



ESG Performance Report for Listed Companies in 2025

Bangkok Genomics Innovation Public Company Limited

Fiscal Year End 31 December 2025

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ESG Performance

Company Name : Bangkok Genomics Innovation Public Company Limited Symbol : BKGI

Market : SET Industry Group : Services Sector : Health Care Services

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	: Yes
Environmental guidelines	: Electricity management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

Bangkok Genomics Innovation Public Company Limited (the Company) is committed to conducting its business with environmental responsibility throughout its value chain. The Company places importance on efficient resource utilization, minimizing environmental impacts, and supporting sustainable development in order to achieve a balance between business growth and environmental conservation.

The Company has established environmental (Environment) practices as follows:

Environmental Protection

- 1.The Company places importance on environmental protection by ensuring strict compliance with applicable environmental laws and regulations, with the objective of preserving and avoiding damage to the environment.
- 2.The Company promotes efficient use of resources and reduction of unnecessary consumption, and is committed to minimizing negative environmental impacts in areas such as energy, water, waste, pollution, and greenhouse gas management.
- 3.The Company adopts sustainable natural resource and environmental management practices throughout its operations, utilizing appropriate technologies to prevent potential impacts on the environment and ecosystems.
- 4.The Company manages environmental quality and biodiversity in accordance with applicable laws and regulations, and continuously invests in, develops, and improves environmental management systems while seeking new measures to enhance environmental performance.
- 5.The Company continuously explores and implements approaches to reduce resource and energy consumption, as well as emissions, waste, and greenhouse gases, in order to minimize impacts on the environment, communities, and society. Examples include reducing paper usage and electricity consumption, such as turning off lights and air-conditioning during lunch breaks.
- 6.The Company exercises caution in activities that may contribute to greenhouse gas emissions and seeks measures to reduce emissions and address climate change, ensuring sustainable business growth.

Greenhouse Gas Management

The Company recognizes the increasing severity of global warming and climate change and is committed to supporting and promoting activities to mitigate these issues. The Company emphasizes employee awareness of climate change impacts and promotes a low-carbon organizational culture.

The Company also adopts low-carbon labeled electrical equipment and encourages energy conservation as part of reducing greenhouse gas emissions. In addition, the Company supports greenhouse gas management practices that benefit the organization, society, and the environment, contributing to the transition toward a low-carbon society in alignment with Thailand's policies and the United Nations Framework Convention on Climate Change (UNFCCC).

Currently, the Company has not quantified greenhouse gas emissions, as its operations do not generate significant emissions. However, the Board of Directors has assigned the Chief Executive Officer to consider conducting carbon footprint assessments should there be material changes in business operations that may result in significant emissions.

Environmental Performance

Energy Consumption

The Company emphasizes efficient and responsible electricity usage. Employees are encouraged to recognize the value of energy and use it efficiently. Energy-saving measures include setting schedules for turning lights on/off, shutting down computers during lunch breaks, and using energy-efficient air conditioning systems and lighting to enhance operational efficiency and sustainability.

Water Management

The Company promotes water conservation awareness among employees to prevent excessive water use. In addition, the Company has implemented wastewater management systems. Wastewater potentially contaminated with chemicals from laboratory processes is collected in sealed containers and disposed of by licensed external service providers.

Waste, Hazardous Waste, and Pollution Management

The Bangkok Genomics medical laboratory implements systematic waste management practices, ensuring that waste is not accumulated and is properly segregated into four categories:

- General waste (black bags), such as paper and plastic bottles
- Infectious waste (red bags), including specimens, potentially contaminated materials, gloves, and personal protective equipment (PPE), with strict prohibition on disposal in sinks
- Sharps waste, such as broken glass and blades
- Infectious sharps waste (red containers), such as filter tips and syringes, which are double-contained before disposal

Infectious waste is separated from other waste types and stored in designated areas in sealed containers labeled as biohazard. Such waste is handled and disposed of by licensed external service providers in accordance with the Ministry of Public Health regulations on infectious waste disposal (B.E. 2545).

For laboratory waste related to decontamination procedures such as autoclaving are conducted prior to disposal to minimize environmental impacts.

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 over the past year : Yes

Changes in environmental policies, guidelines, and/or goals : Electricity management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

1. Environmental Management

The Company places importance on environmental stewardship by aiming to minimize the impact of its operations on natural resources and ecosystems. This is aligned with the Sustainable Development Goals (SDGs) of the United Nations to create shared value across economic, social, and environmental dimensions. In line with its commitment to responsible business practices, the Company has established environmental management goals and guidelines covering four key areas: (1) energy management, (2) water management, (3) waste and pollution management, and (4) greenhouse gas management. Environmental management is incorporated as a key focus under the Company's Environmental, Social, and Governance (ESG) policy to support sustainable growth and reduce environmental impact in a tangible manner.

