

ATTACHMENT 56-1 ONE REPORT 2024





Attachment 1

Details about directors, executives, and controlling persons The person assigned the highest responsibility in the accounting and finance field. Person assigned to be directly responsible for supervising accounting and company secretary.



Board of Directors



Assistant Professor

Dr. Wanchai Sutananta

64 years old, appointed on December 9, 2020
(4 years and 1 month)

Chairman, Independent Director ,
Chairman of the Audit Committee ,

Chairman of the Nominating and Remuneration Committee



Education and Training

Education

Doctoral degree

- Pharmaceutics

University College, University of London

Master's degree

- Pharmaceutical Technology,
Kings College, University of London
- Pharmacy, Mahidol University

Bachelor's degree

- Pharmacy, Mahidol University

Training

- Insight in SET : AC Focus 2024
- Director Accreditation Program (DAP 182/2021)

Shareholding Proportion in the Company (%)

-None-

Family Relationship between Directors and Executives

-None-

Work experience.

- 1996 - 2000 Dean of the Faculty of Pharmacy
- 2002 - 2012 Dean of Faculty of Management Science
- 2017 - 2018 President
Silpakorn University
- 2020 - Present Chairman, Independent Director,
Chairman of the Audit Committee
Chairman of the Nominating and
Remuneration Committee
Bangkok Lab and Cosmetic PLC.

Position as a director in a listed company (last year)

-None-

Position as a director in a listed company (last year)

-None-

Mr.Worathep Gorgitpoonpol

B.Sc.(Pharm.)

65 years old, appointed on December 9, 2020
(4 years and 1 month)

Independent Director ,

Member of the Audit Committee ,

Member of the Nominating and Remuneration Committee



Education and Training

Education

Bachelor's degree

- Pharmacy, Chulalongkorn University

Training

- Director Accreditation Program (DAP 182/2021)

Shareholding Proportion in the Company (%)

-None-

Family Relationship between Directors and

Executives

-None-

Work experience.

2010 - 2018 General Manager Sales and Marketing
and Director

DKSH (Thailand) Co., Ltd.

2011 - 2021 Director

PL Medicare (1959) Co., Ltd

2020 -Present The Dean of the Faculty
of Management Science
Silpakorn University

2563 -ปัจจุบัน Independent Director ,
Member of the Audit Committee ,
Member of the Nominating and
Remuneration Committee
Bangkok Lab and Cosmetic PLC.

Position as a director in a listed company (last year)

-None-

Position as a director in a listed company (last year)

-None-

Dr. Thanadol Ruksapol

41 years old, appointed on December 9, 2020
(4 years and 1 month)

Independent Director,

Member of the Audit Committee,

Chairman of the Risk Management Committee



Education and Training

Education

Doctoral degree

- Accounting, Chulalongkorn University

Master's degree

- Accounting, Chulalongkorn University

Bachelor's degree

- Accounting, Chulalongkorn University

Training

- Director Accreditation Program (DAP 182/2021)

Shareholding Proportion in the Company (%)

0.03 (as of 30/12/2024)

Family Relationship between Directors and

Executives

-None-

Work Experience

2005 - 2011 Certified Public Accountant

EY Office Limited

2011 -Present Partner Auditor Division

and Certified Public Accountant

Thana Accounting Co., Ltd.

and THIRTY-FOUR Audit Office Co., Ltd.

2020 -Present Independent Director,

Member of the Audit Committee,

Chairman of the Risk Management Committee

Bangkok Lab and Cosmetic PLC.

Position as a director in a listed company

(last year)

-None-

Position as a director in a listed company (last year)

Managing Director : THIRTY-FOUR Audit Office Co., Ltd.

Director : Thana Accounting Co., Ltd.

: Thana Management Co., Ltd.

: Thana 40 Co., Ltd.

: Thana 42 Co., Ltd.

: Thana Brothes Co., Ltd.

: Thana 57 Co., Ltd.

: Thana Residence Co., Ltd.

: Thana 44 Co., Ltd.

: Thana 34 Co., Ltd.

: Thana 75 Co., Ltd.

: Thana 65 Co., Ltd.

: Thana 65.1 Co., Ltd.

: Thana 57.1 Co., Ltd.

: Thana 71 Co., Ltd.

: Thana Dragon Co., Ltd.

Mr.Suvit Ngampoopun

B.Sc.(Pharm.)

62 year old, appointed on October 16,1992
(32 years 2 month)

Chief Executive Officer,

Chairman of Executive director , Director,

Member of the Nominating and Remuneration Committee



Education and Training

Education

Master's degree

- Business Administration, Chulalongkorn University

Bachelor's degree

- Pharmacy, Mahidol University

Training

- Director Accreditation Program (DAP 185/2021)

Shareholding Proportion in the Company (%)

23.17 (As of 30/12/2024)

Family Relationship between Directors and Executives

Father of Mr. Surasilp Ngampoopun (Director)

Work experience.

1983- 1986 Sales Representative
DKSH (THAILAND) Co., Ltd

1989 -Present Chief Executive officer
Bangkok Drug Co., Ltd.

1992- Present Chief Executive officer
Chairman of Executive director
Director, Member of the Nominating and
Remuneration Committee
Bangkok Lab and Cosmetic PLC.

2008 -Present Chief Executive officer
Pharma Alliance Co., Ltd.

Position as a director in a listed company (last year)

-None-

Position as a director in a listed company (last year)

Director : Bangkok Drug Co., Ltd.
: Bangkok Medica Co., Ltd.
: Berich (Thailand) Co., Ltd
: Farmaline Co., Ltd
: Pharma Alliance Co., Ltd.

Mr.Subhachai Saibour

B.Sc.(Pharm.)

66 year old, appointed on October 16,1992
(32 years 2 month)

Chief Operating Officer,
Director, Member of the Risk Management Committee,
Executive director



Education and Training

Education

Bachelor’s degree

- Thai Traditional Medicine,
Sukhothai Thammathirat Open University
- Public Health (Occupational Health)
Sukhothai Thammathirat Open University
- Pharmacy, Mahidol University

Training

- Director Accreditation Program
(DAP 182/2021)
- Subsidiary Governance Program
(SGP 10/2024)

Shareholding Proportion in the Company (%)

3.75 (As of 30/12/2024)

Family Relationship between Directors and Executives

-None-

Work experience.

- 1983 Production Pharmacist
 Mmour Kierti Trading Limited Partnership
- 1983 - 1985 Pharmacist
 The Government Pharmaceutical Organization
- 1992 -Present Chief Operating Officer,
 Director,Executive director,
 Member of the Risk Management Committee
 Bangkok Lab and Cosmetic PLC.
- 2008 -Present Deputy Managing Director of Operations
 Pharma Alliance Co., Ltd.

