



ESG Performance Report for Listed Companies in 2024

Bangkok Lab and Cosmetic Public Company Limited

Fiscal Year End 31 December 2024

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ESG Performance

Company Name : Bangkok Lab and Cosmetic Public Company Limited

Symbol : BLC

Market : SET

Industry Group : Consumer Products

Sector : Personal Products & Pharmaceuticals

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals : Yes
over the past year

Changes in environmental policies, guidelines, and/or goals : Renewable/Clean Energy Management, Waste Management, Other :
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Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Environmental management principles and standards : ISO 14001 - Environmental management systems

Compliance with energy management principles and standards

Energy management principles and standards : ISO 50001 — Energy management

Compliance with water management principles and standards

Compliance with waste management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and : Thailand Greenhouse Gas Management Organization (TGO)
standards

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	7
Actual number of disclosure boundaries	:	2
Data disclosure coverage (%)	:	28.57

Information on energy management

Energy management plan

The company's energy management plan : Yes

Since 2019, the Company has implemented a 1.4-megawatt solar farm project for use in its internal operations, replacing electricity consumption from the Provincial Electricity Authority. The company plans to use renewable energy from the solar farm for at least 25% of its total energy consumption. Currently, the proportion of renewable energy used is 28.32% of the total energy consumption.

Reference link for company's energy management plan : <https://www.blcplc.com/en/sustainability/sustainability-in-environment-dimension>

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : No

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : No

Information on electricity management

Company's electricity consumption ^(*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	5,098,310.87	6,126,435.64	6,767,881.13
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	3,445,830.00	4,611,898.00	5,274,248.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	1,652,480.87	1,514,537.64	1,493,633.13
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	5,123.93	5,796.06	6,113.71

Additional explanation : ^(*) Exclude electricity consumption outside of the Company

Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	7,783.68000000	8,777.13000000	9,195.49000000

Electricity Expense ^(*)

	2022	2023	2024
Total electricity expense (Baht)	18,135,941.20	23,675,574.35	23,108,297.69
Percentage of total electricity expense to total expenses (%) ^(**)	1.61	1.95	1.71
Percentage of total electricity expense to total revenues (%) ^(**)	1.40	1.67	1.46
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	18,227.08	22,398.84	20,874.70

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	44,699.80	86,603.50	90,492.20
Gasoline (Litres)	5,378.70	5,825.90	11,033.80
LPG (Kilograms)	30,240.00	39,360.00	42,720.00

Additional explanation : Not include external fuel consumption

Company's fuel expense ^(*)

	2022	2023	2024
Total fuel expense (Baht)	2,388,321.03	2,874,361.46	3,486,671.37
Percentage of total fuel expense to total expenses (%) ^(**)	0.21	0.24	0.26
Percentage of total fuel expense to total revenues (%) ^(**)	0.18	0.20	0.22

Additional explanation : ^(*) Exclude electricity expense outside of the Company

^(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	7,580.80	10,146.20	11,603.30

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00583354	0.00715946	0.00734858
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	7,580.00000000	10,146.20000000	11,603.30000000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	7
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	14.29

Information on water management plan

Water management plan

The Company's water management plan : Yes

The company operates a wastewater treatment system comprising four zones, which handle effluent from different production areas. The wastewater undergoes treatment through both aerobic and anaerobic biological processes. The quality of the discharged wastewater is regularly monitored, analyzed, and evaluated by the internal department on a monthly basis and is also sent for testing by an external agency registered with the Department of Industrial Works three times per year. The treated wastewater is not discharged into the soil or natural water sources. Instead, the company reuses the treated wastewater for watering plants within its premises. Furthermore, the company has an environmental management project in place to further develop its wastewater treatment system.

Reference link for company's water management plan : <https://www.blcplc.com/en/sustainability/sustainability-in-environment-dimension>

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : No

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : No

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	42,364.00	56,315.00	59,021.00
Water withdrawal by groundwater (cubic meters)	42,364.00	56,315.00	59,021.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	42.58	53.28	53.32
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.03	0.04	0.04

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Percentage of treated wastewater (%)	100.00	100.00	100.00
Total wastewater discharge (cubic meters)⁽¹⁾	15,054.00	15,517.00	15,788.85
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to surface water (cubic meters)	15,054.00	15,517.00	15,788.85
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Remark: ⁽¹⁾ The treated wastewater is not discharged into the soil or natural water sources. Instead, the company reuses the treated wastewater for watering plants within its premises. Furthermore, the company has an environmental management project in place to further develop its wastewater treatment system.

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	27,310.00	40,798.00	43,232.15

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.02101545	0.02878828	0.02737969
Intensity of total water consumption (Cubic meters / m ²)	0.04400000	0.06000000	0.05100000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	161,189.43	198,258.02	205,225.83
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.01	0.02	0.02
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.01	0.01	0.01
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	162.00	187.57	185.39

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	7
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	14.29

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

In 2024, the company collected data on waste weight and production weight. This data was analyzed to determine the waste volume for the year, which will be used to establish waste management measures for 2025. Furthermore, the company will communicate guidelines for reducing various types of waste to employees through the internal public address system, Line application, notice boards, and email.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste and hazardous waste	2024 : non-hazardous waste and hazardous waste 195,130.00 Kilograms	2030 : Reduced by 8%	<ul style="list-style-type: none">• Recycle• Other : Incineration in industrial furnaces

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : No

Information on waste management

Waste Generation^(*)

	2022	2023	2024
Total waste generated (Kilograms)	170,015.00	172,962.00	195,130.00
Total non-hazardous waste (kilograms)	115,420.00	114,050.00	103,480.00
Total hazardous waste (kilograms)	54,595.00	58,912.00	91,650.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.13	0.12	0.12

	2022	2023	2024
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.09	0.08	0.07
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.04	0.04	0.06

Additional explanation : ^(*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

^(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	52,130.00	48,454.00	51,932.00
Reused/Recycled non-hazardous waste (Kilograms)	52,130.00	48,454.00	51,932.00
Reused non-hazardous waste (Kilograms)	52,130.00	48,454.00	51,932.00
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	30.66	28.01	26.61
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	45.17	42.48	50.19
Percentage of reused/recycled hazardous waste to hazardous waste (%)	0.00	0.00	0.00

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	7
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Other Greenhouse Gas Emission Reduction Target

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-3	2023 : Greenhouse gas emissions 12,961.90 tCO ₂ e	2034 : Reduced by 7,748.90 tCO ₂ e in comparison to the base year	2050 : Reduced by 1,296.20 tCO ₂ e in comparison to the base year	<ul style="list-style-type: none">Thailand Greenhouse Gas Management Organization (TGO) : NoneScience-based Targets (SBTi) : None

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-3	2023 : Greenhouse gas emissions 5,445.00 tCO ₂ e	2024 : Reduced by 5% in comparison to the base year	2030 : Reduced by 5% in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

Based on the annual organizational greenhouse gas emission assessment for 2024, BLC's total greenhouse gas emissions amounted to 5,963.0 tonnes of carbon dioxide equivalent, representing a 9.17% increase from 2023. However, the greenhouse gas emissions per unit of product weight in 2024 decreased by 12.83% for Scope 1 and 2 emissions and by 11.26% for Scope 1, 2, and 3 emissions when compared to the greenhouse gas emissions per unit of product weight in 2023. This achievement surpasses the set target of a 5% reduction in greenhouse gas emissions per unit of product weight in 2024 compared to 2023.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	5,346.00	5,445.00	5,963.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	303.00	356.00	398.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	1,710.00	2,111.00	2,256.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	3,333.00	2,978.00	3,309.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) ^(*)	0.004114	0.003842	0.003776
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	5.37	5.15	5.39
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.00500000	0.00500000	0.00514000

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : TUV NORD (Thailand) Co., Ltd.

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	5,346.00	5,461.00	5,963.00
Other projects (Metric kilograms of carbon dioxide equivalent)	5,346.00	5,461.00	5,963.00
Greenhouse Gas Reduction Project (Metric kilograms of carbon dioxide equivalent)	5,346.00	5,461.00	5,963.00
Greenhouse Gas Reduction Project (Metric kilograms of carbon dioxide equivalent)	5,346.00	5,461.00	5,963.00
Greenhouse Gas Reduction Project (Metric kilograms of carbon dioxide equivalent)	5,346.00	5,461.00	5,963.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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ESG Performance

Company Name : Bangkok Lab and Cosmetic Public Company Limited

Symbol : BLC

Market : SET

Industry Group : Consumer Products

Sector : Personal Products & Pharmaceuticals

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Child Labor, Consumer/customer rights, Community and environmental rights, Safety and Occupational Health at Work, Non-discrimination

The Group of Companies recognizes the paramount importance of respecting human rights in all dimensions. This commitment to human rights not only adheres to relevant laws but also aligns with fundamental principles recognized internationally. Upholding human rights fosters trust and positive relationships with stakeholders and builds confidence among all stakeholder groups that all activities conducted within the Group and its supply chain are free from human rights violations. Regarding fair and equal labor practices, the Group prioritizes the quality of life of its employees by providing safe working conditions, prohibiting child labor and illegal labor, and avoiding any actions that constitute human rights abuses. This commitment enhances the credibility of all stakeholder groups, mitigates legal risks, and promotes the sustainable use of natural resources, yielding positive environmental and business sustainability outcomes.

Information on review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year : Yes

Changes in social and human rights policies, guidelines, and/or goals : Employee Rights

The Group of Companies has implemented a Business Code of Conduct, a Sustainability Policy, and a Thai Labour Standard Manual, which encompass all stakeholder groups. Compliance with these policies enhances trust, reduces risks, and fosters positive relationships between the company and its stakeholders. Furthermore, the company is currently studying guidelines for comprehensive Human Rights Due Diligence, in accordance with the regulations of the Securities and Exchange Commission (SEC) of Thailand, to align with the requirements for listed companies. The Group also demonstrates its commitment to human rights as part of its Sustainability Policy, emphasizing respect for human rights, promoting equality and fairness both internally and externally, refraining from violating fundamental rights, and prohibiting discrimination based on ethnicity, nationality, religion, language, skin color, gender, age, education, physical condition, or social status. This includes ensuring that the company's business operations are not directly or indirectly involved in human rights abuses. Additionally, the company has established protection and grievance mechanisms, providing opportunities for employees, communities, and society to express their opinions and channels for lodging complaints for those who have suffered harm from human rights violations resulting from the company's business operations, with appropriate corrective and remedial actions taken. To ensure effective respect for human rights, the company regularly conducts human rights awareness training and instills a sense of responsibility in its personnel to adhere to human rights principles, and consistently communicates its policies to all stakeholder groups.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : No

Information on incidents related to legal or social and human rights violations

Number of cases and incidents of significant legal or social and human rights violations

	2022	2023	2024
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partner's rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	7
Actual number of disclosure boundaries	:	7
Data disclosure coverage (%)	:	100.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Occupational health and safety in workplace

The company has established two plans to address its human resource management objectives:

1. BLC: The Learning Organization

The Group of Companies outlined its annual employee training plan for 2024, effectively designing and determining key course topics aligned with the company's strategic direction. This plan specifies mandatory annual training courses for all employees and department-specific training to enhance employee work performance. The plan details the courses, allocated budget, timeframe, and course sources, reflecting an analytical consideration of the importance of each course to the responsibilities of each department and the necessity of each course for employees.

2. BLC: With Love and Engagement

The BLC Group of Companies recognizes the importance of fostering employee satisfaction and engagement as critical factors influencing work efficiency and the company's long-term success.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee and labor management goals?	:	Yes
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Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Employee training and development	-	-	2024: -
• Promoting employee relations and participation	-	-	2024: -

Information on performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor management	:	Yes
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Internal Training Activities:

1. English for Communication (for Operations) Training Program: Conducted between May and August 2024 at the Ngamphuphan Meeting Room, Bangkok Lab & Cosmetic Public Company Limited.

