

Bangkok Lab and Cosmetic Public Company Limited  
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(Translation)  
Management Document of Bangkok Lab Cosmetic  
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Innovation Development Policy

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(Translation)



Bangkok Lab and Cosmetic Public Company Limited

## Innovation Development 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

Revision No. 1/2025

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## (Translation)

### Innovation Development Policy

Bangkok Lab and Cosmetic Public Company Limited (the “Company”) values the creation of innovation, both in product research and development and in work processes, which is essential for elevating and advancing the organization, enhancing business competitiveness, and ensuring the organization’s sustainable development. The research and development process is a crucial starting point for delivering quality products, leading to new products, expanding the customer base, and supporting the Company’s growth. Additionally, the development in the potential of personnel is vital for continuous improvement in work processes, which can lead to an increase in work efficiency and productivity, and reduction in unnecessary costs.

The Company emphasizes the research and development process to produce quality and diverse products by supporting collaboration with universities or organizations to generate knowledge that can be further developed in the future. It also recognizes the ethics of research involving both experimental animals and humans, promotes continuous learning among personnel, and encourages the consistent expression of creativity in developing skills and work processes to foster innovation from the creative ideas of personnel. Therefore, the Company has established an innovation development policy to guide business operations in alignment with its corporate and sustainability policies, incorporating the following practices:

#### **Research and Development Policy and Practices and Research Ethics**

1. Commit to having a systematic research and development process that can be effectively tracked and verified, in accordance with the Company’s quality management system requirements.
2. Develop a research and development plan that can be tracked, reviewed, verified, and evaluated.
3. Support facilities, equipment, machinery, and necessary resources for the research and development process.
4. Establish risk assessment procedures, including actions regarding research and development risks.
5. Promote the development of the potential of personnel involved in research and development and support continuous learning to keep up with changing knowledge.
6. Encourage the adoption of innovations or technologies in the research and development process to enhance product quality or improve operational efficiency.
7. Support collaboration with external agencies, such as universities and government agencies, to facilitate knowledge exchange and enable the development of skills and knowledge.
8. Select external research sources that comply with the Good Clinical Practice (GCP) for conducting research studies in humans for drug registration.
9. Coordinate with external research sources for conducting human research to establish standard operating procedures, which must be approved by the institutional review board or an accredited independent ethics committee.
10. Focus on conducting research and development without using experimental animals. If it is necessary to conduct research on experimental animals, select external research sources that comply with ethical standards for experimental animals.
11. Pay attention to the environmental impact arising from the research and development process and promote the development of processes that can reduce environmental impacts.
12. Encourage the creation of innovative products and the management of intellectual property to achieve commercial benefits.
13. Provide budget and resources support for appropriate operations.
14. Develop a business plan to define goals and directions for research and development.

## (Translation)

### **Policy and Practices for Creating Innovation in the Organization**

1. Establish a QCC system development committee to serve as a center for promoting opportunities for employees to develop knowledge, abilities, skills, problem-solving, and systematic data analysis, allowing for expression and exchange of opinions, which fosters effective teamwork, resulting in continuous quality improvement and development within the organization.
2. Support employees in applying tools in their work, such as QCC, KAIZEN, and 7 Wastes, to enhance work efficiency, reduce production costs, shorten time, and minimize waste from operations.
3. Encourage activities that allow employees to participate and express creative ideas, including organizing competitions for employees to submit their work.
4. Support employees in attending training programs, academic meetings, and seminars organized by internal and external agencies to enhance knowledge and skills and apply the knowledge in their work.
5. Encourage employees to have creative ideas and provide opportunities for them to express opinions or present concepts through company meetings and seminars.
6. Establish a knowledge management system for each department, regularly review knowledge, and systematically manage organizational knowledge.
7. Prioritize the capability development of personnel in all departments.

### **Policy Review**

The innovation development policy will be reviewed and assessed for adequacy and appropriateness annually.

This innovation development policy was approved by the Board of Directors' Meeting No. 7/2025 on November 10, 2025, and was effective from November 11, 2025, onward.