

Bangkok Lab and Cosmetic Public Company Limited
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(Translation)

Management Document of Bangkok Lab Cosmetic
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Sustainability Policy

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(Translation)



Bangkok Lab and Cosmetic Public Company Limited

Sustainability 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

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(Translation)

Sustainability Policy

Bangkok Lab and Cosmetic Public Company Limited (the “Company”) recognizes the importance of sustainable business growth. The Company focuses on caring for stakeholders with morality, ethics, and code of conduct, as well as focusing on sustainable investment that is aware of environmental and social performance and governance, or ESG. The Company hopes that operating its business under the concept of sustainability will bring benefits to the public along with the Company’s growth. The Company has established a sustainability policy, which is divided into nine categories as follows:

1. Fair Business Operations

The Company is committed to conducting business with honesty, fairness, and ethics, and is dedicated to competing fairly in accordance with the code of conduct, the law, and principles of equal competition. The Company also rejects any behavior that hinders fair competition, including seeking confidential information from competitors, soliciting or receiving benefits that are not given in good faith, and other similar actions. In addition, the Company respects the intellectual property rights of others. The Company has a policy requiring personnel to comply with laws and regulations related to intellectual property rights, such as the use of legally copyrighted computer programs. The Company has established a code of conduct, a corporate governance policy, and a social responsibility policy to guide its operations and ensure all employees adhere to these principles. Furthermore, the Company has programs in place to promote and instill a sense of social responsibility in its personnel at all levels.

2. Anti-Corruption

The Company manages its business on the basis of transparency, code of conduct, adherence to good corporate governance principles, and compliance with laws related to prevention and anti-corruption, giving or accepting bribes and gifts to government or private officials. The Company has established an organizational structure to divide duties and responsibilities, work processes, and chain of command in each department to be clear so that there is a balance of power and consistency in checking between each other appropriately. The details are in accordance with the Company’s anti-corruption policy, which has been prepared for the adherence of directors, executives, and employees.

3. Respect for Human Rights

The Company has a policy of supporting and respecting the protection of human rights, which is in accordance with the requirements of international standards covering the entire business, building knowledge of human rights in the business, and periodically evaluating the results. Treatment of all stakeholders, including employees, the community, and the surrounding society, must be based on respect for human values, equality, and equal freedom without the violation of fundamental rights and discrimination based on race, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. This includes ensuring that the Company’s business is not directly or indirectly involved in human rights violations, such as child labor and sexual harassment. Moreover, the Company has established a protection and remedy mechanism that provides opportunities for employees and communities to express their opinions and to file complaints regarding damages suffered due to the violation of rights caused by the Company’s business operations, as well as to ensure appropriate corrective and remedial actions are taken.

To ensure that human rights are respected effectively, the Company has built human rights knowledge and raised awareness among the Company’s personnel to comply with human rights principles.

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4. Treatment of Employees

The Company recognizes the importance of human resource development and fair treatment of workers, which are factors that will help increase the value of the business and strengthen the Company's competitiveness and sustainable growth in the future. The Company respects and strictly complies with the law and the Code of Conduct. However, the Company has established policies and guidelines as follows:

- 4.1 Respect the rights of employees in accordance with human rights principles and comply with labor laws.
- 4.2 Establish a fair employment process and conditions, including the determination of remuneration and consideration of performance and merit under the fair performance evaluation process.
- 4.3 Promote employee development through training and seminars, to enhance their knowledge, skills, and teamwork, while fostering positive attitudes and ethics in employees.
- 4.4 Provide various benefits for employees as required by law, such as social security, and beyond what is legally mandated, including accident insurance, funeral assistance, assistance for private room expenses, and get-well baskets.
- 4.5 Ensure that employees work safely and have good hygiene in the workplace by providing measures to prevent accidents and strengthening employees' safety awareness, as well as organizing training and encouraging employees to have good hygiene and maintain a safe workplace at all times.
- 4.6 Support and encourage employees to express opinions, complaints, or reports related to the code of conduct or corruption in the organization and wrongful acts in the Company, as well as providing protection for relevant employees.

5. Responsibility to Consumers/Customers

The Company is committed to adopting technology that is modern, efficient, internationally recognized, and environmentally friendly to operate its business and to develop the Company's products and services for the satisfaction and maximum benefit of consumers/customers and adhering to the treatment of consumers/customers with responsibility and honesty. The Company has adhered to practices that are consistent with the Company's business as follows:

- 5.1 The Company focuses on quality production and emphasizes quality control and safety throughout the production process, as well as the availability of qualified personnel, along with strict quality assurance measures throughout the production process.
- 5.2 The Company is committed to continuously developing products and services to meet the needs of consumers/customers, so that consumers/customers can use a wide range of products and services with quality, standards, and responses to their needs.
- 5.3 The Company is committed to fair marketing, ensuring consumers/customers receive accurate, unbiased, and unexaggerated information about its products and services, enabling them to make decisions.
- 5.4 The Company has established a customer relations system to communicate with consumers and customers, as well as to effectively handle complaints about the quality of products and services, in order to respond quickly to their needs.
- 5.5 The Company will keep the information of consumers/customers confidential and will not misuse such information or adversely affect the Company, as well as comply with the Personal Data Protection Policy and law.

6. Environmental and Energy Management

The Company attaches great importance to social responsibility in environmental protection. The Company operates and manages its products and services in strict accordance with laws related to environmental protection.

(Translation)

This includes preventing and reducing negative environmental impacts by using standardized, modern, efficient, internationally recognized, and environmentally friendly technologies in its business operations.

The Company's operations must have minimal environmental impact by preventing pollution, managing waste, and treating wastewater. In addition, the Company gives precedence to the reduction of greenhouse gases by reducing the use of fossil energy and increasing the use of renewable energy, reducing the use of plastic bags, and encouraging employees to work electronically to reduce the amount of paper, as well as disposing of waste properly.

7. Community and Social Development

The Company is aware of being a part of the community and society; therefore, the Company has a policy to provide assistance and social development by cooperating in various activities with the surrounding communities in the areas where the Company operates as appropriate, as well as respond to incidents that affect the community, society, and the environment due to the Company's operations with speed and efficiency. The Company also encourages its employees to participate in community and social development.

8. Innovation and Dissemination of Innovations Resulting from Responsibility for Society, the Environment, and Stakeholders

The Company aims to operate its business efficiently by applying innovation to its business operations to maximize the benefits to society, the environment, and stakeholders. The innovation will be disseminated and included in the annual report (Form 56-1 One Report) and sustainability report.

9. Personal Data Protection and Cybersecurity

The Company is committed to operating its business in accordance with the law, rules, and regulations to build information security for the Group and all stakeholders, including cybersecurity to reduce the risk of the Group's information systems and information that may be damaged by implementing personal data protection and cybersecurity.

The Board of Directors, the executive committee, executives at all levels, and all employees are obliged to comply with the prescribed policies, including supporting, pushing, cooperating, and integrating the ESG concept to be part of the corporate culture to strengthen its sustainability development capability.

Policy Review

The Sustainability Policy will be reviewed and assessed annually for its adequacy and appropriateness.

This Sustainability Policy was approved by the Board of Directors' Meeting No. 7/2025 on November 10, 2025, effective from November 11, 2025, onward.