Benefits: Employees will develop their English language skills in all areas (listening, speaking, reading, writing) and understand factors promoting development. The company will benefit from employees' effective communication, fostering collaboration with international clients or partners.

2. In-depth Internal Audit for ISO 9001:2015 Requirements Training Program: Held on Thursday, September 5, 2024, at the Phailin Meeting Room, Pharma Alliance Co., Ltd.

Benefits: Employees will gain knowledge and skills in effectively applying ISO 9001:2015 requirements and understand their roles and responsibilities in developing organizational quality. The company will benefit from an enhanced quality management system and smooth internal audit processes, leading to effective organizational operations aligned with established standards.

External Training Activities:

1. Enhancing Effective Supervisory Roles for Sustainable Positive Organizational Change Training Program: Held on Saturday, October 26, 2024, at Na Vela Hotel, Mueang District, Ratchaburi Province.

Benefits: Employees will develop skills in team leadership, time management, communication, and conflict resolution, along with a clear understanding of their roles and responsibilities as effective supervisors. The company will benefit from employees applying these skills in effective management, promoting collaboration, and building strong organizational engagement.

Information on employment

Employment

	2022	2023	2024
Total Employment (Person)	995	1,057	1,107
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
Total employees (persons)	995	1,057	1,107
Male employees (persons)	343	362	398
Percentage of male employees (%)	34.47	34.25	35.95
Female employees (persons)	652	695	709
Percentage of female employees (%)	65.53	65.75	64.05
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

Number of employees categorized by age

	2022	2023	2024
Total number of employees under 30 years old (Persons)	348	360	376
Percentage of employees under 30 years old (%)	34.97	34.06	33.97
Total number of employees 30-50 years old (Persons)	574	618	625

	2022	2023	2024
Percentage of employees 30-50 years old (%)	57.69	58.47	56.46
Total number of employees over 50 years old (Persons)	73	79	106
Percentage of employees over 50 years old (%)	7.34	7.47	9.58

Number of male employees categorized by age

	2022	2023	2024
Total number of male employees under 30 years old (Persons)	121	131	137
Percentage of male employees under 30 years old (%)	35.28	36.19	34.42
Total number of male employees 30-50 years old (Persons)	186	191	213
Percentage of male employees 30-50 years old (%)	54.23	52.76	53.52
Total number of male employees over 50 years old (Persons)	36	40	48
Percentage of male employees over 50 years old (%)	10.50	11.05	12.06

Number of female employees categorized by age

	2022	2023	2024
Total number of female employees under 30 years old (Persons)	227	229	239
Percentage of female employees under 30 years old (%)	34.82	32.95	33.71
Total number of female employees 30-50 years old (Persons)	388	427	412
Percentage of female employees 30-50 years old (%)	59.51	61.44	58.11
Total number of female employees over 50 years old (Persons)	37	39	58
Percentage of female employees over 50 years old (%)	5.67	5.61	8.18

Number of employees categorized by position

	2022	2023	2024
Total number of employees in operational level (Persons)	974	1,036	1,077
Percentage of employees in operational level (%)	97.89	98.01	97.29
Total number of employees in management level (Persons)	18	18	23

	2022	2023	2024
Percentage of employees in management level (%)	1.81	1.70	2.08
Total number of employees in executive level (Persons)	3	3	7
Percentage of employees in executive level (%)	0.30	0.28	0.63

Number of male employees categorized by position

	2022	2023	2024
Total number of male employees in operational level (Persons) ⁽²⁾	326	345	378
Percentage of male employees in operational level (%)	95.04	95.30	94.97
Total number of male employees in management level (Persons)	14	14	13
Percentage of male employees in management level (%)	4.08	3.87	3.27
Total number of male employees in executive level (Persons)	3	3	7
Percentage of male employees in executive level (%)	0.87	0.83	1.76

Remark: ⁽²⁾ Operational Level Employees and Manager

Number of female employees categorized by position

	2022	2023	2024
Total number of female employees in operational level (Persons)	648	691	699
Percentage of female employees in operational level (%)	99.39	99.42	98.59
Total number of female employees in management level (Persons)	4	4	10
Percentage of female employees in management level (%)	0.61	0.58	1.41
Total number of female employees in executive level (Persons)	0	0	0
Percentage of female employees in executive level (%)	0.00	0.00	0.00

Significant changes in the number of employees

Significant changes in number of employees over the past 3 : No
Years

Number of male employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person) ⁽³⁾	132	136	143
Northern (Person)	0	0	0
Central (Person) ⁽⁴⁾	211	226	255
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Remark: ⁽³⁾ Bangkok and Metropolitan Region, and Others.

⁽⁴⁾ Ratchaburi

Number of female employees categorized by region

	2022	2023	2024
Bangkok Metropolitan (Person) ⁽⁵⁾	323	336	327
Northern (Person)	0	0	0
Central (Person) ⁽⁶⁾	329	359	382
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Remark: ⁽⁵⁾ Bangkok and Metropolitan Region, and Others.

⁽⁶⁾ Ratchaburi

Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	8	8	10
Percentage of disabled workers to total employment (%)	0.80	0.76	0.90
Total number of employees with disabilities (Persons)	8	8	10
Total male employees with disabilities (persons)	6	6	6
Total female employees with disabilities (persons)	2	2	4
Percentage of disabled employees to total employees (%)	0.80	0.76	0.90
Total number of workers who are not employees with disabilities (persons)	0	0	0

	2022	2023	2024
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00

Information on compensation of employees

Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	349,383,051.06	393,200,266.09	428,322,928.37
Average remuneration of employees (Baht / Person)	351,138.74	371,996.47	386,922.25

Provident fund management policy

Provident fund management policy : Have

The Company has established a provident fund under the management of Tisco Asset Management Co., Ltd., named the Tisco Master Pooled Fund. The Company selected the provident fund management company based on (1) the fund's historical performance, (2) fund size, and (3) related expenses.

The Company registered the establishment of the provident fund on October 1, 2022, with a contribution policy set at 3% of wages.

Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	573	599	656
Proportion of employees who are PVD members (%)	57.59	56.67	59.26
Total amount of provident fund contributed by the company (baht)	1,784,238.23	7,561,314.28	8,222,796.88
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.51	1.92	1.92

Information on employee development

Employee training and development

	2022	2023	2024
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	97.73	78.20	83.00
Total amount spent on employee training and development (Baht)	1,293,193.65	1,929,081.12	3,565,501.68
Percentage of training and development expenses to total expenses (%) ^(*)	0.001148	0.001585	0.002644

	2022	2023	2024
Percentage of training and development expenses to total revenue (%) ^(*)	0.000995	0.001361	0.002258

Additional explanation : ^(*) Total revenues and expenses from consolidated financial statement

Information on safety, occupational health, and work environment

Number of working hours

	2022	2023	2024
Total number of hours work (Hours)	1,446,240.00	1,535,600.00	2,442,631.75
Total number of hours worked by employees (Hours)	1,446,240.00	1,535,600.00	2,442,631.75
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

Statistic of accident and injuries of employees from work

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	0	1	0
Total number of employees that lost time injuries for 1 day or more (Persons)	1	1	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.10	0.09	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 1 million-manhours) ^(*)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (Persons / 200,000 manhours) ^(**)	0.00	0.00	0.00

Additional explanation : ^(*) The company with the total number of employees over 100 or more

^(**) The company with the total number of employees less than or equal to 100

Information on promoting employee relations and participation

Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	87	113	200
Total number of male employee turnover leaving the company voluntarily (persons) ⁽⁷⁾	87	113	200

	2022	2023	2024
Total number of female employee turnover leaving the company voluntarily (persons)	0	0	0
Proportion of voluntary resignations (%)	8.74	10.69	18.07
Percentage of male employee turnover leaving the Company voluntarily (%)	8.74	10.69	18.07
Percentage of female employee turnover leaving the Company voluntarily (%)	0.00	0.00	0.00

Remark: ⁽⁷⁾ It is the total number of employees who resigned.

	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare Committee, Employee Committee

Responsibility to customers/ consumers

Information on responsibility to customers/consumers policy

Consumer data privacy and protection policy and guidelines

Consumer data privacy and protection policy and guidelines	:	Yes
Consumer data privacy and protection guidelines	:	Collection of personal data, Use or disclosure of data, Retention and storage duration of personal data
Reference link to consumer data privacy and protection policy and guidelines	:	https://www.blcplc.com/en/privacy-notice

Responsible sales and marketing policy and guidelines

Responsible sales and marketing policy and guidelines	:	Yes
Responsible sales and marketing guidelines	:	Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts

Policy and guidelines on communicating the impact of products and services to customers / consumers

Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Yes
Policy and guidelines on communicating the impact of products and services to customers / consumers	:	Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications through digital channels

Information on customer management plan

Customer management plan

Company's customer management plan	:	Yes
Customer management plan implemented by the company in the past year	:	Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

In 2024, the Group of Companies revised its customer satisfaction survey to enhance efficiency and comprehensiveness across all dimensions, including sales, service, and products. The frequency of customer satisfaction assessments was adjusted to once per year, with Bangkok Drug Co., Ltd. (BDC) initiating the pilot project for customer evaluation.

The Group of Companies has established an activity plan to achieve its defined medium-term and long-term goals. The details of this activity plan are as follows:

In 2024, the Group revised its customer evaluation questionnaire to improve its responsiveness to customer needs and elevate customer satisfaction to a very good level. The questionnaire was designed to cover all dimensions, including sales, service, and products. BDC piloted the new questionnaire for domestic customers (pharmacies, hospitals), while PAC was responsible for sending evaluation forms to international customers.

Activities are organized to enhance customer satisfaction and maintain customer relationships. Customer satisfaction enhancement activities are conducted annually, including factory visits for both domestic (government organizations, hospitals) and international customers at the Ratchaburi province facility. These visits showcase the production process for pharmaceuticals and other health products, building trust in the Group's brands.

Knowledge-sharing activities about products and updates on health trends are regularly provided to pharmacy customers to foster strong relationships. This also offers a valuable opportunity to gather direct feedback and suggestions regarding products and services, which are then used to improve and develop offerings to effectively and promptly meet customer needs.

In marketing and public relations, the Group regularly conducts monthly sales staff development training, focusing on

product knowledge and updates on the pharmaceutical industry. This enhances the expertise of sales staff in providing accurate and up-to-date information to pharmacy and hospital customers, thereby elevating product-related communication. Furthermore, the Group participates in various academic events and fitness venues to educate users about the company's products and address their inquiries and concerns. For example, at CPHI South East Asia 2024, representatives from the Group presented on the use of Plivana for office syndrome. In November, Bangkok Drug Co., Ltd. (BDC) organized an academic seminar on "Innovation in Synbiotics and Superfoods" to exchange knowledge and promote understanding of gut health balance. The event also included activity booths providing information about other company products. Regarding product labeling and packaging, the Group meticulously designs and rigorously checks product labels to ensure clarity and completeness of information. A telephone number for contacting staff is clearly displayed to facilitate customer inquiries and complaints.

These dual efforts reflect the Group's commitment to maintaining quality standards and strictly adhering to regulations, underscoring responsible and transparent marketing practices that build long-term trust in the products and a positive corporate image.

