

Risk Management Policy
Bangkok Lab & Cosmetic Public Company Limited

Bangkok Lab & Cosmetic Public Company Limited is determined to create value for the Company and its stakeholders along with driving sustainable growth and stable business expansion. Nevertheless, amid the constant risks facing the Company's business operations today and in the future, it is imperative the Company implement a risk management system aligned with international standards and integrate it into the organizational system. This Risk Management Policy has been formulated to provide guidelines and principles in the performance of duties of the executives and employees as follows:

1. The Company conducts business under the established risk appetite to achieve business objectives and address the expectations of stakeholders by integrating the risk appetite into its business operations with the Policy to be reviewed every year. In business proceedings, decision-making, and project management process, risks that may impact the Company's business objectives are systematically identified and managed to keep the level of risk at an acceptable level (risk appetite) and to prevent business loss. The risks are constantly monitored.
2. All executives and employees are responsible for risk management. They shall perform their roles, duties, and responsibilities in line with the risk management process prescribed in the Company's Risk Management Manual.
3. All executives and employees shall report and prioritize risks in accordance with the Company's Risk Management Manual together with identifying risk mitigation strategies and risk owners, and report it to the supervisor and higher-ups.
4. All executives and employees shall implement risk management and the risk management plan as part of their work at the corporate, business unit, department, division, and function levels as well as in various processes.
5. The executives and employees who come across or are aware of any potential risk or risk which has not been addressed and that may impact the Company shall report such risk to the superiors.

6. All executives and employees are risk owners accountable for risk identification, and risk assessment together with formulating proper risk management measures, reviewing risk management methods, and constantly updating risk management methods.
7. The Company resolves to promote and make risk management part of the corporate culture by instilling awareness about the importance of risk management into every executive and employee.

The Board of Directors, The Board of Executive Management, and all employees affirm their commitment to promoting the implementation of an efficient and effective risk management process and to practicing it continually.

Review of the Policy

The Risk Management Policy of Bangkok Lab & Cosmetic Public Company Limited is reviewed and assessed for completeness and adequacy every year.

This Risk Management Policy was approved by the Board of Directors' Meeting No. 6/2565 on October 19, 2022 and took effect from November 10, 2022 onwards. Continuous enforcement of the Policy is endorsed upon the conversion of the Company into a public limited company.