

Business Continuity Management Policy

Sri Trang Agro-Industry Public Company Limited (STA) has realized the importance of good corporate governance along with the stability of business continuity from upstream to downstream even faced with crises and uncontrollable risks in various dimensions, natural disasters or man-made, the Company is ready to deal with any crisis that may arise and may affect the Group's ability to achieve goals and main missions. In order to build confidence in mitigating damage and creating appropriate and sustainable returns for all of stakeholders, the Company sets the business continuity management policy as follows;

Definition of Business Continuity Management

Business continuity management (BCM) means the process of threats identification and evaluating their impact on key operations to formulate a strategy to respond so that the organization can continue to deliver products / services to customers according to the agreement under a specified period and enable the organization to resume operations as in normal situations.

Emergency Response Plan (ERP) means a set of guidelines for the preparation of an emergency prevention and response process including identify responsible persons in charge.

Business continuity plan (BCP) means a set of guidelines to provide a strategy to enable the continuity of delivery of products/services to customers in accordance with the agreement along with preparing a plan to be affected in the worst situation.

Recovery and Resumption Plan (RRP) means a plan to restore processes and technology systems to normal operation after a major disruption occurred.

Objective of Business Continuity Management

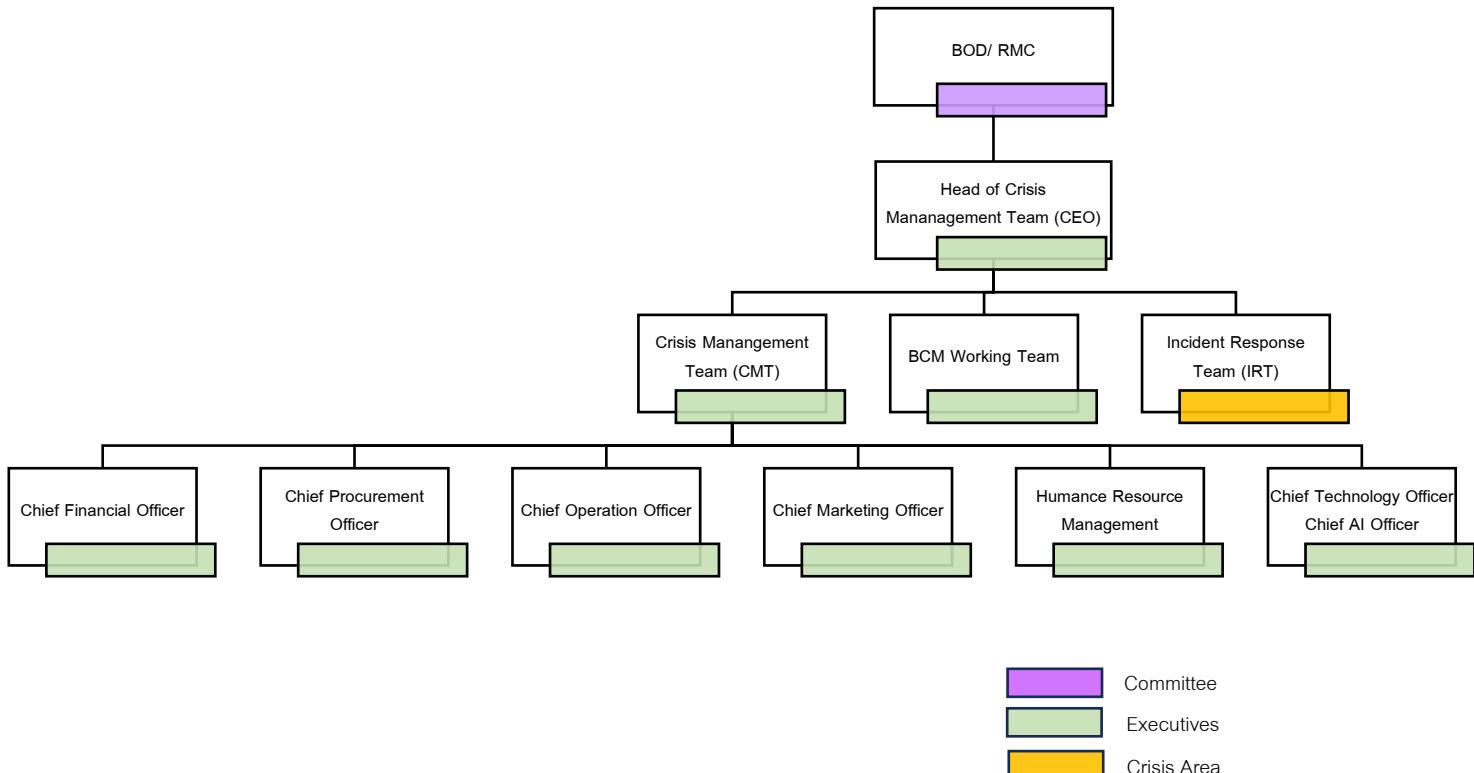
1. To state commitment to maintain continuity in products/services delivery to customers according to the agreement and protect the advantage of all stakeholders.
2. To prevent or reduce the likelihood of critical interruption in the key processes by carefully determine the level of protection and recovery abilities.
3. To reduce the financial, reputation, safety of employees and related parties impact that might come from confusion and wrong decision.
4. To provide information, resources, and guidelines for critical business processes recovery within a specified period.