The Group's communication and public relations strictly control the dissemination of media and advertisements, adhering to the legal principles of the Food and Drug Administration (FDA). In cases where third parties, such as customers, use media for product advertising (which the Group cannot control), the company has measures in place to educate these customers. The company does not encourage or engage customers to conduct exaggerated advertising. Before customers distribute products, the Group informs them of advertising guidelines, stipulating the use of advertising materials provided by the company, as these have already been approved by the FDA. For products not requiring FDA advertising approval, the company thoroughly screens the content and advertising materials before providing them to customers to ensure compliance with relevant standards and regulations.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Responsible production and services for customers	-	-	2029: -
• Development of customer satisfaction and customer relationship	-	-	2024: -

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

The group of companies has established operational goals for customer relationship management as well. This is done through surveying customer satisfaction levels regarding the sales of the company's products and services. The target satisfaction score for the year 2024 was set at 80 percent. The survey results from 413 customers, divided into (1) 183 pharmacy customers, (2) 223 hospital customers, and (3) 7 international customers, revealed an overall customer satisfaction level of 84.00 percent. Customers expressed satisfaction with the company's product and service sales processes. Nevertheless, the group of companies will continue to be committed to developing products and services to meet the needs and create satisfaction for all customer groups. Additionally, there were zero complaints regarding marketing and advertising activities.

Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from : Yes
customers/consumers

Telephone : 032719900

Fax : -

Email : bkc@bangkoklab.co.th

Company's website : www.bkcplc.com

Address : 48/1 Moo 5, Nong Chae Sao Road, Nam Phu Subdistrict,
Mueang Ratchaburi, Ratchaburi 70000

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

Reference link for community development and engagement policies : <https://www.blcplc.com/en/sustainability/sustainability-in-social-dimension>

Information on community and social management plan

Community and social management plan

Company's community and social management plan : Yes

Community and social management plan implemented by the company over the past year : Employment and professional skill development, Occupational health, safety, health, and quality of life

The group of companies is committed to managing the production process efficiently to minimize negative impacts on the surrounding communities and society. Simultaneously, it promotes community and social development to enhance the quality of life for people in the community, enabling access to fundamental rights such as quality education, access to public health systems, and access to knowledge regarding the use of medicines and pharmaceutical products. Therefore, the group of companies has established a Corporate Social Responsibility (CSR) policy to serve as a framework for community and social development initiatives, as well as to encourage employee awareness and participation in caring for and developing the community and society together.

For the implementation of these efforts, the group of companies has a CSR Committee responsible for overseeing, planning, and supporting the operations of relevant departments in various aspects of social responsibility. This includes communicating with business partners and relevant stakeholders to ensure understanding and awareness of social responsibility.

Regarding operations related to community involvement and development, which is a part of the group's CSR system, the group of companies has a Community Involvement and Development Working Group with the following roles.

Information on setting of community and social management goals

Setting of community and social management goals

Does the company set community and social management goals : Yes

Details of community and social management goal setting

Target	Indicators	Base year	Target year
<ul style="list-style-type: none">• Employment and professional skill development• Forests and natural resources• Occupational health, safety, health, and quality of life	-	-	2024: -

Information on outcomes and results of community and social management

Performance and outcomes of community and social management

Performance and outcomes of community and social management : Yes

Medication Usage Education Project for the Community

The "Medication Usage Education Project for the Community" at the Nam Phu Subdistrict Health Promoting Hospital's Child Development Center is a project focused on providing knowledge to elderly individuals in the community to enhance their understanding of proper medication use. This knowledge can then be shared with family members and those around them, building confidence in self-care. Expert pharmacists from the company presented information through lectures and activities. In the past year, the number of project participants increased by 100 compared to the previous year. The performance results were 81.20 percent satisfaction in 2023 and 89.38 percent in 2024, showing an increase in satisfaction from the previous year.

This project underwent a Social Return on Investment (SROI) assessment. The total cost was 4,291, with returns exceeding the budget, totaling a financial value of 13,500 (total economic benefits of 10,200 baht and total social benefits of 3,300 baht). The investment in the "Medication Usage Education Project for the Community" yielded an increased social return on investment of 2.15 percent of the cost.

Teacher Employment Project

The group of companies is committed to developing the potential and knowledge of youth by supporting educational personnel through a teacher employment project for various schools in the Nam Phu Subdistrict. This continuous support for educational personnel has been ongoing for the 10th year. Students who gain skills and knowledge from this project will be better prepared for future employment, helping to increase household income in the community, which in turn contributes to the community's economic growth. The company will continue to support similar projects.

For the year 2024, Bangkok Lab supports educational personnel for schools, with 2 teachers per school:

Ban Chat Charoen School - teaching kindergarten and Thai language.

Ban Nong Nang Phraeo School - teaching kindergarten and primary grade 4.

Wat Nam Phu School - teaching English and Thai martial art (Muay Thai).

Planting Trees to Increase Green Space: Plant, Reduce Heat

The company organized a "Planting Trees to Increase Green Space" activity in collaboration with Village No. 4, Nam Phu Subdistrict, Mueang Ratchaburi District, Ratchaburi Province. This initiative aimed to restore green areas and raise environmental awareness among community members. The activity took place in the community forest area, which, upon restoration, can serve as a public benefit area for the community in the future. This serves as a model for creating green spaces in other community areas, and the project will expand to other locations to further increase green areas.

The company also provided knowledge on tree care to promote understanding and future application, sharing this knowledge with families and neighboring communities.

Benefit from implementing social development project

Financial benefits

Does the company measure the financial benefits from social development? : Yes

	2022	2023	2024
Social return on investment (Baht)	0.00	13,500.00	13,500.00

Non-financial benefits

Does the company measure the non-financial benefits from social development? : No

Expenses from social and environmental development project

	2022	2023	2024
Total financial contribution to community/social development projects or activities (Bath)	620,000.00	1,001,920.00	1,028,414.80
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.055030	0.082331	0.076266

	2022	2023	2024
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.047710	0.070698	0.065131

Additional Explanation : () Total revenues and total expenses from total financial statement*

Remarks - This document is automatically generated based on information processed as received from the listed company on “as is” basis. The Stock Exchange of Thailand (“SET”) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

ESG Performance

Company Name : Bangkok Lab and Cosmetic Public Company Limited

Symbol : BLC

Market : SET

Industry Group : Consumer Products

Sector : Personal Products & Pharmaceuticals

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The company recognizes the importance of good corporate governance as crucial for promoting the efficient and sustainable growth of the company's operations, ultimately leading to the greatest benefit for all stakeholders, including employees, investors, shareholders, and other interested parties. Therefore, the Board of Directors has deemed it appropriate to establish a Corporate Governance policy. This policy covers key principles, from the structure, roles, duties, and responsibilities of the Board of Directors, subcommittees, and management, to the nomination and remuneration of directors and executives, the independence of the Board from management, director development, the evaluation of the Board's performance, the oversight of subsidiaries and associated companies, and the principles for transparent, clear, and auditable management practices. This is based on the Principles of Good Corporate Governance for Listed Companies 2017 issued by the Securities and Exchange Commission of Thailand ("SEC") to guide the Board of Directors in overseeing the long-term performance and credibility of the business for shareholders, investors, and all stakeholders, as a listed company on the Stock Exchange of Thailand ("SET"). It also serves as a guideline for organizational management, fostering confidence that all operations are conducted fairly and with the best interests of shareholders and all stakeholders in mind, with efficiency, ethical conduct, socially beneficial business practices, the development or reduction of negative environmental impacts, and the ability to adapt to changes in the business environment, ultimately creating sustainable value for the business in line with the expectations of the business sector, investors, the capital market, and society as a whole.

In addition, the Board of Directors has appointed subcommittees to oversee the audit system, internal control, risk management, and corporate governance of the company, alongside promoting transparency and fairness among executives and employees. This is to ensure all stakeholders are confident that the company adheres to the principles of good corporate governance and believes in the company's sustainable growth. The Board of Directors emphasizes compliance with good corporate governance principles, covering eight key principles aimed at creating sustainable value for the company, beyond building investor confidence, leading to Governance Outcomes that the Board will consider within the framework of: Competitiveness and good performance, considering long-term impacts.

Ethical business conduct, respecting the rights and responsibilities towards shareholders and stakeholders.

Benefiting society and developing or reducing negative environmental impacts.

Adaptability under changing factors.

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of Directors, Determination of Director Remuneration, Board Performance Evaluation

Nomination of Directors

The company recruits individuals for appointment as directors and top executives through the Nomination and Remuneration Committee. This committee comprises two independent directors out of a total of three members and is responsible for considering, selecting, and screening qualified individuals according to the company's Articles of Association. It nominates suitable candidates to the Board of Directors for approval and subsequently proposes these names to the shareholders' meeting for appointment. The criteria and procedures for the nomination of directors are as follows: Minority shareholders are given the opportunity to propose qualified individuals for consideration as director candidates. The nomination period was open in advance from October 16, 2023, to January 16, 2024, and nominations were also accepted from major shareholders.

The qualifications of those to be selected must comply with relevant laws and regulations, including the Public Limited Company Act, the Securities and Exchange Act B.E. 2535, the company's Articles of Association, and the company's good corporate governance principles.

Consideration is based on the Stock Exchange of Thailand's criteria for the nomination of company directors.

Priority is given to individuals with diverse skills, experience, professional expertise, and specific qualifications in areas where the Board currently lacks and that are essential for the business. This is done without limitation or discrimination based on gender, nationality, or any other differences, to ensure a well-rounded and highly beneficial Board composition for the company.

The suitability of knowledge, experience, and specific expertise in the company's core business or industry is considered to ensure the Board of Directors has a composition encompassing business, strategy, law, finance, accounting, economics, international business, and information technology, integrating valuable knowledge and abilities for the company's operations.

The time commitment of directors is taken into account. For incumbent directors seeking re-election, their past performance may be considered. Additionally, the number of other directorships held by each director should be appropriate to the company's business nature and conditions to ensure that work efficiency is not diminished.

In the case of appointing independent directors, the independence of the proposed individuals is considered according to the criteria set by the SEC and the company's definition of an independent director. Their independence qualifications must meet the requirements outlined in the Good Corporate Governance Handbook and disclosed on the company's website.

Past performance (if applicable).

Provision of beneficial suggestions and opinions.

The nominated director names will then be presented to the shareholders' meeting for appointment.

The shareholders' meeting appoints directors, with each director's appointment requiring more than half of the total votes of the shareholders present and entitled to vote, according to the following procedures:

Each shareholder has one vote per share.

In voting for the election of directors, the company requires shareholders to use individual director election ballots.

Each shareholder must use their total votes to elect one or more individuals as directors but cannot allocate different numbers of votes to different individuals.

The individuals receiving the highest number of votes in descending order are elected as directors up to the number of directors to be elected at that time. If individuals elected in the subsequent order receive an equal number of votes exceeding the number of directors to be elected, the Chairman of the meeting shall cast the deciding vote.

If a director position becomes vacant for reasons other than retirement by rotation, the Board of Directors shall consider appointing a qualified individual without any legal prohibitions to fill the vacancy at the next Board meeting, unless the remaining term of the departing director is less than two months. The individual appointed as a replacement director shall hold office only for the remaining term of the director they replace. The resolution to appoint a replacement director must receive no less than three-quarters of the votes of the remaining directors.

Determination of Director Remuneration

The remuneration of the Board of Directors and subcommittees must be approved by the shareholders' meeting, based on the recommendation of the Nomination and Remuneration Committee. The Nomination and Remuneration Committee advises that the determination of remuneration takes into account the roles, responsibilities, performance, and the company's operating results, along with benchmarking against the remuneration of directors in comparable industries. Therefore, it proposes the remuneration of the Board of Directors and subcommittees to the Board of Directors for consideration. The Board of Directors will approve the remuneration of the Chief Executive Officer (CEO) in line with their performance, based on the recommendation of the Nomination and Remuneration Committee. The CEO will consider the remuneration of executives, taking into account and proposing compensation (both monetary and non-monetary), as well as other benefits, as appropriate to their duties, responsibilities, performance, and the company's operating results. The consideration of remuneration must take into account long-term incentives and should not be excessively high to avoid a focus solely on short-term performance. Furthermore, the annual executive compensation will be paid within the annual budget framework, which has been considered and approved by the Board of Directors.