Position as a director in a listed company (last year)

-None-

Position as a director in a listed company (last year)

- Director : Bangkok Drug Co., Ltd.
 : Berich (Thailand) Co., Ltd
 : Farmaline Co., Ltd
 : Pharma Alliance Co., Ltd.

MR.Somchai Phisphahutharn

B.Sc.(Pharm.)

64 year old, appointed on October 16,1992

(32 years 2 month)

Chief Financial Officer,

Director, Executive director,

Member of the Risk Management Committee



Education and Training

Education

Master's degree

- Information Technology ,Chulalongkorn University
- Business Administration (MBA),
- Thammasat University

Bachelor's degree

- Pharmacy, Mahidol University

Training

- Subsidiary Governance Program (SGP 5/2023)
- Director Certification Program (DCP 333/2023)
- Director Accreditation Program
(DAP 182/2021)
- Accounting and Finance Readiness Program
(Orientation Course)
- Continuing Professional Development (CPD) in
Accounting Training e-learning CFO's Refresher Course

Shareholding Proportion in the Company (%)

14.79 (As of 30/12/2024)

Family Relationship between Directors and Executives

-None-

Work experience.

1984 - 1989 Planing & Controlling Manager

Sandos Co., Ltd.

1992 -Present Chief Financial Officer

Director, Executive director,

Member of the Risk Management Committee

Bangkok Lab and Cosmetic PLC.

2008 -Present Deputy Managing Director of Accounting
and Finance

Pharma Alliance Co., Ltd.

Position as a director in a listed company (last year)

-None-

Position as a director in a listed company (last year)

Director : Bangkok Drug Co., Ltd.

: Bangkok Medica Co., Ltd.

: Berich (Thailand) Co., Ltd

: Farmaline Co., Ltd

: Pharma Alliance Co., Ltd.

Mr.SuraSilp Ngampoopun

32 years old, appointed on December 9, 2020
(4 years and 1 month)

Director , Executive director



Education and Training

Education

Bachelor's degree

- Marketing ,Bangkok University

Training

- Director Accreditation Program
(DAP 184/2021)

Shareholding Proportion in the Company (%)

-None-

Family Relationship between Directors and Executives

Son of Mr.Suvit Ngampoopun B.Sc.(Pharm.)
(Chief Executive Officer, Director)

Work experience.

2019 -Present Assistant Managing Director

Bangkok Drug Co., Ltd.

2020 -Present Director , Executive director

Bangkok Lab and Cosmetic PLC.

Position as a director in a listed company
(last year)

-None-

Position as a director in a listed company
(last year)

Director : Bangkok Drug Co., Ltd.

The image features a minimalist design with decorative wavy lines in the top right and bottom left corners, composed of many thin, overlapping lines. The text "Executive director" is centered in a bold, black, sans-serif font.

Executive director



Mr.Suvit Ngampoopun

B.Sc.(Pharm.)

62 year old, appointed on October 19,2022
(2 years 2 Month)

Chief Executive Officer,

Chairman of Executive director , Director,

Member of the Nominating and Remuneration Committee

Education and Training

Education

Master's degree

- Business Administration, Chulalongkorn University

Bachelor's degree

- Pharmacy, Mahidol University

Training

- Director Accreditation Program (DAP 185/2021)

Shareholding Proportion in the Company (%)

23.16 (As of 30/12/2024)

Family Relationship between Directors and Executives

Father of Mr. Surasilp Ngampoopun (Director)

Work experience.

1983- 1986 Sales Representative
DKSH (THAILAND) Co., Ltd

1989 -Present Chief Executive officer
Bangkok Drug Co., Ltd.

1992- Present Chief Executive officer
Chairman of Executive director
Director, Member of the Nominating and
Remuneration Committee
Bangkok Lab and Cosmetic PLC.

2008 -Present Chief Executive officer
Pharma Alliance Co., Ltd.

Position as a director in a listed company (last year)

-None-

Position as a director in a listed company (last year)

Director : Bangkok Drug Co., Ltd.
: Bangkok Medica Co., Ltd.
: Berich (Thailand) Co., Ltd
: Farmaline Co., Ltd
: Pharma Alliance Co., Ltd.



Mr.Subhachai Saibour

B.Sc.(Pharm.)

66 year old, appointed on October 19,2022
(2 years 2 Month)

Chief Operating Officer,
Director, Member of the Risk Management Committee,
Executive director

Education and Training

Education

Bachelor's degree

- Thai Traditional Medicine,
Sukhothai Thammathirat Open University
- Public Health (Occupational Health)
Sukhothai Thammathirat Open University
- Pharmacy, Mahidol University

Training

- Director Accreditation Program
(DAP 182/2021)
- Subsidiary Governance Program
(SGP 10/2024)

Shareholding Proportion in the Company (%)

3.75 (As of 30/12/2024)

Family Relationship between Directors and

Executives

-None-

Work experience.

1983 Production Pharmacist
 Mmour Kierti Trading Limited Partnership
1983 - 1985 Pharmacist
 The Government Pharmaceutical Organization
1992 -Present Chief Operating Officer,
 Director,Executive director,
 Member of the Risk Management Committee
 Bangkok Lab and Cosmetic PLC.
2008 -Present Deputy Managing Director of Operations
 Pharma Alliance Co., Ltd.

Position as a director in a listed company

(last year)

-None-

Position as a director in a listed company

(last year)

Director : Bangkok Drug Co., Ltd.
 : Berich (Thailand) Co., Ltd
 : Farmaline Co., Ltd
 : Pharma Alliance Co., Ltd.



MR. Somchai Phisphahutharn

B.Sc.(Pharm.)

64 year old, appointed on October 19,2022

(2 years 2 Month)

Chief Financial Officer,

Director, Executive director,

Member of the Risk Management Committee

Education and Training

Education

Master's degree

- Information Technology ,Chulalongkorn University
- Business Administration (MBA),
- Thammasat University

Bachelor's degree

- Pharmacy, Mahidol University

Training

- Subsidiary Governance Program (SGP 5/2023)
- Director Certification Program (DCP 333/2023)
- Director Accreditation Program
(DAP 182/2021)
- Accounting and Finance Readiness Program
(Orientation Course)
- Continuing Professional Development (CPD) in
Accounting Training e-learning CFO's Refresher Course

Shareholding Proportion in the Company (%)

14.79 (As of 30/12/2024)

Family Relationship between Directors and Executives

-None-

Work experience.

1984 - 1989 Planing & Controlling Manager

Sandos Co., Ltd.

