Guidelines

Asian Marine Services Public Company Limited recognizes the importance of fostering innovation, which is a key factor in driving the business, alongside creating value for all stakeholders. Furthermore, the Company emphasizes cultivating an organizational culture that encourages creativity. This culture is integrated as part of strategic, operational improvements, and performance monitoring, all aimed at enhancing potential, strengthening competitiveness, and achieving the Company's short- and long-term sustainable development goals.

1. Establish objectives, goals, plans, and operational procedures to support development and creation of innovation to be implemented within the organization, and to respond to the needs of customers and stakeholders.
2. Promote innovation at the individual, departmental, operational, managerial, and working group levels, in order to invent and apply innovations to improve operational efficiency and extend new business opportunities for the organization's future success. Encourage the pursuit of knowledge from both internal and external sources, such as technology acquisition and research and development, to continuously build the capacity for impactful innovation.
3. Provide appropriate budgetary support and other resources for innovation development in both the short and long term.
4. Monitor and evaluate implementation progress regularly through executive committee meetings to ensure the consistent delivery of innovations, products, services, and work processes that create value for the business and stakeholders.

Policy Review: These policies will be reviewed at least once a year, or as needed due to changes. It takes effect on December 25, 2024 onwards.

Announced on December 25, 2024

-Signature -

(Mr. Suradej Tanpaibul)

Chief Executive Officer