The compensation of the company's executives consists of salaries, bonuses, and other benefits such as social security contributions and provident fund contributions.

Board Performance Evaluation

Evaluation will be used as a framework for considering and reviewing the performance of duties, problems, and obstacles.

The results of the evaluation will be used to analyze the performance of the directors, as well as to bring recommendations for improvement and further development of operations.

Policy and guidelines related to shareholders and stakeholders

Policy and guidelines related to shareholders and stakeholders	:	Yes
Guidelines and measures related to shareholders and stakeholders	:	Shareholder, Employee, Customer, Business competitor, Business partner, Government agencies, Community and society, Other guidelines regarding shareholders and stakeholders

Shareholder

Individuals or legal entities that hold shares in a company and have the right to express opinions regarding the company's operations, and receive benefits from the company's activities, including those who are interested in the company's securities.

Employee

Individuals who have an employment relationship, and the company has a legal responsibility to provide care.

Customer

Individuals or legal entities that receive the company's products for business or personal purposes.

Business competitor

Legal entities that import or produce and distribute goods in the same category or substitutable goods.

Business partner

Legal entities that engage in business cooperation with the company, involving the exchange of information, expertise, experience, as well as research and product development, potentially with revenue and expense sharing for a certain period.

Government agencies

To inspect and oversee products and operations to ensure compliance with relevant laws and regulations.

Community and society

Legal entities that engage in business cooperation with the company, involving the exchange of information, expertise, experience, as well as research and product development, potentially with revenue and expense sharing for a certain period.

External service providers

To inspect and oversee products and operations to ensure compliance with relevant laws and regulations.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

Conducting business with adherence to ethical principles, morality, and integrity is a fundamental foundation for a transparent and sustainable organization. Anti-corruption efforts, strict compliance with the law, and accurate tax payment not only reflect responsibility towards society and stakeholders but also enhance trust from customers, investors, and business partners, as well as foster a strong organizational culture. Operating with responsibility leads to a positive reputation, strong relationships with stakeholders, and contribution to sustainable social development, all of which are crucial factors that help the organization grow steadily and maintain long-term competitiveness. The organization has policies and management guidelines on business ethics, with key policies published on the company's website.

Policy and guidelines related to business code of conduct

Prevention of Conflicts of Interest

The company's directors, executives, and employees adhere to the policy on the prevention of conflicts of interest. The company secretary monitors the disclosure of interests of the board of directors, and the accounting and finance department has surveyed related-party transactions, reporting them to the audit committee for their opinion every quarter in 2024.

Anti-corruption

Bangkok Lab & Cosmetic Public Company Limited (the "Company") focuses on and emphasizes the prevention of fraud and corruption to protect the rights and enhance the confidence of investors and shareholders that the Company conducts business with transparency and recognizes the importance of combating corruption in all its forms. To communicate this to all stakeholders and to provide guidelines and encourage directors, executives, and employees, subsidiaries, as well as employees, agents, affiliates, or any person acting for or on behalf of the Company ("Related Persons"), regardless of their authority, to perform their duties with honesty, integrity, and transparency, with a sense of anti-corruption in all its forms, the Company has established an Anti-Corruption Policy in accordance with the Company's practices, laws, and relevant regulations, which is publicly disclosed on the Company's website. Furthermore, the Company has established a process for assessing corruption risks in work processes that may lead to corruption and requires the monitoring of compliance with this Anti-Corruption Policy as part of the internal audit plan. The Audit Committee reviews the completeness and adequacy of the process and the risk assessment to ensure that anti-corruption measures are sufficient and effective, and reports the review results to the Board of Directors. In addition, the Company regularly reviews its guidelines and operational requirements to ensure they are consistent with changes in business, rules, regulations, and legal requirements.

Whistleblowing and Protection of Whistleblowers

Bangkok Lab & Cosmetic Public Company Limited (the "Company") is committed to conducting business with honesty, integrity, transparency, and in accordance with good corporate governance, as well as opposing corruption in all its forms. Furthermore, the Company expects its directors, executives, and employees to adhere to these principles in their duties. With this commitment, the Company places importance on receiving complaints and reports of wrongdoing and has established this Whistleblowing Policy to support and provide a channel for the Company's directors, executives, and employees, as well as various stakeholder groups, to express opinions and report concerns or complaints in good faith if they witness or suspect any illegal acts or violations of the Company's policies, rules, regulations, or business ethics, deficiencies in the internal control system or financial reporting, including rights violations, unequal treatment, as well as behavior that may indicate corruption in accordance with the Anti-Corruption Policy.

Prevention of Misuse of Inside Information

Internal control and internal audit are fundamental and essential tools that help management operate efficiently, effectively, and achieve the organization's defined strategies, objectives, or goals. The directors or senior management of the organization are responsible for establishing a sufficient and appropriate internal control system and internal audit system that is consistent with the nature or size of the business and complies with good corporate governance principles. Bangkok Lab & Cosmetic Public Company Limited Group focuses on ensuring that the Company has a good internal control system and internal audit system. It has adopted the internal control principles based on the guidelines and control framework of COSO Internal Control - Integrated Framework (COSO: The Committee of Sponsoring Organizations of the Treadway Commission), which is an internationally recognized standard for internal control, as a guideline for the Company's internal control. It also uses the principles of Risk-Based Audit as a guideline for auditing and evaluating the Company's internal control system.

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

The Company conducts annual training to provide knowledge and awareness regarding the company's management system, with a regularly scheduled topic on adherence to business ethics.

Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption : No
networks

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors' charter

In the past year, did the company review the corporate : Yes
governance policy and guidelines, or board of directors'
charter

Material changes and developments in policy and guidelines : Yes
over the past year

The Company mandates that the Board of Directors and Sub-Committee Charters, work manuals, approval authority schedules, and various corporate governance policies be reviewed for suitability annually, to ensure alignment with the Company's objectives, goals, management strategies, and compliance with relevant regulations. In 2024, the Board of Directors revised and approved the following policies:

- (1) Risk Management Policy, by adding item 8, 'The company will disclose risk management results to shareholders and stakeholders through various media, such as Form 56-1 One Report,' to align with the company's actual disclosure practices.
- (2) Business Continuity Management Manual, by updating the continuity management team structure, risk and impact assessment, revising prevention and mitigation plans in the event of an epidemic, updating the list of company contact partners, and updating fire assumptions to be current.
- (3) Succession Plan, by revising definitions, updating responsible positions to align with the organizational structure chart, and revising the development period and development methods in certain skill and knowledge topics for each job position.
- (4) Whistleblowing or Complaint Policy, by updating the channels for reporting tips or complaints to be current, with other content remaining the same.
- (5) Policy on Related Party Transactions, by updating relevant definitions for clarity.
- (6) Policy on Information Disclosure and Submission of Financial Statements, by updating communication information channels through the website to be current, with other content remaining the same.
- (7) Code of Business Conduct, by amending the relevant policy from 'Corporate Social Responsibility Policy' to 'Sustainability Policy' to ensure consistency.
- (8) Sustainability Policy. Approved the revision of the Corporate Social Responsibility Policy to replace it with the Sustainability Policy, adding matters concerning personal data protection and cybersecurity to encompass sustainability operations.
- (9) Sustainability Performance Goals of the Group of Companies. Approved for use in determining the direction of the Group of Companies' sustainability operations to be efficient.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Fully implement

The Group has established a plan to continuously review the understanding of the company's policies to prevent policy violations. The communication methods for providing knowledge encompass online training, internal email communication, and the company's LINE Official account. Additionally, there is an assessment to evaluate the comprehension of the policy content, and employees are required to acknowledge and confirm their understanding via Google Form to ensure that everyone is aware of the best practices in accordance with good corporate governance principles. All levels of the company's personnel must strictly adhere to the policies and guidelines disclosed by the company.

Corporate Governance Structure

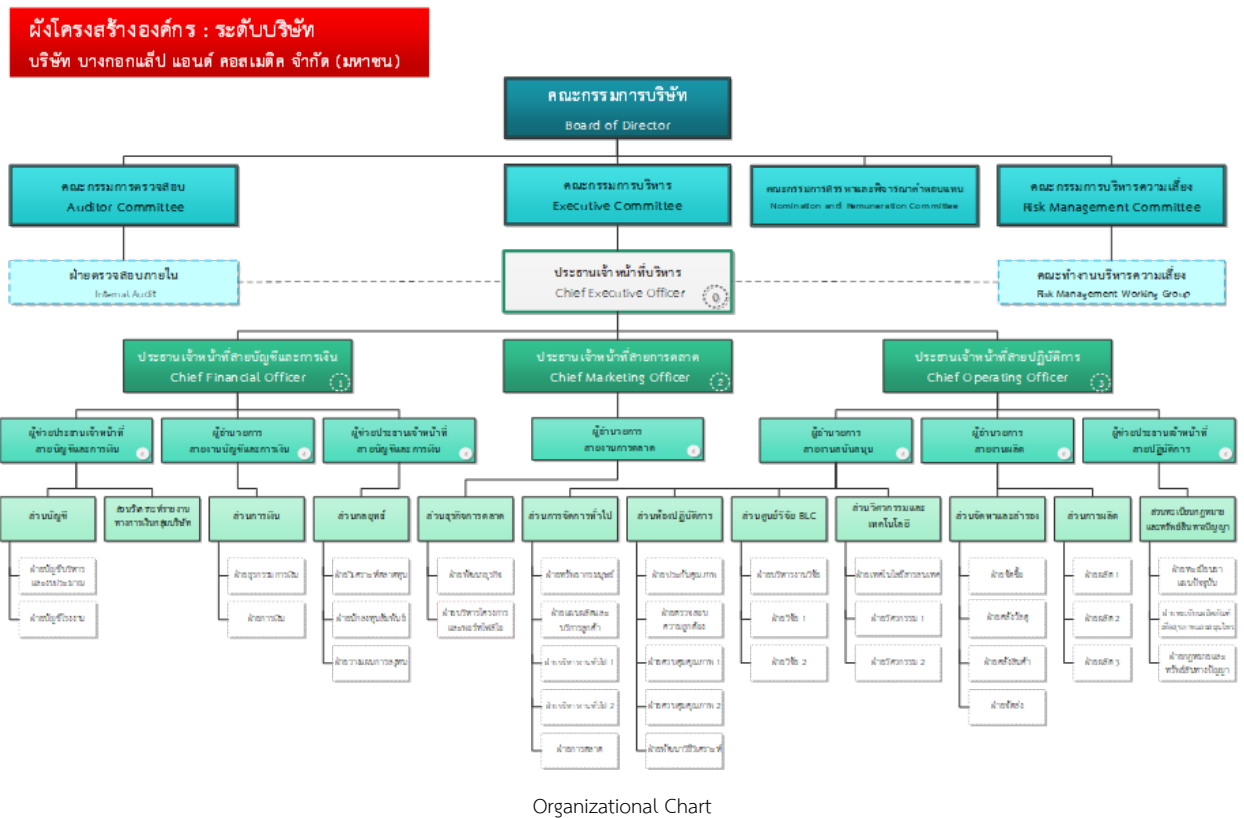
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
Total directors	7	
	7	0
Executive directors	3	
	3	0
Non-executive directors	4	
	4	0

	2024	
	Male (persons)	Female (persons)
Independent directors	3	
	3	0
Non-executive directors who have no position in independent directors	1	
	1	0

	2024	
	Male (%)	Female (%)
Total directors	100.00	
	100.00	0.00
Executive directors	42.86	
	42.86	0.00
Non-executive directors	57.14	
	57.14	0.00
Independent directors	42.86	
	42.86	0.00
Non-executive directors who have no position in independent directors	14.29	
	14.29	0.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2024	
	Male (years)	Female (years)
Average age of board of directors	56	
	56	0