1992 -Present Chief Financial Officer

Director, Executive director,

Member of the Risk Management Committee

Bangkok Lab and Cosmetic PLC.

2008 -Present Deputy Managing Director of Accounting
and Finance

Pharma Alliance Co., Ltd.

Position as a director in a listed company

(last year)

-None-

Position as a director in a listed company

(last year)

Director : Bangkok Drug Co., Ltd.

: Bangkok Medica Co., Ltd.

: Berich (Thailand) Co., Ltd

: Farmaline Co., Ltd

: Pharma Alliance Co., Ltd.



Mr.SuraSilp Ngampoopun

32 years old, appointed on October19, 2022
(2 years and 2 month)

Director , Executive director

Education and Training

Education

Bachelor's degree

- Marketing ,Bangkok University

ประวัติการอบรม

- Director Accreditation Program
(DAP 184/2021)

Shareholding Proportion in the Company (%)

-None-

Family Relationship between Directors and Executives

Son of Mr.Suvit Ngampoopun B.Sc.(Pharm.)
(Chief Executive Officer, Director)

Work experience.

2019 -Present Assistant Managing Director

Bangkok Drug Co., Ltd.

2020 -Present Director , Executive director

Bangkok Lab and Cosmetic PLC.

Position as a director in a listed company
(last year)

-None-

Position as a director in a listed company
(last year)

Director : Bangkok Drug Co., Ltd.



Mr. Alongkorn Leela-Uppatikarn

55 years old, appointed on October 19, 2022

(2 years 2 Month)

Executive Director,

Assistant Chief Operating Officer,

Regulatory Affairs and Intellectual Property Manager

Education and Training

Education

Master's degree

- Business Administration, Srinakharinwirot University

Bachelor's degree

- Pharmacy, Prince of Songkla University

Training

- Business plan for executives 2024
- ESG Risks Management organized by SET 2024
- 2024 Risk Management and Internal Control Development Program, organized by the Thai Listed Companies Association 2024.
- Subsidiary Governance Program (SGP 5/2023)

Shareholding Proportion in the Company (%)

0.00 (5,000 stocks) (As of 30/12/2024)

Family Relationship between Directors and Executives

-None-

Work Experience

1992 - 1994 Pharmacists

Khemmarat Hospital Ubonratchathani

1994 -1995 Production Manager

Vesco Pharmaceutical Co., Ltd.

1995 -2005 Production Manager

Bangkok Lab and Cosmetic Co.,Ltd

2005 -2015 Quality control Manager

PHARMATECH CO.,LTD.

2015 -Present Assistant Chief Operating Officer,

Regulatory Affairs and Intellectual
Property Manager

Bangkok Lab and Cosmetic PLC.



Mr. Rachain Sittisang

53 years old, appointed on October 19, 2022

(2 years 2 Month)

Executive Director,
Director of Production

Education and Training

Education

Bachelor's degree

- Business Administration, Rajabhat University
Chom Bueng Village
- Business Management in Digital ERA#4 (MINI MBA)

Training

- Business plan for executives 2024
- ESG Risks Management organized by SET 2024
- Subsidiary Governance Program (SGP 5/2023)

Shareholding Proportion in the Company (%)

0.00 (2,000 stocks) (AS of 30/12/2024)

Family Relationship between Directors and Executives

-None-

Work experience

1994 -Present Warehouse department Manager

Supplies and Warehouse Division Manager

Vise Executive Director Production

Executive Director of Production

Bangkok Lab and Cosmetic PLC.



MR. Wongsatorn Ngam-Anak

B.Sc.(Pharm.)

45 years old, appointed on October 19, 2022
(2 years 2 Month)

Executive Director ,
Executive Director of Support

Education and Training

Education

Master's degree

- Pharmacy, Silpakorn University

Bachelor's degree

- Business Administration, Rajamangala University of Technology Rattanakosin

Training

- Business plan for executives 2024
- Carbon Neutrality: The Survival of Thai Industrial Sector 2024
- Due Diligence on Human Rights (HRDD) under the Business and Human Rights Project for Businesses in the Thai Capital Market (Phase 3) 2024
- AI Solution for Industry EXPO 2024
- Chief People Officer Program (CPO 22/2024)
- Subsidiary Governance Program (SGP 5/2023)

Shareholding Proportion in the Company (%)

0.01 (As of 30/12/2024)

Family Relationship between Directors and

Executives

-None-

Work experience

2001 -Present Head of Quality Assurance

Quality Assurance Department Manager

Laboratory Manager Division

Executive Director of Support

Bangkok Lab and Cosmetic PLC



Mrs. Anuporn Pattravanichkun

57 years old, appointed on October 19, 2022

(2 years 2 Month)

Executive Director,

Executive Director of Accounting & Financial

Education and Training

Education

Master's degree

- Business Administration, Ramkhamhaeng University

Bachelor's degree

- Business Administration,
Sukhothai Thammathirat Open University

Traning

- Business plan for executives 2024
- Sensation the harmony of Sun Care and Sensation 2024
- Subsidiary Governance Program (SGP 5/2023)

Shareholding Proportion in the Company (%)

0.03 (As of 30/12/2024)

Family Relationship between Directors and

Executives

-None-

Work experience

1991 - 2004 Financial Department Manager

Bangkok Drug Co., Ltd.

2005 - 2009 Financial Department Manager

Bangkok Lab and Cosmetic PLC

2010 -2020 Financial Division Manager

Pharma Alliance Co., Ltd.

2021 -Present Executive Director of Accounting & Financial

Bangkok Lab and Cosmetic PLC

2024 - Present Director

BKD VIVA Co., Ltd

Position as a director in a listed company

(last year)

Director : Arrow Metal Sheet Co., Ltd

: Arrow Steel Product Co., Ltd



Ms.WoranuchKongsupapsiri

B.Sc.(Pharm.)

57 years old, appointed on October 19, 2022

(2 years 2 Month)

Executive Director ,

Executive Director of Marketing

Education and Training

Education

Master's degree

- Business Administration, Ramkhamhaeng University
- International Business Chulalongkorn University

Bachelor's degree

- Pharmacy, Mahidol University

Training

- Business plan for executives 2024

Shareholding Proportion in the Company (%)

0.01 (As of 30/12/2024)

Family Relationship between Directors and Executives

-None-

Work experience

2004 - 2010 Senior Product Manager

Roche Thailand Co., Ltd.

2011 - 2014 Marketing Manager

Paradigm Pharma (Thailand) Co.,Ltd.

2016 -2019 Regional Business Manager

Biopharm Chemicals Co.,Ltd.