Short-term and Long-term Targets

1. Energy and Water Management

The Company assigns its Human Resources Department to promote awareness among employees regarding efficient resource utilization. The Company has set targets to reduce energy and water consumption by 5% by 2024 and 10% by 2026, compared to the defined baseline year.

2. Waste, Effluent, and Pollution Management

The Company has a policy to prevent the discharge of waste or pollutants that may adversely affect communities and the environment. The Company has engaged Recycle Engineering Co., Ltd., a certified Green Industry Level 3 operator in systematic environmental management, to treat and dispose of wastewater generated from laboratory service processes, which may contain chemical contaminants from equipment cleaning and product handling procedures.

For infectious waste management, the Company has appointed Krungthep Thanakom Co., Ltd. to manage infectious waste disposal in compliance with sanitary standards and relevant regulations. Infectious waste from laboratories or medical facilities (with no overnight patients) is securely sealed and disposed of in designated infectious waste containers to prevent leakage and minimize environmental and social risks.

3. Greenhouse Gas Management

The Company places importance on systematic greenhouse gas management. In 2024, the Company conducted training and capacity building on greenhouse gas inventory preparation and carried out an assessment of its Carbon Footprint for Organization (CFO). This serves as baseline data for setting long-term targets and measures to reduce greenhouse gas emissions.

The Company has also been awarded the Carbon Footprint for Organization (CFO) certification for the second consecutive year by the Thailand Greenhouse Gas Management Organization (Public Organization) (TGO), which has developed carbon labeling certification systems since 2009. This initiative encourages all sectors to assess and disclose greenhouse gas emissions from products, services, organizations, events, and activities, contributing to carbon offsetting and the achievement of net-zero emissions goals.

2. Greenhouse Gas Management

The Company is committed to continuously implementing measures to reduce greenhouse gas emissions across multiple dimensions. These include improving energy efficiency, promoting behavioral changes in resource consumption within the organization, encouraging the adoption of environmentally friendly technologies, and developing a concrete system for monitoring greenhouse gas emissions. These efforts aim to drive the Company toward sustainable growth while upholding its Environmental, Social, and Governance (ESG) responsibilities. The Company conducts a review of its environmental targets and performance at least once annually, while strictly complying with all applicable environmental laws, regulations, and requirements.

In addition, the Company promotes efficient resource utilization, reduces unnecessary consumption, and strives to minimize negative environmental impacts across all aspects, including energy, water, waste, pollution, and greenhouse gas emissions throughout its value chain. Appropriate technologies are applied to prevent and control environmental and ecological impacts. The Company also manages environmental quality and biodiversity in accordance with relevant legal requirements, while continuously investing in, developing, and improving its environmental management systems. Furthermore, the Company actively seeks new approaches and measures to enhance the effectiveness of environmental control and management.

The Company focuses on reducing resource and energy consumption, minimizing emissions, waste, and greenhouse gases, and preventing and mitigating impacts on the environment, communities, and society. Examples of such initiatives include reducing paper usage, encouraging employees to switch off lights and air conditioning during lunch breaks, and promoting responsible resource consumption behaviors across the organization.

Information on compliance with environmental management principles and standards

Compliance with greenhouse gas or climate change management principles and standards

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

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Information on incidents related to legal violations or negative environmental impacts

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

	2023	2024	2025
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	:	Company
Total number of disclosure boundaries	:	-
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

The Company recognizes the importance of efficient electricity consumption alongside minimizing environmental impacts. Therefore, it has established energy management practices focusing on the use of high-efficiency equipment and promoting appropriate energy usage behavior within the organization.

1. Enhancement of Energy Efficiency of Electrical Equipment

The Company utilizes energy-efficient air conditioning systems with Energy Efficiency Label No. 5, representing 82.00% of total air conditioners. In addition, 65.00% of the air conditioners use R32 refrigerant, which offers high efficiency, does not deplete the ozone layer, and has a lower Global Warming Potential (GWP) compared to refrigerants such as R410A and R22. The Company has set a target to gradually replace all remaining air conditioners with R32 systems within three years (2027) to enhance energy efficiency and reduce climate impact.

2. Energy Conservation Campaign and Internal Energy Control Measures

The Company has implemented measures to control electricity consumption appropriately, including setting schedules for operating air conditioning and lighting systems during lunch breaks, and maintaining appropriate temperature settings. The Company also promotes energy-saving behavior among employees, with the Human Resources Department responsible for continuously raising awareness and encouraging responsible energy use.

3. Energy Reduction Targets

The Company has set a target to reduce electricity consumption by 5.00% by 2025 and 10.00% by 2027, compared to the baseline year of 2023. These targets support operational efficiency and align with the Company's sustainability development approach.

