



JUMP+ Plan



Specialty Natural Products Public Company Limited

(SNPS)

Year 2026 - 2028

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SET

Consumer Products / Personal Products & Pharmaceuticals

CG Report :

SET ESG Ratings: -

Anti-Corruption Certification (CAC): -

Business Type

The Company is engaged in the manufacturing and distribution of standardized herbal extracts. In addition, it provides product development and manufacturing services for health, beauty, and hygiene products under customers' brands (Original Design Manufacturer: ODM), as well as under the Company's own brands (Original Brand Manufacturer: OBM).

Financial Statement				
Year	2025	2024	2023	-
Income Statement (MB)				
Revenues	571.70	474.67	368.09	N/A
Expenses	433.46	380.02	324.45	N/A
Net Profit	111.95	81.09	36.83	N/A
Balance Sheet (MB)				
Assets	1,024.68	987.70	671.98	N/A
Liabilities	99.47	91.02	190.68	N/A
Shareholders' Equity	897.04	866.10	446.45	N/A
Cash Flow (MB)				
Operating	84.15	102.62	57.82	N/A
Investing	-71.29	-9.47	6.45	N/A
Financing	-83.57	201.44	-73.97	N/A
Financial Ratio				
EPS (Baht)	0.28	0.26	0.12	N/A
GP Margin (%)	40.80	40.75	36.70	N/A
NP Margin (%)	19.21	16.08	7.70	N/A
D/E Ratio (Times)	0.11	0.10	0.40	N/A
ROE (%)	12.70	12.36	8.25	N/A
ROA (%)	13.76	11.42	6.53	N/A

JUMP+ Plan

Business Plan

Target in 2028

Net Profit	190.00 Million Baht
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Strategic Plan	Growth	Profitability & Efficiency	Stability
1. Strategic Plan : Sustainable Growth Plan of SNPS Company			

Governance Plan

1. Ensuring the independence of the board of directors
2. Enhancing anti-corruption and fraud prevention efforts
3. Enhancing business continuity management

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Section 1
Business Plan

Section 1 Business Plan

Target in 2028

Topic	YE/2023	YE/2024	YE/2025	Target in 2028
Net Profit (Million Baht)	36.83	81.09	111.95	190.00



SNPS Company aims for an average net profit growth rate of 20% per year, based on historical performance and business expansion plans in core product groups and new markets. This growth reflects operational efficiency, cost management, and enhanced organizational competitiveness, which is expected to result in a continuous increase in the company's net profit, projected to reach 190 million baht by 2028.

Growth plan/Increase business value

Strategic Plan : Sustainable Growth Plan of SNPS Company

SNPS Company sets an average total revenue growth target of 20% per year, based on domestic and international market expansion, new product development, and optimization of distribution channels. The company aims to increase the proportion of export revenue from the current 5% to 15% of total revenue by 2028, focusing on market expansion in Southeast Asian countries and promoting SNPS's role as a leading natural ingredient supplier in the region. In terms of operations, the company strives for operational excellence and enhanced profitability by selecting high-potential products and increasing the proportion of premium products in its portfolio, while implementing strict budget management (Budget Tightening) to maximize the benefits of investment and organizational resource utilization. Regarding innovation, the company aims to generate increased revenue from research and development projects. Over the past two years, SNPS has begun to recognize revenue from research services, which have shown a very high growth rate in the initial phase and are expected to become one of the significant new revenue-generating business segments in the future.

This plan will promote and develop the organization in the following dimensions

- Growth
- Profitability & Efficiency

Targets

SNPS Growth Objectives

1. Revenue Growth

- Target average total revenue growth of 20% per annum through 2028.
- Drive growth through expansion into new markets, development of high-value products, and increasing the proportion of strategic customers.

2. Export Expansion

- Increase the contribution of export revenue from 5% to 15% of total revenue.
- Expand international partnership networks and distribution channels.
- Aim to become a leading natural ingredients sourcing provider in Southeast Asia.

3. Operational Excellence & Profitability

- Optimize product portfolio by increasing the share of premium and high-margin products.
- Implement budget tightening measures to enhance resource efficiency.
- Improve ROI and operating margin through disciplined cost management.

4. Innovation & Research Revenue

- Expand revenue streams from research and development (R&D) services.
- Establish the research business as a new S-curve growth engine.
- Strengthen collaboration with academic and industry partners to build a robust new product pipeline.