2019 -2021 Business Development Manager

Apexcela Co.,Ltd

2022 - Present Executive Director of Marketing

Bangkok Lab and Cosmetic PLC



Ms. Phiraya Chanpatya

35 years old, appointed on October 19, 2022

(2 years 1 Month)

Executive Director,
Assistant Chief Financial Officer,
The person supervising accounting

Education and Training

Education

Bachelor's degree

- Accounting, Srinakharinwirot University

Training

- Business plan for executives 2024
- Accounting and Finance Readiness Program
e-learning CFO's Refresher Course 2024
- Accounting and Tax Planning for General Businesses,
Batch 2/2024
- 2024 IFRS S1 and IFRS S2 Disclosure Workshop
- Subsidiary Governance Program (SGP 5/2023)

Shareholding Proportion in the Company (%)

-None-

Family Relationship between Directors and Executives

-None-

Work experience

2011 - 2021 Assistant Auditor

Auditor Manager

Auditor Senior Manager

Deloitte Touche Tohmatsu Jaiyos Co., Ltd

2022- Present Assistant Chief Financial Officer

The person supervising accounting

Bangkok Lab and Cosmetic PLC



Mr. Pakorn Thongklawe

34 years old, appointed on October 19, 2022

(2 years 1 Month)

Executive Director,,

Assistant Chief Financial Officer

Head of Investor Relations

Education and Training

Education

Bachelor's degree

- Accounting, Kasetsart University

Training

- Business plan for executives 2024
- ESG Risks Management organized by SET 2024
- GRI Standard Training
- Protecting Listed Companies with 3 Lines of Defense 2024
- ESG Risks Management : Navigating Climate Risk 2024
- Subsidiary Governance Program (SGP 5/2023)
- Professional Development Program For Investor Relation

Shareholding Proportion in the Company (%)

0.00 (4,000 หุ้น) (As of 30/12/2024)

Family Relationship between Directors and

Executives

-None-

Work experience

2012 - 2013 Assistant Auditor ,ANS Audit Co., Ltd.

2013 - 2022 Auditor Manager

PricewaterhouseCoopers ABAS Ltd.

2022 - Present Assistant Chief Financial Officer

Head of Investor Relations

Bangkok Lab and Cosmetic PLC

MS.Pattarnan Chuwangcha

Company Secretary

36 years old, appointed on December 28, 2022

(effective from January 1, 2022 onwards)

Education and Training

Education

Bachelor's degree

- Business administration General management
Sukhothai Thammathirat Open University

Training

- Company Secretary Program (CSP123/2564)
- Effective Minute Taking (EMT 50/2022)
- COSO Enterprise Risk Management 2017
- Integrated Management System Internal Audit Techniques
For ISO 9001, ISO 14001, ISO 45001, ISO 50001
- Professional Development Program For Company Secretary

Shareholding Proportion in the Company (%)

0.00 (7,300 stocks) (As of 30/12/2024)

Family Relationship between Directors and Executives

-None-

Work Experience

2011 - 2016 Assistant Secretary

2017 - 2021 Head of Secretary

Factory Director's Office Department

2022 - Present Company Secretary

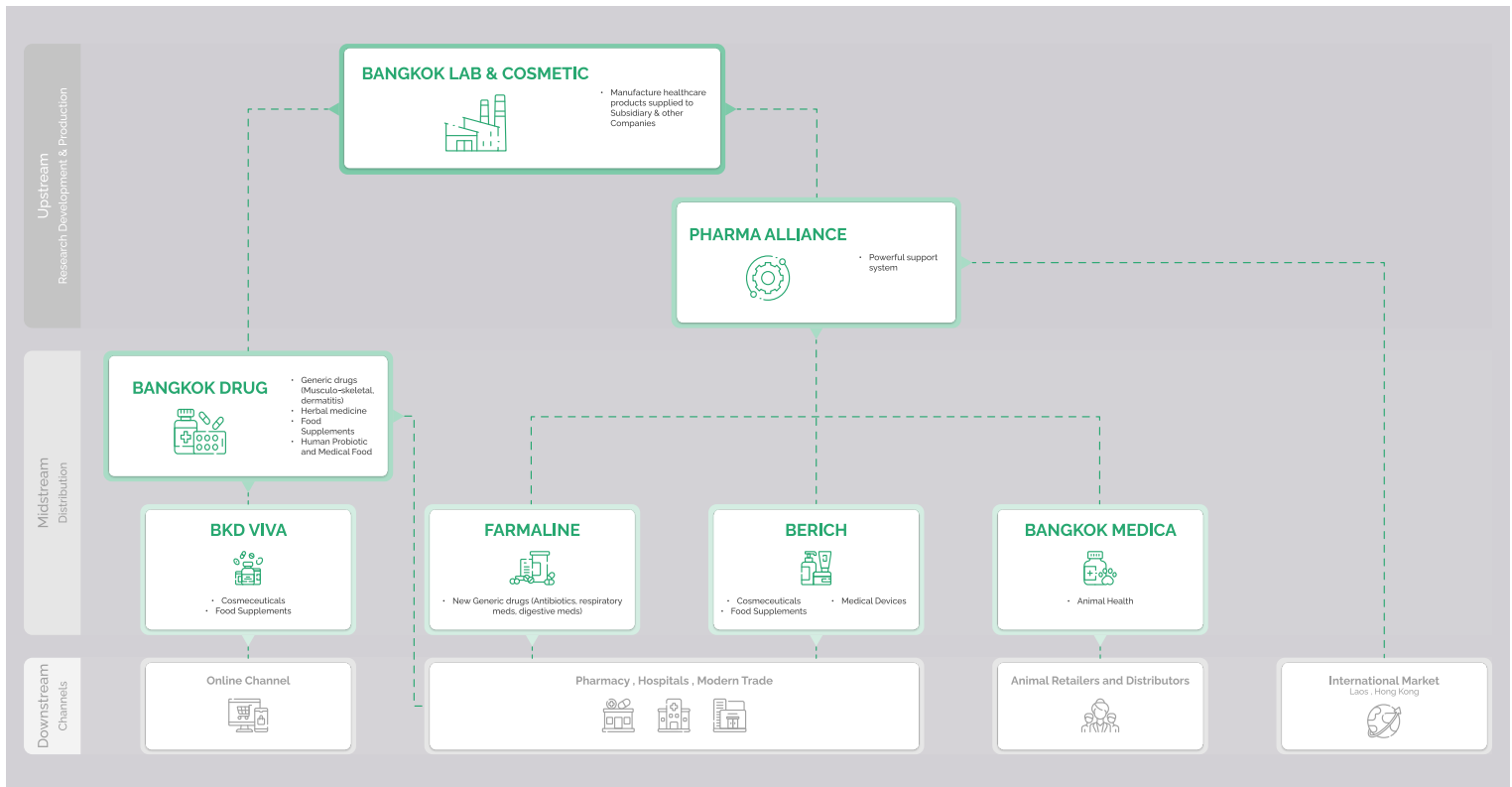
Bangkok Lab and Cosmetic PLC

A person wearing a white lab coat and blue nitrile gloves is working in a laboratory. They are holding a graduated cylinder with their right hand, positioned over a beaker held by their left hand. The background is a blurred laboratory environment with blue and white equipment.