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Assistant Professor Dr. WANCHAI SUTANANTA Gender: Male Age : 64 years Highest level of education : Doctoral degree Study field of the highest level of education : Pharmaceutics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Chairman of the Board of Directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	9 Dec 2020	Corporate Management, Governance/ Compliance, Health Care Services, Strategic Management, Risk Management
<p>2. B.Sc.Pharm. SUBHACHAI SAIBOUR Gender: Male Age : 66 years Highest level of education : Bachelor's degree Study field of the highest level of education : Pharmaceutics Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 22,500,000 Shares (3.750000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	16 Oct 1992	Health Care Services, Business Administration, Corporate Management, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. B.Sc.Pharm. SUVIT NGAMPOOPUN Gender: Male Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 139,000,000 Shares (23.166667 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	16 Oct 1992	Health Care Services, Marketing, Strategic Management, Business Administration, Governance/ Compliance
<p>4. B.Sc.Pharm. SOMCHAI PHISPAHUTHARN Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesn't Have Legal offenses in the past 5 years : Doesn't Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 88,750,000 Shares (14.791667 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	16 Oct 1992	Business Administration, Health Care Services, Accounting, Finance, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. SURASILP NGAMPOOPUN</p> <p>Gender: Male</p> <p>Age : 32 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Marketing</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 139,000,000 Shares (23.166667 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	9 Dec 2020	Marketing, Strategic Management, Corporate Management, Business Administration
<p>6. B.Sc.Pharm. WORATHEP GORGITPOONPOL</p> <p>Gender: Male</p> <p>Age : 65 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Pharmaceuticals</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : -</p> <p>DAP course : No</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	9 Dec 2020	Health Care Services, Marketing, Strategic Management, Corporate Management, Governance/ Compliance

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Dr. THANADOL RUKSAPOI</p> <p>Gender: Male</p> <p>Age : 41 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Family relationship between directors and executives : Doesn't Have</p> <p>Legal offenses in the past 5 years : Doesn't Have</p> <p>DAP course : Yes</p> <p>DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 200,000 Shares (0.033333 %) • Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	9 Dec 2020	Accounting, Finance, Risk Management, Governance/ Compliance

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

Diagram of list of the board of directors



Mr. Wanchai Sutananta



Mr. Worathep Gorgitpoonpol



Mr. Thanadol Ruksapol



Mr. Suvit Ngampoopun



Mr. Subhachai Saibour



Mr. Somchai Phisphahutharn



Mr. Surasilp Ngampoopun

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Assistant Professor Dr. WANCHAI SUTANANTA	Chairman of the Board of Directors		✓	✓		
2. B.Sc.Pharm. SUBHACHAI SAIBOUR	Director	✓				✓
3. B.Sc.Pharm. SUVIT NGAMPOOPUN	Director	✓				✓
4. B.Sc.Pharm. SOMCHAI PHISPAHUTHARN	Director	✓				✓
5. Mr. SURASILP NGAMPOOPUN	Director		✓		✓	
6. B.Sc.Pharm. WORATHEP GORGITPOONPOL	Director		✓	✓		
7. Dr. THANADOL RUKSAPOL	Director		✓	✓		
Total (persons)		3	4	3	1	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Health Care Services	5	71.43
2. Marketing	3	42.86
3. Accounting	2	28.57
4. Finance	2	28.57
5. Corporate Management	4	57.14
6. Strategic Management	5	71.43
7. Risk Management	2	28.57
8. Governance/ Compliance	5	71.43
9. Business Administration	4	57.14

Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No

	2024
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	Yes

Additional explanation : (*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(**) If a remark is specified, the remark from the most recent year will be displayed

The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of : Doesn't Have
directors and the Management

Information on the roles and duties of the board of directors

Board charter : Have

Roles and Responsibilities of the Board of Directors

The Board of Directors' Meeting No. 6/2022, held on October 19, 2022, defined the scope of authority and responsibilities of the Board of Directors as follows:

To perform duties with responsibility, prudence, and integrity, and to comply with the law, the company's objectives, articles of association, and resolutions of shareholders' meetings, except for matters that require approval from the shareholders' meeting prior to execution, such as matters required by law to be approved by the shareholders' meeting, related-party transactions, and the acquisition or disposal of significant assets in accordance with the rules of the Stock Exchange of Thailand or as prescribed by other government agencies, etc.

To oversee the company's operations to ensure ethical conduct, such as establishing a corporate governance policy, a code of business ethics for directors, executives, and employees of the company, including its disclosure, requiring compliance, and monitoring its implementation.

To consider and approve business policies, targets, operational plans, business strategies, and the company's annual budget, as well as to regularly review the appropriateness of various policies on an annual basis.

To consider and approve the appointment of individuals who possess the qualifications and do not have the prohibited characteristics stipulated in the Public Limited Company Act B.E. 2535 (and its amendments) and the Securities and Exchange Act of Thailand, including relevant announcements, regulations, and/or rules, to the position of company director in the event that a director position becomes vacant for reasons other than retirement by rotation.

To consider the appointment of independent directors, taking into account the qualifications and prohibited characteristics of independent directors in accordance with the Securities and Exchange Act of Thailand, Capital Market Supervisory Board regulations, including relevant announcements, regulations, and/or rules of the Stock Exchange of Thailand, or to propose to the shareholders' meeting for consideration and appointment as independent directors of the company, based on the recommendation of the Nomination and Remuneration Committee.

To consider the appointment of the Audit Committee, whose qualifications comply with the Securities and Exchange Act of Thailand, Capital Market Supervisory Board regulations, including relevant announcements, regulations, and/or rules of the Stock Exchange of Thailand, based on the recommendation of the Nomination and Remuneration Committee.

To consider the appointment of the Executive Committee, selecting from the company's directors, executives, or external individuals, and to define the scope of authority, duties, and responsibilities of the Executive Committee, based on the recommendation of the Nomination and Remuneration Committee.

To consider the appointment of other sub-committees to assist in performing the responsibilities of the Board of Directors.

To consider and amend the names of authorized signatories who can legally bind the company.

To appoint any other persons to conduct the company's business under the control of the Board of Directors or may delegate authority to such persons for a period deemed appropriate by the Board of Directors, which the Board of Directors may revoke, withdraw, change, or amend.

To consider and approve the acquisition or disposal of the company's or its subsidiaries' assets, investments in new businesses, and any operations, unless such transactions require approval from the shareholders' meeting as well. In considering such approvals, it shall be in accordance with the Securities and Exchange Act, Capital Market Supervisory Board regulations, and/or relevant announcements, regulations, and/or rules of the Stock Exchange of Thailand.

To consider and approve related-party transactions, unless such transactions require approval from the shareholders' meeting as well. In considering such approvals, it shall be in accordance with the Securities and Exchange Act, Capital Market Supervisory Board regulations, and/or relevant announcements, regulations, and/or rules of the Stock Exchange of Thailand.

To consider and approve the payment of interim dividends to shareholders when it is deemed that the company has sufficient profits to do so, and to report such dividend payments to the shareholders' meeting at the next shareholders' meeting.

To ensure the preparation of financial statements as of the end of the company's fiscal year, audited by the auditor, for presentation to the shareholders' meeting at the Annual General Meeting for consideration and approval.

To ensure the preparation of financial statements as of the end of the company's fiscal quarter, reviewed by the auditor.

To perform any other duties related to the company's business as assigned by the shareholders.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Corporate governance
- Sustainability development

Scope of authorities, role, and duties

-

Reference link for the charter

-

Audit Committee

Role

- Audit of financial statements and internal controls

Scope of authorities, role, and duties

-

Reference link for the charter

-

Executive Committee

Role

- Others
 - -
 - -

Scope of authorities, role, and duties

-

Reference link for the charter

-

Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

-

Reference link for the charter

-

Risk Management Committee

Role

- Risk management

Scope of authorities, role, and duties

-

Reference link for the charter

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Assistant Professor Dr. WANCHAI SUTANANTA</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Pharmaceutics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Chairman of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	9 Dec 2020	Corporate Management, Governance/ Compliance, Health Care Services, Strategic Management, Risk Management
<p>2. B.Sc.Pharm. WORATHEP GORGITPOONPOL</p> <p>Gender: Male</p> <p>Age : 65 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Pharmaceutics</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	9 Dec 2020	Health Care Services, Marketing, Strategic Management, Corporate Management, Governance/ Compliance
<p>3. Dr. THANADOL RUKSAPOL^(*)</p> <p>Gender: Male</p> <p>Age : 41 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	9 Dec 2020	Accounting, Finance, Risk Management, Governance/ Compliance

Additional explanation :

(*) Directors with expertise in accounting information review

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. B.Sc.Pharm. SUVIT NGAMPOOPUN Gender: Male Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	19 Oct 2022
2. B.Sc.Pharm. SUBHACHAI SAIBOUR Gender: Male Age : 66 years Highest level of education : Bachelor's degree Study field of the highest level of education : Pharmaceutics Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	19 Oct 2022
3. B.Sc.Pharm. SOMCHAI PHISPAHUTHARN Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	19 Oct 2022
4. Mr. SURASILP NGAMPOOPUN Gender: Male Age : 32 years Highest level of education : Bachelor's degree Study field of the highest level of education : Marketing Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	19 Dec 2022
5. Pharm Alongkorn Leela-Uppatikarn Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	19 Oct 2022
6. Pharm Wongsatorn Ngam-Anak Gender: Male Age : 45 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	19 Oct 2022

List of committee members	Position	Appointment date of executive committee member
7. Mr. Rachain Sittisang Gender: Male Age : 53 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	19 Oct 2022
8. Ms. Anuporn Pattavanichkun Gender: Female Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	19 Oct 2022
9. Pharm Woranuch Kongsupapsiri Gender: Female Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : International Business Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	15 Aug 2022
10. Ms. Phiraya Chanpatya Gender: Female Age : 35 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	14 Nov 2022
11. Mr. Pakorn Thongklawe Gender: Male Age : 34 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	14 Nov 2022

Other Subcommittees

Subcommittee name	Name list	Position
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Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Assistant Professor Dr. WANCHAI SUTANANTA	The chairman of the subcommittee (Independent director)
	B.Sc.Pharm. WORATHEP GORGITPOONPOL	Member of the subcommittee (Independent director)
	B.Sc.Pharm. SUVIT NGAMPOOPUN	Member of the subcommittee
Risk Management Committee	Dr. THANADOL RUKSAPOL	The chairman of the subcommittee (Independent director)
	B.Sc.Pharm. SUBHACHAI SAIBOUR	Member of the subcommittee
	B.Sc.Pharm. SOMCHAI PHISPAHUTHARN	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
1. B.Sc.Pharm. SUVIT NGAMPOOPUN Gender: Male Age : 62 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Executive Officer (The highest-ranking executive)	16 Oct 1992	Health Care Services, Marketing, Strategic Management, Business Administration, Governance/ Compliance
2. B.Sc.Pharm. SUBHACHAI SAIBOUR Gender: Male Age : 66 years Highest level of education : Bachelor's degree Study field of the highest level of education : Pharmaceutics Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Chief Operating Officer	16 Oct 1992	Health Care Services, Business Administration, Corporate Management, Governance/ Compliance
3. B.Sc.Pharm. SOMCHAI PHISPAHUTHARN ^(*) Gender: Male Age : 64 years Highest level of education : Master's degree Study field of the highest level of education : Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	Chief Financial Officer	16 Oct 1992	Business Administration, Health Care Services, Accounting, Finance, Strategic Management
4. Ms. Anuporn Pattavanichkun ^(***) Gender: Female Age : 57 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Director of Financial	1 Jan 2021	Business Administration

