



## **TNB INNOVATION POLICY**

Tenaga Nasional Berhad (TNB) fully recognises that innovation is important for our prosperity, survival and to stay relevant today and in the future.

We are committed to innovate while maintaining focus on Service Excellence, Communication, Outlook, Relationship, Environmental Stewardship and Sustainable Company (S.C.O.R.E.S); and delivering value to our stakeholders (i.e. customers, employees and owners) in order to achieve our overarching vision to be among the leading corporations in energy and related businesses globally.

In line with this policy, TNB shall:-

- i. Ensure leadership commitment and support to drive the innovation agenda and ensure it is understood by all business units.
- ii. Establish framework for effective innovation management and execution.
- iii. Provide support mechanisms to tap innovation companywide, complement R&D initiatives from demonstration to commercialisation and subsequently widespread deployment to the market.
- iv. Promote a self-sustaining innovation culture.
- v. Encourage openness and fair treatment of ideas to harness unbridled creativity from all employees.
- vi. Stimulate intellectual freedom and encourage experimentation whilst appropriately balancing the associated risks.
- vii. Provide the necessary information, training and resources to enhance the capacity and competency level of its employees towards innovation.
- viii. Allocate appropriate resources, funding and incentives to foster innovation aimed at new markets and business ventures.
- ix. Adopt systems approach encompassing the entire business value chain from technology development to innovation in products, services, processes and business models.
- x. Ensure innovation has a high priority in our growth strategy and is integrated into the business plans.

As means of achieving the above objectives, TNB is committed to establish and support an innovation culture, and invites contribution from all its employees. We call upon every manager and employee to ensure that this policy is observed in all our activities.

***"POWERING THE NATION"***

**( Datuk Seri Ir. Azman Mohd )**  
**President/Chief Executive Officer**  
**Tenaga Nasional Berhad**