Attachment 2

Details about directors of subsidiaries

Details about directors of subsidiaries



	Bangkok Drug Co., Ltd	Pharma Alliance Co., Ltd	Bangkok Medica Co., Ltd	Berich (Thailand) Co., Ltd	Farmaline Co., Ltd	BKD VIVA Co., Ltd
Mr. Suvit Ngampoopun	D/M	D/M	D	D	D	-
Mr. Somchai Phisphahutharn	D	D/M	D	D	D	-
Mr. Subhachai Saibour	D	D/M	-	D	D	-
Mr. Prasit Chulputipong	-	-	-	D/M	-	-
Mr. Wirot Phichitnitikorn	-	-	-	-	D/M	-
Mr. Tira Thanajirawat	-	-	-	-	-	D/M
Mrs. Anuporn Pattravanichkun	-	-	-	-	-	-
Ms. Supaporn Kumyoo	-	-	-	-	D	D

D = Director M = Management

A person wearing a white lab coat and blue nitrile gloves is performing a laboratory task. They are holding a graduated cylinder with their right hand, which has a red band with the number '2' on it. The cylinder is being used to transfer a clear liquid into a beaker held by their left hand. The background is a blurred laboratory environment with blue and white equipment.

Attachment 3

Details about the Company's Head of Internal Audit and Head
of Work Supervision

Details about the Company's Head of Internal Audit and Head of Work Supervision

BLC has engaged Dharmniti Internal Audit Company Limited (hereinafter referred to as “DIR”) to perform the duties of examining and evaluating the adequacy of internal control systems within various operational processes. Currently, DIR serves as the internal auditor appointed by the Company since the year 2021, including monitoring the results of improvements and corrections made to various issues that have arisen. The individuals entrusted with the responsibilities as the Head of Internal Audit have the following details:

Company Affiliation	Dharmniti Internal Audit Company Limited
Individual appointed as Head	Ms. Anatsaya Raksasorn
Position	Head of Internal Audit
Educational Qualifications	<ul style="list-style-type: none"> • Master's Degree, Faculty of Commerce and Accountancy, Actuarial Statistics Major (Chulalongkorn University) • Bachelor's Degree, Faculty of Management Science, Accounting Major (Prince of Songkla University)
Certificate	<ul style="list-style-type: none"> • Dharmniti Young Executive, Class 1. • Certified Professional Internal Audit of Thailand (CPIAT) • Internal Audit Project Certificate for preparing to be a licensed internal auditor, Class 26. • Internal Auditor Certificate, CAC SME Project
Training	<ul style="list-style-type: none"> • COSO 2013 Theory and Practice Course Training • Internal Audit (IA) Standards and the Enhancement of Internal Audit Processes • Internal Audit Quality Assurance and Improvement Program • Sustaining and Improving the Quality of Internal Audit Operations within the Organizational Project • CAC Self-assessment regarding Anti-Corruption Measures • Asian Confederation of Institutes of Internal Auditors (ACIIA) Conference, Japan • Internal Audit Comprehensive: IAC • The Convergence Of Security 2021

<p>Training</p>	<ul style="list-style-type: none"> • Internal Audit Comprehensive: IAC • The Convergence of Security 2021 • Fraud Prevention and Detection 2021 • CAC SME • IA Academy _Top risk 2021 • Internal Audit Modernization 2021 • Current status and future direction of TFRSs. • Preparation of Form 56-1 One Report • Thailand's Personal Data Protection Act "PDPA" • Agile Auditing 2022 • Analytical concepts after COVID-19 2022 • Future Trends Cybersecurity in Internal Audit 2022 • IA Clinic : Digital Transformation of Internal Audit and Change • IA Clinic : TOP Risk for Internal Audit 2023 • IA Clinic : How ready you are with SorThor. 38/2565 regarding requirements on the provision of information technology systems • Cyber Risk Management • Internal audit guidelines related to the PDPA law • Risk management to prevent corruption. • COSO ESG • QUALITY ASSESSMENT REVIEW (QAR)
<p>Work Experience</p>	<ul style="list-style-type: none"> • 2015-2017, Assistant Manager, Dharmniti Internal Audit Company Limited • 2018 – Present, Manager, Dharmniti Internal Audit Company Limited

Head of Work Supervision

The Company does not have a position for Head of Work Supervision. In coordinating with the internal auditors, the Company Secretary will serve as the primary coordinator, with supporting staff assisting in the coordination efforts.

The Company Secretary has been assigned the responsibilities of the Head of Work Supervision. In this capacity, they will oversee and coordinate various departments to ensure compliance with laws, regulations, relevant criteria, resolutions from Board of Directors meetings, and resolutions from shareholder meetings. Additionally, they will ensure adherence to policies governing good corporate governance and code of conduct (please refer to the details regarding the educational qualifications and work experience of the Company Secretary in Attachment 1 for information on the Board of Directors, Executives, Controlling Persons, and the Company Secretary).

Duties and Responsibilities of the Head of Internal Audit

- Audit Program Develop the annual Audit Program in alignment with the organization's policies and primary plans.
- Define the audit methodology as assigned and in accordance with auditing principles.
- Report the progress of audit work and report audit findings promptly, and prepare summaries of significant and urgent issues discovered.
- Conduct discussions and exchange opinions with the audit-receiving units and relevant departments regarding identified issues, in order to formulate improvement recommendations.
- Prepare summary reports of audit findings for presentation to the Audit Committee and senior management.

A close-up photograph of a person wearing a white lab coat and blue nitrile gloves. The person is holding a graduated cylinder vertically with their right hand, and their left hand is holding a beaker. The graduated cylinder has a red band with the number '2' and is being used to transfer liquid from the beaker. The background is a blurred laboratory setting with blue and white equipment.

Attachment 4

Assets Used in Business Operations

Assets Used in Business Operations

Please refer to the details of assets used in business operations in Section 1 Company Structure and Operations.”