• Corporate Financial Targets

Topic	Latest data		Targets		
	YE/2024	YE/2025	2026	2027	2028
Revenue Growth (%) YoY Growth Rate	28.96	20.44	15.00	22.28	23.73
Net Profit Growth (%) YoY Growth Rate	120.19	38.05	21.44	28.66	22.33
CapEX/Sales (%)	0.03	0.03	0.38	0.03	0.03
Gross Profit Margin (%)	40.75	40.80	40.59	41.09	40.24
Operating Margin (%)	16.90	21.79	22.36	23.51	23.22
Net Profit Margin (%)	16.08	19.21	19.51	20.53	20.29
Asset Turnover Ratio (TIMES)	0.57	0.57	0.47	0.45	0.55

Remark corporate financial targets : SNPS's financial objective is to achieve stable and sustainable growth, with a target net profit of THB 190 million by 2028 as the company's primary milestone. This will be supported by continuous expansion of total revenue, an increasing contribution from export sales, and enhanced operational efficiency, in order to strengthen profitability and reinforce the company's long-term financial strength.

Strategic Initiative

SNPS has established a strategic roadmap to drive growth and ensure long-term sustainability over the next three years, focusing on strengthening competitiveness and enhancing profitability through four key strategic pillars:

1. Revenue Growth

The company targets an average total revenue growth of 20% per annum, driven by expansion in both domestic and international markets. This will be supported by increasing the proportion of premium products, enabling higher margins and sustainable value creation over the long term.

2. Export Expansion

SNPS aims to increase the contribution of export revenue from 5% to 15% of total revenue by 2028, through the development of international distribution channels and strategic partnerships. The company is committed to positioning SNPS as a leading natural ingredients sourcing provider in Southeast Asia.

3. Operational Excellence & Profitability

The company will enhance operational efficiency by optimizing its product portfolio, prioritizing high-potential products and increasing the share of premium offerings. In parallel, budget tightening measures will be implemented to improve cost discipline and maximize return on investment (ROI).

4. Innovation & New Revenue Streams

SNPS places strong emphasis on expanding its research and development (R&D) capabilities, which have begun generating revenue over the past two years. The company expects this segment to become a high-growth new revenue stream and an important driver of future business expansion.

Strategic Initiative	Year	Expected Outcomes
"Cultivation Creation Conversion Contribution"	2026	<ul style="list-style-type: none"> Revenue Expansion: Achieve 20% revenue growth by expanding distribution channels in both domestic and international markets. Export Growth: Increase export contribution to 10% of total revenue. Premium Product Strategy: Increase the share of premium products within the portfolio to enhance margins. Innovation Commercialization: Generate higher revenue from commercialized research and development (R&D) projects.
	2027	<ul style="list-style-type: none"> Regional Leadership: Expand export contribution to 13% of total revenue and establish a stronger customer base across ASEAN markets. Operational Efficiency: Improve production processes and supply chain efficiency to enhance margins. Innovation Scaling: Scale up R&D services to become a meaningful new revenue stream for the company.
	2028	<ul style="list-style-type: none"> Revenue Target: Maintain 20% average annual revenue growth, achieving net profit of THB 190 million. Export Target: Increase export contribution to 15% of total revenue. Market Leadership: Position SNPS as a leading natural ingredients sourcing company in Southeast Asia.

Risk Management

Risk 1 : Expansion of export markets and creation of new revenue from innovation

- **Risk Characteristic**

Increasing the contribution of export revenue (from 5% to 15% of total revenue) and developing new revenue streams from research and innovation represent two key growth drivers for SNPS in the coming years.

However, if international market expansion does not progress as planned, or if innovation initiatives are unable to achieve effective commercial scale-up, the company may not be able to achieve its target of 20% average annual revenue growth. This could also impact SNPS's ability to achieve its strategic ambition of becoming a leading player in the ASEAN market over the long term.

- **Risk Impact**

Total revenue may fall below target: This could impact the company's ability to achieve the targeted net profit of THB 190 million by 2028.

Decline in competitiveness: If competitors introduce more innovative products that better meet market needs, the company may lose market opportunities and market share.

Strategic risk: Failure to establish a new growth engine from export expansion and innovation may affect the company's long-term growth potential.

