



SIMPLY
DELICIOUS

S&P Syndicate Public Company Limited. Registration No.0107537001170
2034/100-103 23 Floor, Ital Thai Tower, New Petchburi Road,
Bangkapi, Huaykwang, Bangkok Thailand 10310 www.snpfood.com
T : +66(0) 2785 4000, F : +66(0) 2785 4040

Announcement

No. POL 024/2568

On Innovation and Value Creation Policy

1) Principle

S&P Syndicate Public Company Limited (hereinafter referred to as “S&P”) places great importance on and actively supports innovation that adds value to the business while also creating value for customers and stakeholders. This commitment extends to social and environmental responsibility across various domains, including product and service innovation, process innovation, and innovation for new business development. S&P is dedicated to continuously improving operational efficiency, enhancing business competitiveness, and fostering an organizational culture that promotes innovation. We encourage the integration of innovative ideas into planning and process improvement to maximize efficiency, while also leveraging creativity to drive the development of new, stable, and sustainable business ventures.

2) Scope

This policy applies to the business operations of S&P Syndicate Public Company Limited and our affiliated companies.

3) Definition

Innovation refers to the process of transforming ideas from inventions, including copyrights, patents, and petty patents, into products or services that generate commercial value. This also encompasses improvements in production processes or work processes to enhance efficiency and create value for the business.

4) Approaches for Implementation

1. Foster an Innovation Culture to promote knowledge and understanding of innovation among employees while creating a work environment that encourages creativity, enabling the development of new innovations that will benefit the organization in the future.
2. Support the development of employees’ capabilities to invent and apply innovations, while driving the advancement of knowledge and the expansion of research and innovation into commercial applications.



SIMPLY
DELICIOUS

S&P Syndicate Public Company Limited. Registration No.0107537001170
2034/100-103 23 Floor, Ital Thai Tower, New Petchburi Road,
Bangkapi, Huaykwang, Bangkok Thailand 10310 www.snpfood.com
T : +66(0) 2785 4000, F : +66(0) 2785 4040

3. Promote innovations that create economic, social, stakeholder, and environmental value through continuous improvements, modifications, developments, applications, and new creations.
4. Provide employees with opportunities to experiment, invent, and create innovations, while recognizing and publicizing innovative achievements that add value to the organization, society, and the environment to inspire personnel.
5. Encourage knowledge-sharing within S&P to ensure that knowledge can be effectively applied in work processes, maximizing efficiency and benefits for S&P.
6. Motivate employees to contribute creative works and participate in various activities both within and outside S&P.
7. Establish an innovation task force or department responsible for overseeing, driving, and encouraging employees to improve their work processes and develop business innovations for social and environmental benefits within S&P.
8. Allocate sufficient and appropriate budgets and resources for short-term and long-term innovation management.

This policy is hereby announced for acknowledgment and shall serve as a guideline for implementation

Announced on 10 March 2025

Mr. Vitoon Sila-On
Chief Executive Officer