

Bangkok Lab and Cosmetic Public Company Limited  
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Ratchaburi 70000, Thailand

(Translation)  
Management Document of Bangkok Lab Cosmetic  
BLCP 10-020

Conflict of Interest Prevention Policy

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(Translation)



Bangkok Lab and Cosmetic Public Company Limited

## Conflict of Interest Prevention Policy

Approved by *Assist. Prof. Dr. Wanchai Sutananta*

(Chairman of the Board of Directors)

Based on the Resolution of the Board of Directors Meeting

No. 7/2025 on November 10, 2025

Reviewed Version No. 1/2025

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### Conflict of Interest Prevention Policy

Bangkok Lab and Cosmetic Public Company Limited (the “**Company**”) places great importance on considering all transactions transparently and in the best interest of the Company and its shareholders. Therefore, it prioritizes the prevention of potential conflicts of interest, related party transactions, or intercompany transactions. It has established guidelines, prohibitions, and considerations to ensure that its directors, executives, and employees understand the procedures to comply with its Conflict of Interest Prevention Policy. Furthermore, the terminology used in this policy shall have the meanings as defined in the Public Limited Companies Act, the Securities and Exchange Act, and the rules, announcements, and orders of the Securities and Exchange Commission, the Capital Market Supervisory Board, the Office of the Securities and Exchange Commission (“**SEC**”), and the Stock Exchange of Thailand (“**SET**”) (“**Securities and Exchange Act**”).

Directors, executives, and employees of the Company must report to the Company any interests, including those of related parties, that relate to the management of the Company’s or its subsidiaries’ activities, and are obligated to act in accordance with the following requirements and considerations.

1. The Company Secretary is responsible for coordinating the preparation of documents disclosing the direct and indirect interests of directors, executives, employees, and persons related to them on an annual basis or whenever there are significant changes to the details already disclosed, as shown in the following example. The Company Secretary will compile and report this information to the Chairman of the Board of Directors and the Chairman of the Audit Committee within 7 business days from the date the Company receives the report.
  - Joint ventures or having interests with suppliers conducting business with the Company or with the Company’s customers.
  - Holding any position, or even acting as a consultant, to vendors conducting business with the Company or its customers.
  - Trading goods or services with the company or its subsidiaries, either directly or through other parties.

The Company has assigned the Accounting and Finance Department the responsibility of identifying conflicts of interest. This investigation will be conducted with directors, executives, employees, and/or related parties of such individuals, and the information will be presented to the Audit Committee and the Board of Directors at least once a year.

2. The Board of Directors must avoid engaging in related party transactions with itself and/or related parties that may create a conflict of interest with the Company and its subsidiaries and refrain from any actions that are contrary to the interests of the Company or its subsidiaries or that seek personal gain and/or that of related parties. If such transactions are necessary, they must be presented to the Audit Committee for review and opinion before being submitted for approval to the Board of Directors, in accordance with good corporate governance principles and the Securities and Exchange Law. This includes ensuring compliance with the Securities and Exchange Law regarding related party transactions and the Company’s related party transaction policy.
3. Directors and related persons must not participate in expressing their opinions about or approve matters in which they have a direct or indirect conflict of interest.
4. The Board of Directors must oversee that the Company and its management disclose information on transactions that may involve conflicts of interest to stakeholders, persons with conflicts of interest, and related parties accurately, completely, and in a timely manner. Furthermore, the Board of Directors must ensure that the

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Company and its subsidiaries disclose information in accordance with the guidelines on related party transactions set by the SEC and the Stock Exchange of Thailand, as stated in the annual report and Form 56-1 One Report.

5. The following actions, which result in directors, executives, employees, and/or persons related to such individuals receiving financial benefits beyond those normally entitled to, or causing damage to the Company or its subsidiaries, shall be presumed to constitute a significant conflict of interest with the Company and its subsidiaries:
  - 5.1 Transactions between the Company or its subsidiaries and directors, executives, employees, and/or related parties of such individuals that do not comply with the rules for related party transactions.
  - 5.2 Use of information of the Company or its subsidiaries that has been known, unless such information is already publicly available.
  - 5.3 Use of the Company's or its subsidiaries' assets or business opportunities in a manner that violates the Securities and Exchange law.
6. In the event of a normal transaction involving a commercial agreement with general terms and conditions that a reasonable person would typically enter into with a similar contracting party, and with commercial bargaining power free from the influence of one's status as a director, executive, and/or related person, as approved by the Board of Directors, a summary of such transactions must be prepared and submitted to the Audit Committee and the Board of Directors for their information and comments every quarter in which such transactions are made.
7. For other transactions that are related party transactions but are not typical, the Audit Committee must first review and provide an opinion on the necessity of entering into the transaction and the appropriateness of the transaction price. It must then proceed in accordance with the regulations governing related party transactions under the Securities and Exchange Law and the Company's related party transaction policy.
8. The Board of Directors must oversee and be responsible for ensuring that the Company and its subsidiaries have appropriate, effective, and rigorous internal control systems, risk management systems, and corruption prevention systems to ensure that the operations of the Company and its subsidiaries comply with all policies, regulations, laws, and guidelines on good corporate governance for listed companies, including all relevant regulations and rules of the Capital Market Supervisory Board, the SEC, and the Stock Exchange of Thailand.
9. The Board of Directors must supervise to ensure that the Company and its subsidiaries comply with the Securities and Exchange law and other relevant laws and disclose information in accordance with the regulations of the Stock Exchange of Thailand and other relevant authorities.
10. The Board of Directors should avoid engaging in, operating, investing in, holding shares of, or serving as directors, executives, or consultants, whether directly or indirectly, in companies that conduct business similar to that of the company or its subsidiaries, or that are direct competitors of the Company or its subsidiaries. Holding shares or serving as directors, executives, or consultants in other companies is permissible only if it can be demonstrated that such holdings or positions do not conflict with the interests of the Company or its subsidiaries and the performance of duties in the Company or its subsidiaries and comply with the regulations stipulated in the Public Limited Companies Act and the Securities and Exchange Act.
11. The Board of Directors must promote employee understanding and participation in preventing conflicts of interest.

The Company will carefully, honestly, and rationally consider and resolve any conflict of interest within an ethical framework to ensure transparency in its operations.

## (Translation)

### Relevant Policies

- Related party transaction policy
- Anti-corruption policy
- Inside Information and Securities Trading Policy for Directors, Executives, and Employees.

### Policy Review

The Conflict of Interest Prevention Policy will be reviewed and assessed for adequacy and appropriateness annually.

This Conflict of Interest Prevention Policy was approved by the Board of Directors' Meeting No. 7/2025 on November 10, 2025, with effect from November 11, 2025, onward.