- **Risk Management Measures**

- Diversification: Expand export markets to multiple countries in ASEAN and avoid reliance on a single market.
- Innovation Pilot & Scaling: Start with small, easily scalable research projects to test the market before making large investments.
- Strategic Partnerships: Form partnerships in both marketing and research to enhance the stability of revenue streams.
- Continuous Market Intelligence: Monitor consumer demands and technological trends to align innovation strategies with the market.
- Revenue Mix Management: Manage the portfolio to balance revenue from domestic markets, exports, and research, to avoid reliance on a single source of income.

Risk 2 : Operational Risk and Cost

- **Risk Characteristic**

Increasing the proportion of premium products and implementing budget tightening require strict cost management and quality control. Should production or the supply chain encounter issues, it will impact the margin and competitiveness.

- **Risk Impact**

may result in net profit falling short of the 190 million baht target.

- **Risk Management Measures**

- Cost Control System: Establish a real-time cost tracking system to provide management with an overview and enable faster decision-making.
- Supplier Risk Management: Diversify suppliers and establish long-term contracts with key raw material manufacturers to mitigate supply chain disruption risks.
- Lean Process Improvement: Improve production and logistics processes based on Lean principles to reduce waste and increase margins.

- Premium Product Margin Analysis: Continuously analyze the per-unit profit of premium products to optimize the product portfolio.
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Section 2

Governance Plan

Section 2 Governance Plan

Board Structure and Qualifications

Ensuring the independence of the board of directors

Objective: Enhance credibility, transparency, and corporate governance capabilities by increasing the proportion of independent directors and the diversity of the board in line with stock exchange standards and ESG guidelines.

Targets

Strengthening Board Independence

The company plans to appoint one additional independent director by 2027, increasing the proportion of independent directors to 55% (5 out of 9 directors), and maintaining an independent director composition of at least 50% on an ongoing basis, in order to support strong corporate governance and enhance transparency in strategic decision-making.

Topic	Current Status	Targets		
		2026	2027	2028
The Chairman of the Board is an Independent Director	Complete	-	-	-
The Board of Directors comprises more than 50% Independent Directors	In Progress	In Progress	Success	Success

Strategic Initiative

Strategic Initiative	Year	Expected Outcomes
Strengthening Board Independence	2026	<ul style="list-style-type: none"> Recruit and appoint one additional independent director, resulting in a 9-member board with 5 independent directors (55%). Define director qualifications aligned with business strategy, prioritizing expertise in emerging risk management, marketing and sales, and operations.
	2027	<ul style="list-style-type: none"> Enhance board diversity by increasing the proportion of female directors to at least 30%. Implement structured development programs to strengthen board capabilities in ESG leadership and corporate governance. Engage independent external advisors to conduct regular evaluations of board effectiveness and performance.
	2028	<ul style="list-style-type: none"> Maintain an independent director composition of at least 55% of the board on a continuous basis. Provide regular and transparent reporting on company performance to shareholders and the Stock Exchange of Thailand, reinforcing investor confidence.

Risk Management

Risk 1 : Board Composition Risk

- **Risk Characteristic**

The company may face challenges in recruiting qualified independent directors or female directors whose expertise and experience align with strategic requirements.

- **Risk Impact**

- Independent director composition may fall below the targeted level
- Inability to achieve the board diversity target ($\geq 30\%$) by 2028
- Potential negative impact on investor confidence and the company's ESG assessment

- **Risk Management Measures**

- Plan director recruitment in advance to ensure timely identification of suitably qualified candidates
- Utilize Executive Search Firms and the Thai Institute of Directors (Thai IOD) network to broaden access to high-quality candidates
- Define clear qualification criteria and expertise requirements, including emerging risk management, marketing and sales, and operations, aligned with the company's strategic direction

Risk 2 : Reputation and Governance Risk

- **Risk Characteristic**

The stock exchange or shareholders perceive that the board structure does not yet align with international standards.

- **Risk Impact**

- impact the CG Score assessment
- reduce the confidence of shareholders and partners
- may affect stock prices and access to funding sources

- **Risk Management Measures**

- Consistently maintain at least 55% independent directors
 - Report operating results to shareholders and the stock exchange annually
 - Disclose progress in the annual report and Sustainability Report
-

Accountability and Transparency Governance

Enhancing anti-corruption and fraud prevention efforts

SNPS is committed to strengthening its corporate governance standards by establishing a comprehensive anti-bribery and anti-corruption strategic plan to promote operations that are transparent, auditable, and aligned with international best practices. The company aims to formally declare its intention to participate in Thailand’s Private Sector Collective Action Coalition Against Corruption (CAC) within 2026, reinforcing credibility and building trust among all stakeholders.

