

Bangkok Lab and Cosmetic Public Company Limited
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(Translation)
Management Document of Bangkok Lab Cosmetic
BLCP 10-055

Code of Business Conduct

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(Translation)



Bangkok Lab and Cosmetic Public Company Limited

Code of Business Conduct

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

(Chairman of the Board of Directors)

Based on the Resolution of the Board of Directors Meeting

No. 8/2025 on December 22, 2025

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(Translation)

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Code of Business Conduct

To ensure that the operations of Bangkok Lab and Cosmetic Public Company Limited (the “**Company**”) are conducted efficiently, achieve the objectives and goals set forth, and provide a framework for conducting business based on responsibility, transparency, and integrity, the Company has established a code of business conduct that directors, executives, and employees must adhere to as guidelines for their conduct as follows:

Section 1 Code of Conduct for Directors, Executives, and Employees

1. Respect for Laws and Relevant Regulations
 - 1.1 Comply with laws, rules, and regulations, and respect traditions related to business
 - 1.2 Strictly comply with the Company’s rules and regulations.
2. Conduct Themselves
 - 2.1 Uphold morality, correctness, and fairness. Do not seek positions, merits, or any other benefits improperly from supervisors or any other individuals.
 - 2.2 Refrain from all forms of vices and drugs. Do not act in ways that would tarnish one’s own honor and reputation or that of the Company.
 - 2.3 Do not engage in any profession or activity that could affect the performance of duties or the reputation of oneself and the Company.
 - 2.4 Avoid disclosing or criticizing information or matters about personnel related to their work or personal lives in a way that could damage the personnel or the Company’s image.
 - 2.5 Contribute to and maintain unity within the group.
3. Performance of Duties
 - 3.1 Perform duties with responsibility, diligence, and full attention to the Company’s work, striving for the successful completion of tasks for the Company’s benefit with integrity, and cooperating in the Company’s activities that enhance quality and efficiency, thereby developing the Company toward excellence.
 - 3.2 Perform assigned tasks with full knowledge and capability, and have a sense of duty and responsibility for the outcomes.
 - 3.3 Use work time effectively and efficiently as specified, and refrain from doing or encouraging others to use work time for activities unrelated to the Company’s interests.
 - 3.4 Develop oneself to possess virtues and ethics, consistently practice, and seek additional knowledge to enhance skills and abilities.
 - 3.5 Strengthen, protect, and maintain the Company’s reputation by having a positive attitude and being good employees, expressing appreciation and pride, and enhancing the Company’s positive image to the public.
 - 3.6 Employees in leadership positions should treat colleagues and subordinates with politeness, kindness, and good interpersonal relations; serve as good leaders and role models; pay attention to subordinates in terms of work performance; boost morale; and listen to their opinions while governing subordinates with correct principles and fairness.
 - 3.7 Subordinate employees should not display aggression or rudeness, nor act antagonistically toward their supervisors. They should show respect, understand the appropriateness of situations, and refrain from any actions that disrespect their supervisors, including stakeholders, government agencies, and external organizations with which they interact.
4. Maintaining the Confidentiality of the Company’s Information

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- 4.1 Do not seek personal gain for themselves or others by using the Company's information; use the information solely for the benefit of the Company.
 - 4.2 Do not disclose company information that should not be revealed unless it is information that has been approved for disclosure by authorized persons or information that has already been made public.
 - 4.3 Do not disclose business information to competitors, even after ceasing to be a director, executive, or employee of the Company.
5. Maintaining the Company's Assets and Information
- 5.1 Use the Company's assets efficiently and to their maximum benefit.
 - 5.2 Retain information and maintain the Company's assets in good condition, preventing damage or loss for effective and sustainable use.
 - 5.3 Do not use the Company's assets or information for personal benefit or to benefit others.
6. Exercise of Social and Political Rights
- 6.1 Uphold the democratic system with the monarchy as the head of state and promote the exercise of rights under the constitution and other relevant laws.
 - 6.2 Exercise the rights and freedoms to participate in various social activities while avoiding any actions that are unlawful, immoral, or disrupt social peace, and maintain one's dignity and honor.
 - 6.3 Do not engage in any actions that may imply the Company is involved with or supports any political party.

