

Business Continuity Management Policy

Stecon Group Public Company Limited and its affiliates (the "Company") recognize the importance of preparing for situations where the business may encounter abnormal situations, emergencies, or crises. This preparation ensures that business operations can continue without interruption or operate at a defined level to mitigate the severity of potential impacts on the company. Therefore, the company has established a Business Continuity Management Policy.

1. Purpose

1.1 To ensure that the company's business operations can continue without interruption in the event of abnormal situations, emergencies, or crises, and can return to normal promptly. This also includes effectively and efficiently responding to and protecting the interests of stakeholders, the company's reputation, image, and value-creating activities, while maintaining compliance with all applicable laws, regulations, and related requirements.

1.2 Establish a business continuity management system, that complies with international standard and in accordance with the Company's operational framework, to manage business continuity effectively and with continuously improvement as well as lead to the same direction for the entire organization.

1.3 The Risk Management and Sustainable Development Committee is responsible for supervising, driving and reviewing the overall development of the business continuity management system as well as supporting the implementation of business continuity management to achieve the goals and maximizing benefit.

1.4 The Risk Management and Sustainability Department is responsible for managing business continuity, reporting the performance of the Business Continuity Management System to the Company's Management Meeting periodically or when there is significant change.

1.5 Executives at all levels must drive and support the implementation of business continuity management including the development of knowledge and capability of personnel to ensure the effectiveness of operations.

1.6 The Investor Relations and Corporate Communication Department is responsible for communicating to employees and relevant stakeholders in order to understand and participate in the implementation of the Business Continuity Management Policy.

1.7 Executives, employees, and all related persons must be aware of participating, supporting, and complying with business continuity management policy to achieve the objectives of business continuity management.

2. Duty and Responsibility

2.1 The Board of Directors is the ultimate responsible for overseeing risk management and business continuity management. Their duties include approving business continuity management policy.

2.2 The Risk Management and Sustainability Committee is responsible for reviewing, revising, and assessing the Business Continuity Management Policy, and proposing the policy to the Board of Directors for approval. The committee assigns the Risk Management and Sustainability Department Manager to monitor and review the implementation in accordance with the Business Continuity Plan. Additionally, Risk Management and Sustainability Committee ensures that risk management strategies and frameworks are in place and that adequate resources and budgets are allocated to relevant departments.

2.3 All employees must be aware of the business continuity management plan, including the strategy and risk management framework of each relevant department, and must regularly participate in various activities related to the business continuity management plan.

3. Business Continuity Management Guideline and Procedure

3.1 Business Continuity Management Process

The Company must conduct an analysis and assessment of the risk and likelihood of disruption of critical work due to potential emergency as well as assess the business impact and damage caused by major disruption of operation. This is an important first step in implementing a business continuity management plan. All departments should conduct risk analysis and assessment at this stage at least once a year or when there are significant changes that may affect the risk and potential impact. The practice is as following

3.1.1 Identification of important task All departments should select important task that consider that if an emergency occurred leading to such work is disrupted, it will have a significant impact on the customer, business operation, financial status or reputation of the company.

3.1.2 Risk Assessment All departments should conduct a risk assessment and opportunity that may cause important work to be disrupted or lost. Moreover, all departments should assess the emergencies that caused disruption and loss that causes damage and short-term business impact in both medium and long-term.

3.1.3 Business Impact Analysis All departments should conduct a business impact analysis and assess the damage caused by major work disruption, therefore, the Company and its subsidiaries can prioritize task and allocate resources to manage business continuity effectively by considering both monetary and non-monetary impacts on customers, employees, Group companies, stakeholders, equipment, assets, financial status, customer confidence and reputation of the Company including Compliance with the laws of the relevant regulatory authority.

3.2 Target/Business Continuity Strategy

Based on risk analysis and assessment, all departments should set appropriate business continuity goal/strategy and timeframe in order to protect, stabilize and restore critical operation to normal operation as well as determine the resources needed to manage business continuity.

3.2.1 All departments should set appropriate business continuity goal/strategy, and the time frame required to return to normal operation for each important task as well as prioritize the recovery of all important task in accordance with the potential impact.

3.2.2 All departments should determine the type of data and the latest data set to be recovered. This is to ensure that the Company and its subsidiaries can continue to operate and not have a significant impact on customers, business operation and regulatory compliance in case of an emergency. The most recent data to be recovered may be recovered at the end of the day prior to the emergency/disruption as the case may be. In addition, there should be a method to provide or provide replacement information for important information that has been lost.

3.2.3 All departments will formulate and prepare a plan, determine or provide the resources required for business continuity management. Therefore, the determination of the time frame for returning to normal operation and the latest recovery dataset are important factor in determining the resources to be used and should be approved by the Board of Directors, Risk Management and Sustainable Development Committee or assigned Working Group.

3.3 Determine a plan to support business continuity

To ensure that critical operations can continue uninterrupted, all departments must establish a written Business Continuity Plan that is approved by the Board of Directors, the Risk Management and Sustainability Committee, or an assigned working group. The Business Continuity Plan should support the continuity of their essential functions and should be stored both on-site and off-site. The Business Continuity Plan must cover all critical operations of the company and its subsidiaries, as well as key systems that the company and its subsidiaries rely on from service providers, to restore normal operations. Additionally, the plan must specify the resources required for business continuity management.

3.4 Communication with Related Parties

To prevent and reduce the awareness of stakeholders and the public as well as to be able to report the incident to the regulatory authority in a timely manner, all departments should plan communication with relevant party both inside and outside the Company and its subsidiaries in accordance with the impact that occurs. If the above impact has a significant impact on the customer or related parties. All departments must notify or publicize

to customers or related parties about the emergency, the impact of the emergency, the accident Channels through which customers or related parties can contact or communicate with the Company and its subsidiaries throughout the period of emergency/disruption and the Company's and subsidiary's measures as soon as possible.

3.5 Test, maintain and review business continuity management plan

3.5.1 The head of each department is responsible for testing the business continuity management plan. Testing is done using the most appropriate methodology at least once a year or when there is a significant change with minimal disruption to critical business operations. This is to ensure that the business continuity management plan can be used efficiently and effectively. It is also in line with the goals/strategies of business continuity management. In this regard, all departments must record the test results and submit them to the Risk Management and Sustainable Development Committee or the assigned working group for review.

3.5.2 Testing and evaluating business continuity management plans. The Company and subsidiaries should formulate scenarios which may differ in each test such as flood scenario, earthquake, bombing, etc. Demonstration to the Company and its subsidiaries may consider the current situation, past test results or potential impacts, etc.

3.5.3 The Company and its subsidiaries will regularly provide training and publicity on the business continuity management plan to internal and external stakeholders.

3.5.4 To enable the relevant parties to comply with the business continuity management plan in a practical and complete manner in case of an emergency, the Company and its subsidiaries may appoint an evaluator who can provide independent opinion to evaluate the effectiveness of the audit plan and the result of the business continuity management plan that the test meets the specified goal in term of both the duration of the test and the data that can be recovered including those involved in fully and accurately following the plan as well as report the result of the evaluation to the Board of Directors, the Risk Management and Sustainable Development Committee or the working group assigned at an appropriate time period. The assessor may be an internal or external person of the Company and its subsidiaries.

This Business Continuity Management Policy was approved by the Board of Directors Meeting No. 2/2024 on February 27th, 2024 and be effective from February 27th, 2024 onwards.

Promulgated on 27th February 2024

(Mr. Vallop Rungkijvorasathien)

Chairman of the Board of Directors
Stecon Group Public Company Limited