The strategy focuses on fostering an organizational culture grounded in integrity, transparency, and accountability through the implementation of policies and procedures that cover all business activities. In addition, SNPS seeks to collaborate closely with business partners and stakeholders to elevate anti-corruption standards throughout the entire value chain.

The company places strong emphasis on continuous communication and training programs to ensure that employees and executives at all levels clearly understand and effectively comply with the established policies. SNPS also engages independent external advisors to periodically assess and provide recommendations, enabling the company to continuously enhance and strengthen its anti-corruption framework.

The expected outcome is to enhance investor, shareholder, and business partner confidence, reduce reputational and operational risks, and position SNPS as an organization with strong corporate governance and a regional leader in ESG practices.

Targets

- Establish and implement comprehensive Anti-Bribery and Anti-Corruption policies and procedures covering all business processes, in order to enhance transparency, accountability, and corporate governance standards in alignment with international best practices.
- Aim to obtain certification from Thailand’s Private Sector Collective Action Coalition Against Corruption (CAC) by 2027, reinforcing confidence among shareholders, investors, and business partners, and demonstrating the company’s strong commitment to conducting business with integrity and sustainable good governance.

Topic	Current Status	Targets		
		2026	2027	2028
The company has established an anti-corruption policy and practices.	In Progress	In Progress	Success	Success
• An anti-corruption and anti-bribery policy has been developed to comprehensively cover the organization's business operations, formally approved by the Board of Directors, and supported by clear and practical implementation guidelines	Complete	-	-	-
• The company conducts regular monitoring and evaluation of compliance with its anti-corruption and anti-bribery policy and procedures. Audit results are reported by internal auditors to the Board of Directors at least annually. In the event of any violations, corrective actions and preventive measures are clearly defined to prevent recurrence	In Progress	In Progress	Success	Success
• The company conducts an annual review of its anti-corruption and anti-bribery policy and practices with the Board of Directors	Not Started	Success	Success	Success

Topic	Current Status	Targets		
		2026	2027	2028
Achieve CAC certification from the Thai Institute of Directors (Thai IOD)	Not Started	Signatory	Certified	Certified
Implement and verify that all critical Tier 1 business partners have anti-corruption policies, and ensure that the company actively monitors and assesses business partners' adherence to these policies	-	In Progress	In Progress	Success

Strategic Initiative

SNPS recognizes the importance of conducting business with transparency, integrity, and strong corporate governance, particularly in relation to anti-bribery and anti-corruption, which represent key risks that may affect the company's reputation, investor confidence, and long-term sustainability.

To strengthen its governance standards, the company has established a structured Anti-Bribery and Anti-Corruption action plan, aimed at developing processes that are transparent, auditable, and aligned with international best practices, while fostering an organizational culture grounded in integrity, accountability, and ethical conduct.

The plan encompasses the establishment of clear policies and procedures, collaboration with business partners and stakeholders, and the implementation of ongoing communication and training programs to ensure that employees and executives at all levels understand and adhere to the company's standards. In addition, the company is committed to pursuing recognized certifications such as the Collective Action Coalition Against Corruption (CAC), demonstrating its firm commitment to preventing and combating corruption in a sustainable and systematic manner.

Strategic Initiative	Year	Expected Outcomes
Anti-Corruption Strategic Plan	2026	<ul style="list-style-type: none"> Launch internal training and communication initiatives to enhance awareness of business ethics and promote compliance with good corporate governance standards. Initiate the application and readiness process for CAC certification (Collective Action Coalition Against Corruption), demonstrating a clear commitment to anti-corruption practices
	2027	<ul style="list-style-type: none"> Achieve CAC certification, elevating the company's governance framework in line with international best practices. Establish a structured supplier screening, monitoring, and evaluation framework to ensure key business partners comply with anti-bribery and ethical business standards.
	2028	<ul style="list-style-type: none"> Expand policy communication and training programs to key suppliers, fostering aligned understanding and consistent anti-corruption practices across the value chain. Conduct a comprehensive performance evaluation to ensure alignment with strategic objectives and governance standards. Provide transparent performance reporting to shareholders and the Stock Exchange of Thailand, reinforcing investor confidence. Continuously enhance anti-corruption measures to maintain effectiveness and alignment with evolving governance standards.