List of executives	Position	First appointment date	Skills and expertise
5. Ms. Phiraya Chanpatya ^(**) Gender: Female Age : 35 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : Yes	Assistant Chief Financial Officer	18 Apr 2022	Accounting
6. Mr. Pakorn Thongklawe Gender: Male Age : 34 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Assistant Chief Financial Officer	16 Mar 2022	Accounting
7. Pharm Woranuch Kongsupapsiri Gender: Female Age : 54 years Highest level of education : Master's degree Study field of the highest level of education : International Business Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Director of Marketing	1 Feb 2022	Business Administration, Health Care Services
8. Pharm Wongsatorn Ngam-Anak Gender: Male Age : 45 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Director of Support	10 Feb 2021	Business Administration, Health Care Services

List of executives	Position	First appointment date	Skills and expertise
9. Mr. Rachain Sittisang Gender: Male Age : 53 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Executive Director of Manufacture	10 Feb 2021	Business Administration
10. Pharm Alongkorn Leela-Uppatikarn Gender: Male Age : 55 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Assistant Chief Operating Officer	21 Dec 2021	Health Care Services, Business Administration

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

(***) Appointed after the fiscal year end of the reporting year

Organization structure diagram of the highest-ranking executive and the next four executives

Organization structure of the highest-ranking executive and the : 31 Dec 2024
next four executives as of date

Organization structure diagram of the highest-ranking executive and the next four executives from the top executive



Organization Structure

Remuneration policy for executive directors and executives

The remuneration of the Board of Directors and sub-committees must be approved by the shareholders' meeting, based on the recommendation of the Nomination and Remuneration Committee. The Nomination and Remuneration Committee has opined that the determination of remuneration has considered the roles, responsibilities, performance, and operating results of the Company, along with a comparison of the remuneration of directors in similar industries, and therefore proposes it to the Board of Directors for consideration of the remuneration of the Board of Directors and sub-committees. The Board of Directors will approve the remuneration of the Chief Executive Officer in accordance with their performance, based on the recommendation of the Nomination and Remuneration Committee. The Chief Executive Officer will consider the remuneration of executives, taking into account and proposing remuneration (both monetary and non-monetary), as well as other benefits, as appropriate to their duties, responsibilities, performance, and the Company's operating results. The consideration of remuneration must take into account long-term incentives and should not be at an excessively high level that leads to a focus solely on short-term performance. Furthermore, the annual remuneration of executives will be paid within the framework of the annual budget, which has been considered and approved by the Board of Directors. The remuneration of the Company's executives consists of salary, bonuses, and other compensation such as social security contributions and provident fund contributions, etc.

Does the board of directors or the remuneration committee : Doesn't Have
have an opinion on the remuneration policy for executive
directors and executives

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	27,920,000.00	31,360,000.00	32,250,000.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	27,920,000.00	31,360,000.00	32,250,000.00

Executive directors who are also executives do not receive any remuneration beyond their compensation as executives. The compensation for executives is as follows: salary, bonuses, and other compensation.

Other compensation includes social security contributions, provident fund contributions at a rate of 3%, overtime pay, vacation pay, and personal insurance premiums (including incentive + car allowance + retroactive).

Other remunerations of executive directors and executives

	2022	2023	2024
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors : 0.00
and executives in the past year

Estimated remuneration of executive directors and executives : 0.00
in the current year

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Phiraya Chanpatya	Phiraya.c@pharmaalliance.co.th	032-719900

List of the company secretary

General information	Email	Telephone number
1. Ms. pattarnan Choowangcha	pattarnan@bangkoklab.co.th	032-719900

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mr. Bunyarit Thanormcharoen	Bunyarit@kpmg.co.th	0840752398

Head of investor relations

Does the Company have an appointed head of investor : Have
relations

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Pakorn Thongklawe	ir@blcplc.com	0917735757,0971906336

Company's auditor

Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
KPMG PHOOMCHAI AUDIT COMPANY LIMITED YAN NAWA SATHON Bangkok 10120 Telephone number 0 2677 2000	5,800,000.00	Types of non-audit service : Product Destruction for the Company Details of non-audit service : The Observation of Company Product Destruction Amount paid during the fiscal year 100,000.00 baht Amount to be paid in the future 0.00 baht Total non-audit fee 100,000.00 baht	1. Mr. BUNYARIT THANORMCHAROEN Email: Bunyarit@kpmg.co.th Telephone number: 0840752398 License number: 7900

Assigned personnel in case of a foreign company

Does the company have any individual assigned to be : No
representatives in Thailand

Performance Report on Corporate Governance

Information about the summary of duty performance of the board of directors over the past

Selection, development and evaluation of duty performance of the board of directors

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
B.Sc.Pharm. SUVIT NGAMPOOPUN	Director	16 Oct 1992	Health Care Services, Marketing, Strategic Management, Business Administration, Governance/ Compliance
Dr. THANADOL RUKSAPOL	Director	9 Dec 2020	Accounting, Finance, Risk Management, Governance/ Compliance

Selection of independent directors

Criteria for selecting independent directors

Qualifications of Independent Directors

Holds no more than 1 percent of the total voting shares of the Company, its subsidiaries, associated companies, major shareholders, or controlling persons of the Company. This includes the shareholding of related persons of the independent director.

Is not and has never been a director who participates in management, an employee, staff member, salaried advisor, or controlling person of the Company, its subsidiaries, associated companies, same-level subsidiaries, major shareholders, or controlling persons of the Company, unless such status has ceased for at least 2 years prior to the date of application for permission to the Office of the Securities and Exchange Commission or the date of appointment.

Has no blood relationship or relationship by legal registration in the nature of a parent, spouse, sibling, and child, including the spouse of a child of another director, executive, major shareholder, controlling person, or person proposed to be a director, executive, or controlling person of the Company or its subsidiaries.

Has no or has never had a business relationship with the Company, its subsidiaries, associated companies, major shareholders, or controlling persons of the Company in a manner that may impede the exercise of their independent judgment, and is not and has never been a significant shareholder or controlling person of those who have a business relationship with the Company, its subsidiaries, associated companies, major shareholders, or controlling persons of the Company, unless such status has ceased for at least 2 years prior to the date of appointment. A business relationship includes commercial transactions conducted for business operations, the lease or rental of real estate, transactions related to assets or services, or the provision or receipt of financial assistance through lending or borrowing, guarantees, the provision of assets as collateral for debt, including other similar circumstances, which result in the Company or the counterparty having a payable debt obligation to the other party of 3 percent or more of the Company's net tangible assets or 20 million baht or more, whichever is lower. The calculation of such debt obligations shall be in accordance with the method for calculating the value of related-party transactions under the regulations of the Capital Market Supervisory Board regarding rules on related-party transactions mutatis mutandis. However, in considering such debt obligations, debt incurred within 1 year prior to the date of the business relationship with the same person shall be included.

Is not and has never been the auditor of the Company, its subsidiaries, associated companies, major shareholders, or controlling persons of the Company, and is not a significant shareholder, controlling person, or partner of the audit

firm which employs the auditor of the Company, its subsidiaries, associated companies, major shareholders, or controlling persons of the Company, unless such status has ceased for at least 2 years prior to the date of appointment.

Is not and has never been a provider of any professional services, including legal or financial advisory services, who receives service fees exceeding 2 million baht per year from the Company, its subsidiaries, associated companies, major shareholders, or controlling persons of the Company, and is not a significant shareholder, controlling person, or partner of such professional service provider, unless such status has ceased for at least 2 years prior to the date of appointment.

Is not a director appointed to represent a director of the Company, a major shareholder, or a shareholder who is related to a major shareholder.

Does not operate a business of the same nature and in significant competition with the business of the Company or its subsidiaries, or is not a significant partner in a partnership, or is not a director who participates in management, an employee, staff member, salaried advisor, or holds more than 1 percent of the total voting shares of another company that operates a business of the same nature and in significant competition with the business of the Company or its subsidiaries.

Has no other characteristics that may prevent the provision of independent opinions regarding the Company's operations.

Is not a director assigned by the Board of Directors to make decisions regarding the business operations of the Company, its subsidiaries, associated companies, same-level subsidiaries, major shareholders, or controlling persons of the Company.

Is not a director of a subsidiary or same-level subsidiary that is a listed company.

Business or professional relationships of independent directors over the past year

Business or professional relationships of independent directors : No
over the past year

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors : Yes
through the nomination committee

Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee : Yes

Number of directors from major shareholders

Number of directors from each group of major shareholders : 3
over the past year (persons)

Rights of minority shareholders on director appointment

The Company provided an opportunity to nominate new directors to replace those whose terms expired from October 1, 2024, to December 30, 2024. The Company has published the established criteria and guidelines on its website and through the channels of the Stock Exchange of Thailand.

Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

Information on the development of directors

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Assistant Professor Dr. WANCHAI SUTANANTA (Chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) • 2021: Director Accreditation Program (DAP)
2. B.Sc.Pharm. SUBHACHAI SAIBOUR (Director)	Participating	Thai Institute of Directors (IOD) • 2024: Subsidiary Governance Program (SGP) • 2021: Director Accreditation Program (DAP)
3. B.Sc.Pharm. SUVIT NGAMPOOPUN (Director)	Non-participating	Thai Institute of Directors (IOD) • 2021: Director Accreditation Program (DAP)
4. B.Sc.Pharm. SOMCHAI PHISPHAHUTHARN (Director)	Non-participating	Thai Institute of Directors (IOD) • 2023: Subsidiary Governance Program (SGP) • 2021: Director Accreditation Program (DAP)
5. Mr. SURASILP NGAMPOOPUN (Director)	Non-participating	Thai Institute of Directors (IOD) • 2021: Director Accreditation Program (DAP)
6. B.Sc.Pharm. WORATHEP GORGITPOONPOL (Director)	Non-participating	Thai Institute of Directors (IOD) • 2021: Director Accreditation Program (DAP)
7. Dr. THANADOL RUKSAPOL (Director)	Non-participating	Thai Institute of Directors (IOD) • 2018: Director Accreditation Program (DAP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The Board of Directors requires a performance evaluation to be conducted at least once a year, in the form of both individual and collective assessments. The evaluation results will be used as a framework for reviewing job performance, identifying issues and obstacles, and analyzing the performance of the directors. Furthermore, the evaluation results will be used to analyze the performance of the directors and to incorporate recommendations for improving and developing future operations.

Evaluation of the duty performance of the board of directors over the past year

The Board of Directors mandates a performance evaluation at least annually, conducted both at the individual director level and the board committee level. The outcomes of these evaluations serve as a framework for reviewing the execution of duties, identifying challenges and obstacles, and analyzing the performance of the directors. Moreover, the evaluation results and recommendations are utilized to refine and enhance future operations.

Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	3.64	4
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Audit Committee	Group assessment	3.92	4
	Self-assessment	-	-
	Cross-assessment (assessment of another director)	None	None

Performance evaluation criteria for the executives⁽⁸⁾

Performance evaluation criteria for the executives : Yes

1. The topics in this assessment form are based on the preliminary assessment form template of the Thai Institute of Directors Association (IOD) and include additional topics to ensure sufficient and appropriate evaluation for the Company. The results from the CEO's assessment will be collected, summarized, and submitted to the Nomination and Remuneration Committee for consideration in determining compensation, improving performance, and reporting the results to the Board of Directors.

This assessment form uses a scoring method to allow evaluators to compare assessment results across different topics or to compare assessment results from year to year. The meaning of the scores is as follows: 0 = No action taken on this matter 1 = Minor action taken on this matter 2 = Moderate action taken on this matter 3 = Good action taken on this matter 4 = Excellent action taken on this matter N/A = No information or not applicable

Remark: ⁽⁸⁾ In the 2024 assessment form, one additional evaluation topic regarding leadership was included: 'The CEO promotes and supports operations for organizational development towards sustainability and has achieved a SET ESG Ratings ranking.'

Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 6
(times)

Date of AGM meeting : 01 Apr 2024

EGM meeting : No

Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Assistant Professor Dr. WANCHAI SUTANANTA (Chairman of the Board of Directors, Independent director)	6	/	6	1	/	1	N/A	/	N/A
2. B.Sc.Pharm. SUBHACHAI SAIBOUR (Director)	6	/	6	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
3. B.Sc.Pharm. SUVIT NGAMPOOPUN (Director)	6	/	6	1	/	1	N/A	/	N/A
4. B.Sc.Pharm. SOMCHAI PHISPHAHUTHARN (Director)	6	/	6	1	/	1	N/A	/	N/A
5. Mr. SURASILP NGAMPOOPUN (Director)	5	/	6	1	/	1	N/A	/	N/A
6. B.Sc.Pharm. WORATHEP GORGITPOONPOL (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A
7. Dr. THANADOL RUKSAPOL (Director, Independent director)	6	/	6	1	/	1	N/A	/	N/A

Remuneration of the board of directors

Types of remuneration of the board of directors

The compensation for the Board of Directors and sub-committees must receive approval at the shareholders' meeting, with input from the Nomination and Remuneration Committee. The Nomination and Remuneration Committee will provide feedback, considering the roles, responsibilities, job performance, and the Company's performance. A comparison will be made with the compensation of directors in similar industries. This proposal will then be presented to the Board of Directors for their consideration. The Board of Directors will approve the compensation for the Chief Executive Officer to align with job performance, with input from the Nomination and Remuneration Committee. The Chief Executive Officer will be responsible for considering and proposing compensation (both monetary and non-monetary), including other benefits, in accordance with the appropriateness of duties, responsibilities, and the Company's performance. The compensation consideration will aim for long-term motivation without reaching levels that overly prioritize short-term performance. Additionally, the compensation for executives each year will be within the budget framework approved by the Board of Directors.

Remuneration of the board of directors

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Assistant Professor Dr. WANCHAI SUTANANTA (Chairman of the Board of Directors)			330,000.00		0.00
Board of Directors	180,000.00	0.00	180,000.00	No	
Audit Committee	120,000.00	0.00	120,000.00	No	
Nomination and Remuneration Committee	30,000.00	0.00	30,000.00	No	
2. B.Sc.Pharm. SUBHACHAI SAIBOUR (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
3. B.Sc.Pharm. SUVIT NGAMPOOPUN (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Nomination and Remuneration Committee	0.00	0.00	0.00	No	
4. B.Sc.Pharm. SOMCHAI PHISPAHUTHARN (Director)			0.00		0.00
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
Risk Management Committee	0.00	0.00	0.00	No	
5. Mr. SURASILP NGAMPOOPUN (Director)			0.00		0.00

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors	0.00	0.00	0.00	No	
Executive Committee	0.00	0.00	0.00	No	
6. B.Sc.Pharm. WORATHEP GORGITPOONPOL (Director)			275,000.00		0.00
Board of Directors	150,000.00	0.00	150,000.00	No	
Audit Committee	100,000.00	0.00	100,000.00	No	
Nomination and Remuneration Committee	25,000.00	0.00	25,000.00	No	
7. Dr. THANADOL RUKSAPOL (Director)			370,000.00		0.00
Board of Directors	150,000.00	0.00	150,000.00	No	
Audit Committee	100,000.00	0.00	100,000.00	No	
Risk Management Committee	120,000.00	0.00	120,000.00	No	
8. Pharm Alongkorn Leela-Uppatikarn (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
9. Pharm Wongsatorn Ngam-Anak (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
10. Mr. Rachain Sittisang (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
11. Ms. Anuporn Pattravanichkun (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
12. Pharm Woranuch Kongsupapsiri (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
13. Ms. Phiraya Chanpatya (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	
14. Mr. Pakorn Thongklawe (Member of the executive committee)			0.00		0.00
Executive Committee	0.00	0.00	0.00	No	

Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	480,000.00	0.00	480,000.00
2. Audit Committee	320,000.00	0.00	320,000.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination and Remuneration Committee	55,000.00	0.00	55,000.00
5. Risk Management Committee	120,000.00	0.00	120,000.00

Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	975,000.00

	2024
Other monetary remuneration (Baht)	0.00
Total (Baht)	975,000.00

Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the board of directors over the past year : 0.00
(Baht)

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies : Yes

Mechanism for overseeing subsidiaries and associated companies : Yes

Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors : Transactions between the company and related parties

The Company is committed to having a good internal control system and internal audit system. It has adopted the internal control principles based on the guidelines and internal control framework of COSO Internal Control-Integrated Framework (COSO: The Committee of Sponsoring Organizations of the Treadway Commission), which is an internationally recognized standard guideline and framework for internal control and internal audit for the Company and its subsidiaries. The audit will focus on risk-based audit as a guideline for auditing and evaluating the internal control system.

The Company recognizes that internal control and internal audit are fundamental to the successful, stable, and sustainable growth of its business. Therefore, it has established an efficient and effective internal control and internal audit system that is sufficient and appropriate for the nature and size of the work or environment to ensure that the various units of the Company and its subsidiaries comply with relevant laws, regulations, rules, and policies, have reliable, accurate, complete, and comprehensive reporting, and operate efficiently and effectively. The Company will prioritize the prevention of loss or damage and corrective action over investigation after a loss or damage event has occurred.

The Company has an internal auditor who is independent and reports directly to the Audit Committee to assist the Audit Committee and the Board of Directors in ensuring that the Company's core operations and significant activities are conducted efficiently, effectively, and with sufficient rigor in accordance with established guidelines, so that internal control and internal audit cover all aspects.

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : Yes

Details can be found at <https://www.blcplc.com/storage/document/sustainability/governance/blc-conflict-of-interest-prevention-policy-th.pdf>

Number of cases or issues related to conflict of interest

	2022	2023	2024
Total number of cases or issues related to conflict of interest (cases)	0	0	0

Prevention of the use of inside information to seek benefits

Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of inside information to seek benefits over the past year : Yes

Details can be found at <https://www.blcplc.com/storage/document/sustainability/governance/blc-conflict-of-interest-prevention-policy-th.pdf>

Number of cases or issues related to the use of inside information to seek benefits

	2022	2023	2024
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over the past year : Yes

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy

The company places great importance on anti-corruption efforts. The company has established an anti-corruption policy, with guidelines for prevention and channels for complaints and reporting of corruption leads. The company has provided anti-corruption training to 77.85% of its employees. In the past year, the company has not received any complaints regarding corruption.

Number of cases or issues related to corruption

	2022	2023	2024
Total number of cases or issues related to corruption (cases)	0	0	0

Whistleblowing

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing procedures over the past year : No / In progress

Number of cases or issues related to whistleblowing

	2022	2023	2024
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

Information on report on the results of duty performance of the audit committee in the past year

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Assistant Professor Dr. WANCHAI SUTANANTA (Chairman of the audit committee)	4	/	4
2 B.Sc.Pharm. WORATHEP GORGITPOONPOL (Member of the audit committee)	4	/	4
3 Dr. THANADOL RUKSAPOL (Member of the audit committee)	4	/	4

The results of duty performance of the audit committee

Details can be found in Attachment 6 the Audit Committee Report.

<https://www.blcplc.com/storage/document/annual-reports/2024/ar2024-attachment-en.pdf>

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 7

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 B.Sc.Pharm. SUVIT NGAMPOOPUN (The chairman of the executive committee)	7	/	7
2 B.Sc.Pharm. SUBHACHAI SAIBOUR (Member of the executive committee)	7	/	7
3 B.Sc.Pharm. SOMCHAI PHISPAHUTHARN (Member of the executive committee)	7	/	7
4 Mr. SURASILP NGAMPOOPUN (Member of the executive committee)	5	/	7
5 Pharm Alongkorn Leela-Uppatikarn (Member of the executive committee)	7	/	7

List of Directors	Meeting attendance of Executive Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
6 Pharm Wongsatorn Ngam-Anak (Member of the executive committee)	7	/	7
7 Mr. Rachain Sittisang (Member of the executive committee)	7	/	7
8 Ms. Anuporn Pattravanichkun (Member of the executive committee)	7	/	7
9 Pharm Woranuch Kongsupapsiri (Member of the executive committee)	6	/	7
10 Ms. Phiraya Chanpatya (Member of the executive committee)	7	/	7
11 Mr. Pakorn Thongklawe (Member of the executive committee)	7	/	7

The results of duty performance of Executive Committee

In the past year, the Audit Committee has performed its duties in accordance with the Stock Exchange of Thailand's notification regarding the qualifications and scope of operations of the Audit Committee B.E. 2558 (2015), which covers the following matters:

Oversight of the internal auditor's operations and review of the adequacy and appropriateness of the company's internal control system.

Oversight of the preparation of the company's financial statements, including inquiries to management regarding the use of judgment in the preparation of the financial statements.

Communication of significant matters between the Audit Committee and the external auditor.

Review of related party transactions and conflicts of interest.

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 1
Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Assistant Professor Dr. WANCHAI SUTANANTA (The chairman of the subcommittee)	1	/	1
2 B.Sc.Pharm. WORATHEP GORGITPOONPOL (Member of the subcommittee)	1	/	1
3 B.Sc.Pharm. SUVIT NGAMPOOPUN (Member of the subcommittee)	1	/	1

The results of duty performance of Nomination and Remuneration Committee

Details can be found in Attachment 7 Nominating and Remuneration Committee Report

<https://www.blcplc.com/storage/document/annual-reports/2024/ar2024-attachment-en.pdf>

Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 4

List of Directors	Meeting attendance of Risk Management Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Dr. THANADOL RUKSAPOL (The chairman of the subcommittee)	4	/	4
2 B.Sc.Pharm. SUBHACHAI SAIBOUR (Member of the subcommittee)	4	/	4
3 B.Sc.Pharm. SOMCHAI PHISPAHUTHARN (Member of the subcommittee)	4	/	4

The results of duty performance of Risk Management Committee

Details can be found in Attachment 8 Risk Management Committee Report

<https://www.blcplc.com/storage/document/annual-reports/2024/ar2024-attachment-en.pdf>

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

Bangkok Lab & Cosmetic Public Company Limited (the “Company”) recognizes the importance of conducting business in a sustainable manner. It focuses on operating with care and integrity towards its stakeholders, adhering to ethical principles and codes of conduct. The Company also emphasizes sustainable investment that considers environmental (E), social (S), and governance (G) performance, or ESG. The Company hopes that conducting business under the concept of sustainability will generate benefits for the greater good alongside the Company's growth. In this regard, the Company has established a sustainability policy divided into 9 categories as follows:

Fair Operating Practices The Company is committed to conducting business with honesty, fairness, and ethics, and is determined to compete fairly in business according to the code of conduct, laws, and equal competition. This includes rejecting any behavior that obstructs fair competition, such as seeking confidential information from competitors or soliciting, receiving, and providing any dishonest commercial benefits. Furthermore, the Company respects the intellectual property rights of others and has a policy requiring personnel to comply with laws or regulations regarding intellectual property rights, such as using legally licensed computer programs. The Company has established a Business Code of Conduct, a Good Corporate Governance Policy, and a Social Responsibility Policy to set principles for all employees to adhere to uniformly. Additionally, the Company has projects to promote and instill social responsibility awareness among its personnel at all levels.

Anti-Corruption The Company manages its business with transparency, ethics, adherence to good corporate governance principles, and compliance with laws related to the prevention and combating of corruption, bribery, and the giving or receiving of gifts to government officials or the private sector. The Company has established an organizational structure with clear division of duties, responsibilities, work processes, and lines of command in each department to ensure appropriate checks and balances and thorough mutual oversight. Details are outlined in the Company's Anti-Corruption Policy, which has been established for directors, executives, and employees to adhere to uniformly.