Section 2 Code of Conduct of the Company

Code of Conduct on Fair Treatment of Stakeholders

1. Treatment of Shareholders and Investors
 - 1.1 Develop the business to grow, achieve good performance, and provide appropriate returns on investment for shareholders and investors continuously and sustainably.
 - 1.2 Conduct business with honesty and integrity, and make decisions transparently, cautiously, and fairly toward all shareholders equally and for the best benefit of the shareholders.
 - 1.3 Present reports on the Company's status, performance, position, financial and accounting information, and other reports regularly, completely, and accurately.
 - 1.4 Inform all shareholders of the Company's future trends, both positive and negative, based on feasibility, supported by sufficient and reasoning information.
 - 1.5 Do not seek personal benefits or those of others by using undisclosed company information or engaging in actions that may create conflicts of interest with the Company.
2. Treatment of Customers

The Company recognizes the importance of customer satisfaction and has therefore implemented a quality management system, with the primary objective of enhancing customer satisfaction.
3. Treatment of Suppliers and/or Creditors
 - 3.1 Build good business relationships with suppliers and/or creditors, conduct business based on fair mutual support, treat suppliers and/or creditors equally, and avoid situations that may lead to conflicts of interest.
 - 3.2 Do not engage in fraudulent practices with suppliers and/or creditors. If there is information about dishonest actions, the details must be disclosed to suppliers and/or creditors to jointly resolve the issues rapidly and fairly.
 - 3.3 Strictly comply with various conditions for suppliers and/or creditors. In the case of failure to comply,

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suppliers and/or creditors must be informed to find a solution.

4. Treatment of Business Competitors

- 4.1 Treat competitors within the framework of fair competition rules and legal provisions.
- 4.2 Do not damage the reputation of competitors with negative allegations.
- 4.3 Do not violate or improperly obtain trade secrets of competitors through wrongful means.

5. Treatment of Employees

- 5.1 Strictly comply with laws, rules, and regulations related to employees.
- 5.2 Provide a good and safe working environment for the life and property of employees.
- 5.3 Treat employees with courtesy; respect their individuality and human dignity.
- 5.4 Provide fair compensation to employees.
- 5.5 Fairly consider appointments and transfers, taking into account the knowledge, abilities, and suitability of employees, as well as awarding of rewards and disciplinary actions.
- 5.6 Emphasize the development of employees' potential.
- 5.7 Avoid any actions that are unfair, which may impact the job security of employees or threaten or create pressure on the mental state of employees.
- 5.8 Employees have the right to file complaints in cases where they do not receive fairness according to the established systems and processes.
- 5.9 Listen to opinions and suggestions from employees at all levels equally and fairly.

6. Treatment of Government Agencies

The Company conducts business to enhance and support the progress of the country, adhering to all applicable laws, rules, and regulations. The Company will foster good relationships with government agencies and relevant organizations by providing information and acting with caution and prudence.

7. Treatment of Communities, Society, and the Environment

- 7.1 The Company conducts business with consideration for quality, job security, occupational health and safety of employees, society, communities, and the environment, as well as promoting efficient energy management.
- 7.2 The Company will strictly comply with laws related to the protection of natural resources and the environment.
- 7.3 Do not promote any activities that are harmful to society or good morals and/or promote vice.
- 7.4 Encourage employees to participate in the development of communities, society, and the environment, and continuously foster a sense of responsibility toward communities, society, and the environment among employees at all levels.
- 7.5 Establish a system for reporting complaints about impacts on the community and create a process for handling complaints, feedback, and suggestions – especially regarding issues that may affect the community or the Company's operations. Inform complainants of the results in a timely manner and promote mutual benefits between the Company and the community for sustainable coexistence.
- 7.6 Provide a prompt and effective response to incidents affecting the community, society, and environment resulting from the Company's operations by fully cooperating with government officials and relevant agencies.
- 7.7 Return a portion of profits for activities that contribute to the betterment of society and the environment.

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Related Policies

- Good corporate governance policy
- Sustainability policy
- Conflict of interest prevention policy
- Anti-corruption policy
- Policy on the use of inside information and the trading of securities by directors, executives, and employees
- Personal data protection policy.

Review of the Code of Business Conduct

The Code of Business Conduct will be reviewed and assessed for adequacy and appropriateness regularly every year.

The Code of Business Conduct was approved by the Board of Directors' Meeting No. 8/2025 on December 22, 2025, effective from December 23, 2025, onward.