Risk Management

Risk 1 : Non-compliance with policies by employees or management

- **Risk Characteristic**

This represents a systemic risk that may have broad implications across legal, reputational, operational, and governance dimensions. If not effectively managed, it could undermine the company's credibility and long-term sustainability.

Legal & Regulatory Risk

- Potential non-compliance with applicable laws and regulatory requirements
- Exposure to penalties, fines, or revocation of business privileges

Reputational Risk

- Erosion of confidence among shareholders, investors, and customers
- Increased risk of negative media and public scrutiny, potentially damaging the company's reputation

Operational Risk

- Reduced effectiveness of anti-corruption controls and internal processes
- Increased likelihood of fraud or misconduct within the organization and across the value chain

Governance Risk

- Indicates potential weaknesses in fostering a culture of integrity and transparency
- May result in a decline in corporate governance (CG) scores and ESG ratings

- **Risk Impact**

Impacts of Non-Compliance with Anti-Bribery and Anti-Corruption Policies

Failure by employees or management to comply with anti-corruption policies may have significant impacts across multiple dimensions, as outlined below:

Legal & Regulatory Impact: The company may face regulatory investigations and legal penalties resulting from non-compliance or misconduct, which could lead to fines, litigation, or loss of business privileges

Reputational & Confidence Impact: Policy violations may damage the company's reputation and corporate image, leading to a loss of confidence among shareholders, investors, customers, and the public, and potentially affecting competitiveness and access to capital

Operational Impact: Ineffective implementation of policies may weaken internal controls and anti-corruption mechanisms, increasing the risk of fraud or misconduct across the organization and its value chain, resulting in financial and resource losses

Governance & ESG Impact: Non-compliance reflects potential weaknesses in corporate governance and organizational culture, which may lead to a decline in CG scores and ESG ratings, adversely affecting the company's credibility and attractiveness to both domestic and international investors

- **Risk Management Measures**

To ensure effective anti-corruption practices and minimize potential risks, SNPS has established a comprehensive framework covering both preventive and detective/corrective measures, as outlined below:

Clear Policies and Procedures

Develop and implement comprehensive anti-bribery and anti-corruption policies covering all business activities, supported by enforceable and auditable procedures

Continuous Communication and Training

Conduct ongoing training for employees, management, and business partners to enhance awareness, understanding, and compliance, supported by multi-channel communication

Governance and Internal Controls

Strengthen internal control and audit systems, establish KPIs and compliance indicators, and perform regular monitoring and evaluation

Third-Party Risk Management

Require key business partners to comply with the company's anti-corruption standards and implement ongoing screening and monitoring processes across the value chain

International Certifications

Pursue certifications such as CAC to reinforce commitment and build stakeholder confidence

Continuous Improvement

Regularly review and enhance policies and controls to ensure alignment with evolving business environments and international standards, maintaining long-term effectiveness

Attachments

URL Link to the Document : <https://jumpplusmedia-setlink.setgroup.or.th/SNPS/1765879475960.pdf>



Governance of Risk and Management Compliance

Enhancing business continuity management

SNPS is committed to strengthening its Business Continuity Management (BCM) framework to build a resilient organization capable of sustaining operations under all circumstances. This includes preparedness for unexpected events such as natural disasters, technology-related risks, supply chain disruptions, and internal policy breaches.

The company's BCM strategy is systematically designed around key pillars, including:

- Establishing clear policies and governance frameworks
- Integrating BCM with corporate governance and anti-corruption risk management
- Enhancing the capabilities of employees and business partners to effectively respond to crisis situations
- Developing robust communication systems and incident response plans
- Conducting regular assessments, reviews, and continuous improvements to ensure alignment with evolving risk environments

The expected outcome is to ensure the organization can respond effectively to disruptions, achieve rapid operational recovery, and maintain sustainable business continuity, while strengthening confidence among shareholders, investors, business partners, and capital markets.

Targets

SNPS has established a strategic objective to enhance its Business Continuity Management (BCM) framework, aiming to build a resilient organization capable of sustaining operations under all circumstances. This includes preparedness for unexpected events such as natural disasters, supply chain disruptions, technology-related risks, and internal policy breaches.