Summary of Land Appraisal Report



1. Leasehold Rights for Parking Purposes

- The company engaged in the appraisal is UK Valuation and Agency Co., Ltd., an appraisal company approved by the Securities and Exchange Commission (SEC).
- The principal appraiser is Mr. Nathee Tangtidtham, who is the lead appraiser approved by the SEC.
- The summary of the property appraisal report is as follows:

Appraisal Date	13 Nov 23
Appraised Property	Leasehold rights for parking purposes with a land size of 15 rai 3 ngan 7 square meters according to Title Deed No. 72025, located on Sai Khao Kruad-Nong Chae Sao Road (Highway No. 3207), Nampu Sub-district, Mueang Ratchaburi District, Ratchaburi Province.
Landowner	Ms. Sunisa Mongkolaripong
Encumbrances - Mortgage	None
Purpose of the Appraisal	<ol style="list-style-type: none"> 1. For public interest purposes 2. To comply with accounting standards 3. To determine the appropriate market rental rate for the land over a 3-year period
Appraisal Method	Comparative approach with market data, utilizing information from 8 datasets for comparison.
Urban Planning and Expropriation	Green areas (rural and agricultural types) and properties not within expropriation zones
Legal Consultant's Opinion on Urban Planning Regulations	Due to the factory specified in the operating license falling under the category and type of: (1. Factory Type 3, engaged in the production of substances intended to affect the health, structure, or any function of the human or animal body, as declared by the Minister of Public Health (Order No. 46(3)). 2. Factory Type 1, 2, or 3, engaged in the business of manufacturing cosmetics or items for body adornment (Order No. 47(3)), and 3. Factory Type 3, engaged in the production of electricity from solar energy, excluding installations on rooftops, decks or parts of a building that can be inhabited or utilized, with a maximum combined installed capacity of solar panels not exceeding 1,000 kilowatts (Order No. 88(1)). Given these exemptions, BLC is eligible to utilize the land for factory operations without being subject to restrictions under land-use regulations governed by urban planning regulations.
Fair Market Rental Value	70,953.75 Baht/month

2. Factory Land

- The company conducted a land appraisal to reflect the land's value with the market value and to help increase the capital base to avoid violating the bank's requirements regarding the debt-to-equity ratio. This change in value occurred in 2024. The auditor disclosed this information in Note 3 of the financial statements for the year 2024 ended December 31, 2024, and the auditor gave an unqualified opinion on those financial statements.
- The appraisal company is The Valuation and Consultants Co., Ltd., an asset appraisal company approved by the SEC (Securities and Exchange Commission).
- The lead appraiser is Ms. Kanchana Chanakarn, a lead appraiser approved by the SEC.

Summary of the Asset Appraisal Report as follows:

Appraisal Date	17 October 2024
Appraised Property	Factory Land with an area of 145 rai 3 ngan 8.5 square wah, located at No. 48/1 Moo 5, Sai Khao Krud-Nong Chae Sao Road (Highway No. 3207), kilometer 9+200, Nampu Sub-district, Mueang Ratchaburi District, Ratchaburi Province. The land is registered under Title Deeds No. 71054, 71553, 71741, 71742, 72023 and 72026.
Landowner of the land where the factory is located	Bangkok Lab and Cosmetic Public Company Limited
Encumbrances	Details can be found in section 1.2.2, item 4, Assets Used in Business Operations.
Purpose of the Appraisal	For accounting consideration
Appraisal Method	Comparative approach with market data, utilizing information from 4 datasets for comparison.
Urban Planning and Expropriation	Green areas (rural and agricultural types) and properties not within expropriation zones
Appraised Market Value	450,000 Baht/rai or approximately 65,597,063 Baht.

A person wearing a white lab coat and blue nitrile gloves is working in a laboratory. They are holding a graduated cylinder with their right hand and pouring liquid into a beaker held by their left hand. The background is a blurred laboratory environment with blue and white equipment.

Attachment 5

Corporate Governance Policy and Code of conduct

Corporate Governance Policy and Code of conduct

Please scan the QR code to display the information.



A person wearing a white lab coat and blue nitrile gloves is working in a laboratory. They are holding a graduated cylinder with their right hand, positioned to transfer liquid from a beaker held in their left hand. The background is a blurred laboratory environment with blue and white equipment.

Attachment 6

Audit Committee Report

Audit Committee Report

The Audit Committee of Bangkok Lab & Cosmetics Public Company Limited ("the Company"), by appointment, has performed its duties independently and transparently, primarily to protect the interests of the Company, and has carried out its duties within the scope specified in the Audit Committee Charter. In this regard, the Audit Committee emphasizes the review of financial reports, internal control systems, and related-party transactions, which are crucial for the business operations and good corporate governance of the Company, and to ensure credibility and trust among shareholders and stakeholders of the Company.

The Company's Board of Directors has assigned the Audit Committee to evaluate and review the effectiveness of the internal control systems established by the management. The Audit Committee considered the results of the internal audit and the external auditor's opinions on the Company's internal control systems. Additionally, meetings were held with management, internal auditors, and external auditors to obtain information, discuss, exchange opinions, and determine appropriate measures. In 2024, the Audit Committee held a total of 4 meetings, with the following key points summarized:

1. Review of Financial Statements

The Audit Committee reviewed the quarterly and annual financial statements for 2024 of the company and its subsidiaries, which had been audited by a certified public accountant. The review included examining key figures and information in the financial statements, as well as significant issues and special items. Explanations and confirmations were received from the auditors and relevant management regarding the information used in preparing the financial statements, including reviewing the disclosure of notes to the financial statements. This was to ensure compliance with legal requirements, financial reporting standards, and generally accepted accounting standards, with accurate, sufficient, and timely disclosure of information in the financial statements. The Audit Committee approved the financial statements that had been audited and reviewed by the certified public accountant.

2. Review of Internal Control Systems

The Audit Committee reviewed the internal control systems to ensure that the company has adequate and appropriate internal control systems to effectively manage operations in accordance with goals, objectives, laws, and related regulations. It also ensures the protection of assets from damage due to fraud, and the disclosure of accurate and reliable information, including in the areas of warehouse management, sales promotion expense control, production control, product research and development, budget allocation and investment, and the overall assessment of the adequacy of the internal control system. This assessment was based on the audit results of an external internal control auditor, as well as monitoring the progress of the company's corrective actions reported directly to the Audit Committee. This ensured that management made

improvements according to the recommendations of the internal control auditors within the specified time frame. From this review, the Audit Committee concluded that the overall internal control system of the group of companies is appropriate and sufficient, and no significant deficiencies were found that would affect the financial statements and operations of the company.

3. Oversight of Internal Audit

The Audit Committee reviewed and examined the scope of operations, duties, responsibilities, and the performance of the annual work plan of the external internal control auditor. The Committee also supported the internal auditor to perform their duties independently and provided beneficial recommendations for internal audits. This was to ensure that the company has appropriate, robust, and efficient internal control and audit systems, without any material errors that could affect the financial statements and business operations of the company.