Respect for Human Rights The Company has a policy to support and respect the protection of human rights in accordance with international standards, covering all its operations. It builds awareness of human rights within the organization and conducts periodic evaluations. The Company treats all stakeholders, including employees, communities, and surrounding society, with respect for human dignity, considering equal rights and freedoms, without violating fundamental rights or discrimination based on race, nationality, religion, language, skin color, gender, age, education, physical condition, or social ¹ 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. Furthermore, the Company has protection and remedy mechanisms by providing opportunities for employees, communities, and society to participate in expressing opinions and channels for grievances or complaints for those harmed by human rights violations resulting from the Company's business operations, and takes appropriate corrective and remedial actions. To ensure effective respect for human rights, the Company conducts human rights awareness training and instills a sense of respect for human rights principles among its personnel.

1. www.psp.co.th
www.psp.co.th

Treatment of Employees The Company recognizes the importance of human resource development and fair labor practices as factors that enhance the value of the business and strengthen its competitiveness and sustainable growth in the future.

The Company strictly respects and complies with the law and ethical principles. In this regard, the Company has established the following policies and guidelines: 4.1 Respect employees' rights in accordance with human rights principles and comply with labor laws. 4.2 Provide fair recruitment processes and employment conditions, including fair compensation and merit-based performance reviews under a fair performance evaluation process. 4.3 Promote employee development by providing training, seminars, workshops, and sending employees to participate in relevant academic seminars and training to develop their knowledge, skills, and potential, as well as instilling positive attitudes, ethics, and teamwork among employees. 4.4 Provide various welfare benefits for employees as required by law, such as social security, and additional benefits beyond legal requirements, including accident insurance, funeral assistance, special room expense assistance, get-well baskets, etc. 4.5 Ensure that employees can work safely and have good occupational health in the workplace by implementing accident prevention measures and promoting safety awareness among employees, as well as providing training and promoting good health and maintaining a hygienic and safe work environment at all times. 4.6 Support and encourage employees to express opinions, file grievances, or report matters related to

ethical conduct or corruption within the organization and any wrongdoing within the Company, and provide protection to the employees involved.

Responsibility to Consumers/Customers The Company is committed to using standardized, modern, efficient, internationally recognized, and environmentally friendly technology.

Reference link for sustainability policy : <https://www.blcplc.com/storage/document/sustainability/environment/blc-sustainability-policy-th.pdf>

Sustainability management goals

Does the company set sustainability management goals : Yes

Environmental

Greenhouse Gas Management Reduce greenhouse gas emissions per unit of product by 5% annually compared to the base year of 2023.

Pollution and Waste Management Reduce the amount of waste by at least 8% of production weight (specifically general waste and hazardous waste).

Resource Management Reduce the use of external electricity for the manufacturing plant by switching to solar farm energy for at least 50% of total energy consumption.

Environmental Aspect No environmental complaints.

Social

Customer Relationship Management Customer satisfaction of at least 85%.

Responsible Marketing No complaints regarding marketing and advertising.

Human Resource Management Average training hours per employee of at least 85 hours/person/year.

Employee satisfaction and/or engagement with the company of at least 90%.

Occupational Health and Safety Zero work-related accidents resulting in lost time.

Human Rights No complaints regarding human rights.

Community and Social Development Satisfaction with community and social development activities of at least 85%.

Governance and Economic

Product Quality and Confidence No product recalls due to quality issues.

Product Research and Development and Innovation Launch at least 2 new generic drug products per year.

Receive approval for at least 2 herbal product formulations from the internal company committee per year.

Receive approval for at least 3 product formulations with reduced or no environmentally unfriendly organic solvents from the internal company committee per year.

Transition to environmentally friendly secondary packaging for at least 45% by 2029.

At least 15 QCC (Quality Control Circle) topics per year.

At least 30 Kaizen topics per year.

Achieve total cost savings of at least 100,000 Baht.

Business Ethics No violations of the business code of conduct.

No corruption.

Cybersecurity Management and Personal Data Protection Zero successful cyberattacks.

Supply Chain Management and Raw Material and Product Inventory Management Percentage of key vendors who have undergone ESG training: 50% or more, with an annual increase of at least 10%.

Percentage of key vendors who operate in accordance with ESG guidelines: 10% or more, with an annual increase of at least 5%.

Risk Management and Business Continuity Measures to reduce very high-level risks to a low level.

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action

Information on review of policy and/or goals of sustainable management over the past year

Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

The Group of Companies recognizes the importance of conducting business for sustainable growth under Corporate Social Responsibility (CSR), focusing on operating with care and integrity towards stakeholders with morality, ethics, and a code of conduct. It also emphasizes sustainable investment that considers environmental (E), social (S), and governance (G) performance, or ESG. The Group of Companies hopes that conducting business under social responsibility will benefit the public while fostering the company's growth in parallel.

Information on impacts on stakeholder management in business value chain

Business value chain

The Group of Companies places great importance on managing the business value chain to ensure that the Group's operations are efficient and sustainable, while delivering quality and safe products and services to customers and creating value for all stakeholder groups. This value chain management covers both primary activities and support activities as follows:

Primary activities

- Inbound Logistics
- Operations
- Outbound Logistics
- Marketing and Sales
- Service

Support activities

- Infrastructure
- Procurement
- Technology
- Human Resource Management

Analysis of stakeholders in the business value chain

Details of stakeholder analysis in the business value chain

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
• Employees	-	-	<ul style="list-style-type: none"> • Internal Meeting • Others <ul style="list-style-type: none"> • - • - • -
<u>External stakeholders</u>			
• Customers	-	-	<ul style="list-style-type: none"> • Visit • Online Communication • Others <ul style="list-style-type: none"> • website • -
<ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • - 	-	-	<ul style="list-style-type: none"> • Visit • Others <ul style="list-style-type: none"> • -
• Government agencies and Regulators	-	-	<ul style="list-style-type: none"> • External Meeting • Others <ul style="list-style-type: none"> • - • -
• Business partners	-	-	<ul style="list-style-type: none"> • External Meeting • Others <ul style="list-style-type: none"> • - • - • - • -
• Community	-	-	<ul style="list-style-type: none"> • Others <ul style="list-style-type: none"> • - • - • Website
<ul style="list-style-type: none"> • Investors or investment institutions • Shareholders 	-	-	<ul style="list-style-type: none"> • Visit • Online Communication • Annual General Meeting (AGM) • Others <ul style="list-style-type: none"> • website
• Competitors	-	-	<ul style="list-style-type: none"> • External Meeting

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its sustainability materiality topics : Yes

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Product Research and Development and Innovation	• Innovation Development
Pollution and Waste Management	• Waste and Waste Management
Occupational Health and Safety	• Others : Social Management
Product Quality and Trust	• Good Governance
Risk Management and Business Continuity	• Good Governance • Sustainability Risk Management
Customer satisfaction	• Customer / Consumer Responsibility
Greenhouse gas management	• Greenhouse Gas Management
Resource management	• Energy Management
Community responsibility	• Community / Social Responsibility
Cybersecurity management and personal data protection	• Others : Cybersecurity management and personal data protection
Responsible marketing	• Customer / Consumer Responsibility
Human resource management	• Fair Labor Practices
Human rights	• Human Rights
Code of Conduct	• Good Governance
Improving Production Process Control and Inventory Management	• Others : Improving Production Process Control and Inventory Management

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Reference link for corporate sustainability report : <https://www.blcplc.com/en/document/sustainability-reports>

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : Other : SET ESG METRICS
guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Company is committed to creating added value for the Group and its stakeholders, as well as managing the Group for sustainable growth alongside stable business expansion. However, in conducting business both currently and in the future, the Group constantly faces risks. The Company recognizes the importance and necessity of adopting an international standard risk management system for internal management within the Group. Therefore, it has established a Risk Management Policy approved by the Board of Directors' Meeting No. 2/2022 on February 28, 2022, effective from March 28, 2022. The policy was most recently reviewed and approved by the Board of Directors' Meeting No. 6/2022 on October 19, 2022. Additionally, a Risk Management Manual has been prepared to serve as a guideline and principle for all executives and employees. The COSO ERM 2017 framework is used to assess risks based on provided guidelines. The risk assessment process is divided into three main steps: (1) Initial Assessment: An assessment based on the nature of the business through the analysis of data from the business model. (2) Business Unit Assessment: An evaluation of operations to determine if control processes are in place at critical stages to prevent risks. This step will summarize whether the assessed risk report falls into a very high, high, medium, or low-risk area. (3) Post-Mitigation Assessment: An evaluation after additional measures have been implemented to reduce the level of risk.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Promoted products fail to increase customer/user awareness.

Related risk factors : Strategic Risk

- Behavior or needs of customers / consumers

ESG risk factors : No

Risk characteristics

Pharmaceutical products are strictly controlled by government agencies.

Risk-related consequences

Each promotional activity requires permission from the Food and Drug Administration (FDA), which involves regulations and application timelines, as well as strict government inspections. This may result in promotional activities not having the impact the company expects in the current era where consumer behavior changes rapidly.

Risk management measures

Therefore, the company manages this by conducting preliminary checks of the content before submitting it to government agencies to reduce the review time. It also seeks other communication channels authorized by the authorities, including direct communication with healthcare professionals. This builds consumer confidence as they receive advice directly from experts.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The Group of Companies designates risk management and business continuity as critical processes for addressing factors that may hinder operations. This ensures the company can achieve its business objectives effectively. These processes focus on preparedness to respond and operate promptly during crises or emergencies to maintain the stability of business

operations.

Sustainable supply chain management

Information on sustainable supply chain management policy and guidelines

Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and guidelines	:	Yes
Link for company's sustainable supply chain management policy and guidelines	:	https://www.blcplc.com/storage/document/sustainability/governance/blc-sustainable-supply-chain-management-policy-th.pdf
Page number of the reference link	:	3

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

The company has established a Partner Policy covering environmental issues, human rights, fair employment and working conditions for employees, occupational health and safety, as well as the business ethics of partners, which is publicly available at www.blcplc.com as follows:

Environment: Partners must conduct business with consideration for the environment and natural resources, promote the reduction of plastic and environmentally harmful materials, support the use of renewable energy, and reduce greenhouse gas emissions. They must also be committed to protecting and conserving biodiversity and maintaining the ecosystem effectively. The sourcing of herbal or upstream raw materials must come from new cultivation for harvesting or replanting and must not be from illegal logging or cutting in forest areas.

Human Rights: Partners must conduct business fairly and with respect for human rights. Partners must not use child labor or forced labor and will support the prevention of human rights violations in the workplace.

Employment and Working Conditions of Employees: Partners must establish and create a safe and fair working environment for employees. Partners must inspect and evaluate working conditions and employment terms to ensure they comply with the law and are fair to all employees.

Occupational Health and Safety: Partners must have guidelines and measures in place to prevent accidents and communicable diseases in the workplace. They must regularly provide training to employees on occupational health and safety in the workplace.

Business Ethics: Partners must conduct business with integrity, ethics, and strict adherence to the law. They must support fair competition, free from bribery and bid rigging, or corruption in any form. This includes being truthful with information, accurately and completely recording business and related accounts, and being willing to cooperate with audits upon request.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening criteria with new suppliers? : Yes

	2022	2023	2024
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	0.00	0.00	15.61

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : Yes

Reference link to supplier code of conduct : <https://www.blcplc.com/storage/document/sustainability/governance/blc-supplier-code-of-conduct-policy-th.pdf>

Page number of the reference link : 5

Information on key suppliers acknowledging compliance with the supplier code of conduct

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to acknowledge compliance with the supplier code of conduct? : Yes

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	0.00	0.00	66.30

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

Company's research and development (R&D) policy : No

Research and development (R&D) expenses over the past 3 years

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	4,134,120.00	5,903,240.00	10,488,820.00

Information on organization's innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : No
innovation culture

Information on innovation development benefits and research and development (R&D) expenses

Benefits of innovation development

Financial benefits

Does the company measure the financial benefits from : No
innovation development?

Non-financial benefits

Does the company measure the non-financial benefits from : No
innovation development?

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