The initiative focuses on preventing and mitigating the impact of critical risks, while maintaining and strengthening confidence among shareholders, investors, business partners, and capital markets. This will be achieved through the development of a BCM framework aligned with international standards such as ISO 22301, and its integration with the company’s corporate governance and anti-corruption strategies.

In addition, SNPS emphasizes the development of employee and partner capabilities to effectively respond to crisis situations, supported by the implementation of clear and effective crisis communication and incident response plans across all levels of the organization.

The expected outcome is to enable the company to respond effectively to disruptions, achieve rapid recovery of operations, and ensure sustainable business continuity, while positioning SNPS as an organization with globally recognized governance and sustainability standards.

Topic	Current Status	Targets		
		2026	2027	2028
The company has developed, reviewed, and conducted drills for its Business Continuity Plan (BCP) and crisis response protocols.	In Progress	In Progress	Success	Success
<ul style="list-style-type: none"> Prepare and conduct the annual review of the business continuity management plan. 	In Progress	Success	Success	Success
<ul style="list-style-type: none"> Organize Crisis Management Drills 	Not Started	In Progress	Success	Success
Achieve ISO 22301: Business continuity management systems certification	-	In Progress	In Progress	Success

Strategic Initiative

SNPS has designed its Business Continuity Management (BCM) enhancement plan as a structured 3-year roadmap, with a phased approach to strengthen resilience and align with international standards:

Year 1: Foundation & Awareness

Establish BCM policies, frameworks, and organization-wide awareness

Year 2: Integration & Testing

Integrate BCM into core business processes and conduct testing to ensure effectiveness under crisis scenarios

Year 3: Scaling & Evaluation

Expand implementation across all functions and key partners, while conducting comprehensive evaluations and enhancing transparency through stakeholder reporting

Strategic Initiative	Year	Expected Outcomes
Business Continuity Management Plan	2026	<ul style="list-style-type: none"> Establish and communicate clear BCM policies aligned with governance and risk management strategies Develop a comprehensive BCM Manual and Crisis Communication Plan

Strategic Initiative	Year	Expected Outcomes
		<ul style="list-style-type: none"> • Implement internal training and communication programs across all levels • Set up a BCM monitoring and evaluation framework to establish baseline performance • Initiate key supplier assessments to ensure BCM alignment across the supply chain
	2027	<ul style="list-style-type: none"> • Conduct BCM simulations and drills to assess readiness of personnel, systems, and processes • Strengthen capabilities of employees and management through advanced training and crisis simulations • Refine BCM plans and measures based on testing and evaluation results • Expand training and communication programs to business partners to enhance supply chain resilience
	2028	<ul style="list-style-type: none"> • Conduct a comprehensive BCM performance evaluation to assess effectiveness and strategic alignment • Continuously enhance BCM measures to ensure long-term effectiveness • Continuously monitor and evaluate key suppliers to ensure compliance with BCM standards • Prepare and disclose performance reports to shareholders and the Stock Exchange of Thailand, reinforcing stakeholder confidence

Risk Management

Risk 1 : Resource and Budget Risks

• Risk Characteristic

Resource and budget risk may arise when the organization is unable to allocate sufficient resources required for effective Business Continuity Management (BCM) implementation, including financial resources, personnel, time, and appropriate supporting tools. Such constraints may result in incomplete execution or reduced effectiveness of BCM initiatives.

As a consequence, established measures may not be sufficient to effectively respond to emergency situations, potentially impacting the organization’s ability to respond, recover operations, and maintain business continuity as intended.

• Risk Impact

- The BCM plan may not be implemented as intended, resulting in reduced organizational readiness during emergency situations
- The organization’s ability to respond to disruptions and recover operations may be compromised
- Confidence among shareholders, investors, and business partners may decline, as BCM measures may be perceived as insufficiently supported or effectively implemented

• Risk Management Measures

- Develop a clear Resource Allocation Plan, defining the required budget, personnel, and tools to support BCM implementation

- Communicate the importance of BCM investment to the Board and senior management to reinforce business continuity objectives
 - Prioritize BCM initiatives in alignment with the organization's strategic objectives to ensure effective resource utilization
 - Establish a monitoring and control framework for resource and budget utilization to ensure efficiency, transparency, and accountability
-