4. Consideration of Auditor Selection and Appointment and Auditor Remuneration

The Audit Committee considered the selection, proposed the appointment, and recommended the remuneration of the auditor for the year 2024 to be presented to the Board of Directors and the Annual General Meeting of Shareholders for approval. The consideration and evaluation were based on the auditor's independence, knowledge, ability, experience, quality of audit performance in the past fiscal year, and the appropriateness of the audit fees. In 2024, the Audit Committee had one meeting with the auditor without the presence of management. The Audit Committee concluded that the auditor from KPMG Phoomchai Audit Co., Ltd. meets the criteria to serve as the company's auditor.

5. Review of Good Corporate Governance

The Audit Committee reviewed and approved the company's relevant policies before submitting them to the Board of Directors. These policies include the Good Corporate Governance Policy, Related Party Transactions Policy, Internal Control and Internal Audit Policy, Anti-Corruption Policy, Whistleblowing or Complaint Policy, Conflict of Interest Prevention Policy, Inside Information Usage and Securities Trading Policy, Information Disclosure and Financial Statement Submission Policy, and Significant Accounting Policies. The Committee also reviewed the company's operations to ensure compliance with the requirements and laws related to the company's business operations. This was to ensure that operations are conducted correctly, efficiently, transparently, reasonably, auditable, and with responsibility to all stakeholders and related parties, creating sustainable value for the business. This builds confidence for shareholders. The Audit Committee believes that the company has overseen and reviewed the operations of various departments to ensure compliance with relevant laws, regulations, and rules.

6. The review and provision of opinions on related transactions or transactions that may have a conflict of interest.

The Audit Committee reviewed the related party transactions that occurred to ensure completeness, accuracy, reasonableness, and fairness, and to comply with relevant requirements and regulations. The Audit Committee concluded that the related party transactions that occurred were reasonable and did not involve the transfer of benefits from BLC or its shareholders. Instead, these transactions were conducted with the best interests of BLC and all shareholders as the primary consideration. All transactions will be conducted in compliance with the Securities and Exchange Act, regulations, announcements, orders, or requirements of the Capital Market Supervisory Board, the SEC Office, and the Stock Exchange.

7. Review of Risk Management Processes

The Audit Committee reviewed the company's risk management processes to ensure that the risk management approach aligns with the mission and business plans of the group of companies and covers all operational processes in accordance with the COSO ERM framework. This review was based on the quarterly risk management assessments and the summary of the 2024 annual risk management results from the Risk Management Committee. The Audit Committee concluded that the company's risk management system is adequately effective and complies with standards.

In summary, the Audit Committee has performed its duties as specified in the Audit Committee Charter, using its knowledge and abilities with caution and thoroughness, and with independence in performing its duties. The Committee has received excellent information and cooperation from the company's management. The Audit Committee believes that the company

- (1) Has accurate financial reports that comply with financial reporting standards and fully and adequately disclose material information.
- (2) Has an appropriate, robust, and efficient internal control and audit system, adequate and sufficient, without any significant errors that could affect the financial statements and business operations.
- (3) The related party transactions that occurred were sufficiently reasonable.
- (4) The Company has an adequately effective enterprise risk management system.
- (5) Has complied with relevant laws, regulations, and rules appropriately.

On behalf of the Audit Committee

(Assistant Professor Dr. Wanchai Sutananta)

Chairman of the Audit Committee

A person wearing a white lab coat and blue nitrile gloves is shown in a laboratory setting. They are holding a glass dropper with their right hand, which has a red band with the number '2' on it. The dropper is positioned over a clear glass beaker held by their left hand. The background is a blurred laboratory environment with blue and white equipment.

Attachment 7

Nominating and Remuneration Committee Report

Nominating and Remuneration Committee Report

The Nomination and Remuneration Committee of Bangkok Lab & Cosmetics Public Company Limited ("the Company") has been assigned by the Board of Directors to determine the criteria and processes for selecting qualified individuals for appointment as directors, sub-committee members, and the Chief Executive Officer of the Company. This includes selecting Company directors, sub-committee members, and the Chief Executive Officer according to the established selection process, as well as considering the structure and criteria for remuneration. In 2024, the Nomination and Remuneration Committee held a total of 1 meeting. Each director attended the meeting and performed duties on various important matters, which can be summarized as follows:

1. Recruitment and Selection of Individuals to Serve as Directors

The Nomination and Remuneration Committee recruits directors and sub-committee members by selecting qualified individuals with the knowledge, abilities, expertise, and experience that are beneficial to the company's business operations. They must also meet the relevant rules and laws and have experience in various fields that align with the company's strategies and business operations. They must also be able to fully dedicate their time to their duties as directors for the greatest benefit of the company. The company provided an opportunity for all shareholders to propose qualified individuals for consideration as directors from October 16, 2023, to January 16, 2024. Upon the deadline, no shareholders had proposed individuals for consideration as directors. Based on the aforementioned criteria, the Nomination and Remuneration Committee deemed it appropriate to reappoint the retiring directors for another term.

2. Setting and Reviewing Succession Plans for Senior Management

The Nomination and Remuneration Committee reviewed the succession plan, identifying key positions, setting qualifications and competencies, analyzing and evaluating potential successors, and creating individual development plans (IDPs) for successors. This prepares the company for the appropriate recruitment and selection of individuals to fill key positions in alignment with the company's direction.

3. Setting and Reviewing the Criteria and Methods for Determining Remuneration for Directors and Senior Management

The Nomination and Remuneration Committee reviewed the criteria and methods for determining remuneration for directors and senior management. The committee considered directors' remuneration based on their knowledge, abilities, suitability for their duties and responsibilities, as well as business growth, company performance, and profit growth. They also compared director remuneration with that of leading companies in the same industry. Senior management (C-Level) remuneration was considered based on their duties and responsibilities, the company's business performance, implementation of policies received from the Board of Directors, management

under economic/social conditions, business development capabilities, and improvements in operational efficiency each year.

4. The Setting of Remuneration for the Board of Directors, Sub-Committees, and Senior Management

The Nomination and Remuneration Committee proposed the determination of remuneration for directors, sub-committee members, and senior management, commensurate with their duties, responsibilities, and the results of their performance evaluations in the past year. This also ensures that the remuneration is comparable to that of companies in the same or similar-sized industry groups. This is to protect the interests of shareholders, incentivize, and retain competent directors to work for the company. In 2024, the company participated in the Director Remuneration Survey Project of the Thai Institute of Directors Association (Thai IOD). The survey results will be used as information to propose appropriate director remuneration to the Annual General Meeting of Shareholders in the following year.