Basic Principle of Business Continuity Management

1. Board of Directors, Sub-Committees and Executives is responsible for business continuity management by using policies and strategies that are suitable for the organization's key processes. In addition, Management must demonstrate awareness of the risk management and preparation for implementing plans related to business continuity management.
2. The Business continuity management is a framework based on operational risk management principles by developing a policy, strategy and accountability for the organization's critical business recovery process within the specified Recovery Time Target (RTO).
3. The company should regularly test business continuity plan especially when there is a change in technology, key operational processes or the roles and responsibilities of the management that affect the business continuity plan to test the confidence of the efficiency.
4. The company provides effective training and communications to executives, employees and related parties to develop knowledge, ability, as well as understanding of their roles and responsibilities and awareness of business continuity management into corporate culture.

Structure of Business Continuity Management



Role and Responsibility

- Board of Director (BOD) / Risk Management Committee (RMC);
 - Establish policies, declare intentions on continuity management in the organization in a concrete necessary budget and resources for the Business Continuity Management.
 - Consider the appropriateness of the Business Continuity Plan strategy for dealing with the situation and being able to continuously respond to stakeholders.
 - Consider appointing other relevant working groups such as the Crisis Management Team.
- Crisis Management Team (CMT);
 - A central to receive crisis information from emergency response teams to determine the extent and severity of the situation that occurred and support by BCM Working Team.
 - Decision authority to declare crisis and approve the Business Continuity Plan.
 - Command and follow up various support teams whose implement Business Continuity Plan and Recovery and Resumption to normal Plan.
 - Assess the situation and declare the end of the crisis when able to recover to normal operation.
- BCM Working Group;
 - Prepare, review, and verify information for business continuity plans and strategies.
 - Implement the company's established business continuity plan strategies and/or other roles and responsibilities as assigned by the Crisis Management Team.
 - Report accurate, sufficient, and timely information regarding crisis situations.
- Incident Response Team (IRT);
 - Suspend various emergency crises that occur to prevent the spread of all impacts according to the Emergency Response Plan.
 - Gather information and report to the Business Continuity Management Center.
 - Follow as Business Continuity Plan and Recovery and Resumption to normal Plan.

In this regard, all employees have a duty to comply with the Business Continuity Management Policy to prepare the prevention of emergency crisis as well as being able to operate continuously to build confidence for stakeholders in all sectors that the Company will be able to achieve the objectives and goals set appropriately and sustainably.

The Board of Directors considered and approved this Business Continuity Management Policy revision no.1, in the Board of Directors' meeting No. 1/2026, which was held on 3 February 2026. The Business Continuity Management Policy shall come into force as from 3 February 2026.