5. Self-Assessment of the Board of Directors, Sub-Committees, and Performance Evaluation of the Chief Executive Officer

The Nomination and Remuneration Committee proposed the determination of remuneration for directors, sub-committee members, and senior management, commensurate with their duties, responsibilities, and the results of their performance evaluations in the past year. This also ensures that the remuneration is comparable to that of companies in the same or similar-sized industry groups. This is to protect the interests of shareholders, incentivize, and retain competent directors to work for the company. In 2024, the company participated in the Director Remuneration Survey Project of the Thai Institute of Directors Association (Thai IOD). The survey results will be used as information to propose appropriate director remuneration to the Annual General Meeting of Shareholders in the following year.

6. The Report of Results

The Nomination and Remuneration Committee proposed and provided opinions on the results of the nomination of directors to replace those retiring by rotation, as well as the determination of remuneration for directors and sub-committee members, in accordance with the established process. This was submitted to the Board of Directors before being proposed to the Annual General Meeting of Shareholders for approval. The details of the nomination and remuneration of the Board of Directors, sub-committee members, and senior management are disclosed in Form 56-1 One Report.

In summary, the Nomination and Remuneration Committee has performed its duties in nominating and determining remuneration for directors and sub-committee members as specified in the Nomination and Remuneration Committee Charter with responsibility, integrity, and independence, in accordance with the principles of good corporate governance. This ensures that the process of nominating and determining remuneration for directors and senior management is transparent, auditable, and compliant with relevant laws and regulations, thereby building confidence among shareholders, investors, and all stakeholders, and promoting the company's efficient and sustainable development.

On behalf of the Nomination and Remuneration Committee

(Assistant Professor Dr. Wanchai Sutananta)

Chairman of the Nomination and Remuneration Committee



Attachment 8

Risk Management Committee Report

Risk Management Committee Report

The Risk Management Committee of Bangkok Lab & Cosmetics Public Company Limited ("the Company") has been assigned by the Board of Directors to establish risk management policies, oversee the development of a risk management system or process that covers the entire organization and group of companies, and supervise the implementation of clear work systems or risk management processes to appropriately mitigate impacts on the Company's business. This includes defining the composition, scope, duties, and responsibilities of the committee. In 2024, the Risk Management Committee held a total of 4 meetings to consider, provide opinions, recommendations, and acknowledge various agendas, which can be summarized as follows:

1. Setting and Reviewing Risk Management Policies

The Risk Management Committee reviewed the enterprise risk management policy to ensure that it can be used as an effective guideline and principle for operations and remains adequate and appropriate for the group of companies' operations. In addition to the commitment to creating added value for the group of companies and its stakeholders, the policy also emphasizes managing the group of companies for sustainable growth in three dimensions: environmental, social, and governance, along with stable business expansion.

2. Supervision and Commentary on the Enterprise Risk Management Framework

The Risk Management Committee supervised and reviewed the Enterprise Risk Management Manual, which is used as a framework for risk management, risk management practices, and risk appetite. This included setting evaluation criteria to cover all risks that may have an impact on the company, ensuring that risk management is appropriate, efficient, and in line with international standards.

3. Consideration and Commentary on Risk Management Guidelines and Measures

The Risk Management Committee considered, reviewed, and provided comments on the annual enterprise risk assessment before seeking approval from the Audit Committee and presenting it to the Board of Directors. This included ensuring that the risk items align with the company's strategies, organizational goals, and business direction, including environmental issues. This process involved defining the context, identifying, analyzing, and evaluating risks to establish risk management measures. Additionally, the committee monitored and reviewed the results of risk management to ensure they were within acceptable levels and achieved the set targets. The Risk Management Committee appointed a Risk Management Working Group, composed of members from various departments within the company, to ensure that all work processes were comprehensively assessed for risks.

4. Monitoring and Supervising the Implementation of Risk Management Processes

Risk Management has monitored the operations with the Risk Management Working Group quarterly, including: 1) Strategic risks, such as the development of new products for market entry, the use of the new production building not meeting the set plans, etc. 2) Operational risks, such as high inventory of finished goods, cybersecurity threats, etc. 3) Reporting and financial risks, such as high

financial costs, etc. and 4) Risks related to compliance with legal regulations, such as potential complaints about product safety. This also includes a process to monitor and assess new risks that may arise during the current year and in the future.

5. Promoting and Supporting Risk Management

The Risk Management Committee plays a role in supporting the foundation for the company's systematic risk management by operating in accordance with international standards. The committee provides guidance to the Board of Directors, management, and the Risk Management Working Group, and enhances skills and knowledge through participation in training from external organizations for application in operations. Additionally, the committee encourages the organization to use risk management as a tool to achieve objectives and goals in line with the organization's vision and mission. It oversees and supports the success of enterprise risk management, recommends preventive measures, and methods to reduce risk to acceptable levels to increase stakeholder value. All executives and employees are responsible for risk management, adhering to the roles, duties, responsibilities, and risk management processes defined in the Group's Risk Management Manual.

6. Review and Reporting of Results

The Risk Management Committee reports the results of its operations to the Audit Committee and the Company's Board of Directors on a quarterly basis. It also reviews risk management information and risk factors in the Annual Information Disclosure Form (Form 56-1) to assure shareholders that the Company systematically analyzes key risk issues related to business objectives and has risk management measures in place.

However, the Company also faces uncertainties from other environmental factors, such as domestic and international politics, trade wars, government policies, and consumer behavior that emphasizes environmental conservation trends and the pursuit of greenhouse gas emission reduction targets, as well as distribution channels that change with context and technology. These factors will directly and indirectly affect product demand, product prices, and the difference between product prices and raw material prices for the Company, as well as the implementation of strategies for future business sustainability. The Risk Management Committee will closely monitor these situations and provide appropriate and sufficient comments and recommendations for managing these risks.

In summary, the Risk Management Committee has performed its duties in managing the organization's key risks as specified in the Risk Management Committee Charter, using its knowledge and abilities with caution and thoroughness in performing its duties. It has acted independently and in accordance with good corporate governance for the benefit of the Company and all stakeholders, while receiving excellent information and cooperation from the Company's management. It has been observed that the Company has sufficient and effective risk management, conducted in accordance with international standards.

On behalf of the Risk Management Committee

(Dr. Thanadol Ruksapol)

Chairman of the Risk Management Committee



BLC
Bangkok Lab & Cosmetic

Trusted solutions For
Lifelong Well-Being

Bangkok Lab and Cosmetic Public Company Limited

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