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 : Yes
fuel management

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2023 : purchased electricity for consumption 355,474.00 Kilowatt-Hours	2026 : Reduced by 10% or 35,547.40 Kilowatt-Hours
Reduction of fuel consumption	2023 : fuel consumption 9,334.47 Litres	2026 : Reduced by 5% or 466.72 Litres

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Energy Management Performance and Results

Through the continuous implementation of energy management measures, the Company has been able to effectively control and reduce energy consumption. These efforts focus on improving equipment efficiency, managing energy usage, and promoting awareness of responsible resource consumption within the organization. In 2025, the Companys electricity consumption showed a declining trend compared to the 2023 baseline, in line with implemented measures such as the adoption of energy-efficient equipment, optimization of air conditioning systems, control of operating hours for electrical systems, and ongoing employee awareness campaigns. As a result, the Company has been able to manage its energy consumption in accordance with its short-term targets.

In addition, the Company has begun implementing its plan to gradually replace air conditioning systems with R32 refrigerant, which offers higher efficiency and a lower Global Warming Potential (GWP). This initiative has contributed to continuous improvement in the Companys overall energy efficiency. Regarding fuel consumption, the Company has implemented measures to control and reduce usage through efficient route planning, promotion of online meetings to minimize unnecessary travel, and proper management of company vehicles, resulting in a decreasing trend in fuel consumption in line with the established targets.

Overall, the Companys performance is aligned with its energy management plan and targets. The Company remains committed to continuously enhancing its measures to achieve its goals of reducing electricity consumption by 10% and fuel consumption by 5% by 2026.

Information on electricity management

Companys electricity consumption ^(*)

	2023	2024	2025

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	355,474.00	327,645.79	371,344.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	355,474.00	327,645.79	371,344.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	0.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	3,627.29	3,181.03	3,406.83

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

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	0.00000000	0.00000000	0.00000000

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	2,052,644.03	1,714,457.02	1,910,118.67
Percentage of total electricity expense to total expenses (%) ^(**)	0.96	0.58	0.57
Percentage of total electricity expense to total revenues (%) ^(**)	0.83	0.50	0.49
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	20,945.35	16,645.21	17,524.02

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

	2023	2024	2025
Gasoline (Litres)	9,334.47	9,687.32	18,109.82

Additional explanation : Not include external fuel consumption

Company's fuel expense^(*)

	2023	2024	2025
Total fuel expense (Baht)	N/A	1,573,187.40	2,058,873.41
Percentage of total fuel expense to total expenses (%) ^(**)	N/A	0.54	0.61
Percentage of total fuel expense to total revenues (%) ^(**)	N/A	0.45	0.53

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

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	0.00	0.00	0.00

Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00000000	0.00000000	0.00000000

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

Water management

Disclosure boundary in water management over the past years

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

Information on water management plan

Water management plan

The Company's water management plan : Yes

The Company places importance on responsible and efficient water resource management by promoting awareness among employees and management at all levels regarding the value of water and the potential impacts of water scarcity. These efforts aim to encourage efficient water usage and minimize environmental impacts. Since 2022, the Company has established clear internal water management practices as follows:

1.Promotion of Responsible Water Use

The Company encourages employees and management to turn off taps immediately when not in use and to use water only as necessary. Awareness of water conservation is continuously promoted through internal communication and organizational activities.

2.Water Reduction Targets

The Company has assigned the Human Resources Department to lead awareness campaigns and monitor performance. Targets have been set to reduce water consumption by 5.00% by 2025 and 10.00% by 2026, compared to the established baseline year, in order to support efficient long-term resource utilization.

3.Wastewater Management and Water Pollution Prevention

To prevent impacts on external water sources and the environment, the Company has engaged Recycle Engineering Co., Ltd., a certified Green Industry Level 3 operator in systematic environmental management, to treat and dispose of wastewater generated from laboratory service processes. Such wastewater may contain chemical contaminants from equipment cleaning and product handling processes. All operations are conducted in strict compliance with relevant environmental laws and standards.

The Company regularly monitors and reviews its water management performance on an annual basis to assess progress against targets and improve measures in alignment with business operations. This supports sustainable growth and helps minimize long-term environmental impacts.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2023 : Water withdrawal 1,510.00 Cubic meters	2025 : Reduced by 5% or 75.50 Cubic meters
Reduction of water consumption	2023 : Water consumption 1,510.00 Cubic meters	2026 : Reduced by 10% or 151.00 Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

The Company promotes awareness of the value of water resources among employees and management at all levels, focusing on both education and the establishment of clear guidelines for efficient water usage.

In 2025, the Company implemented key measures as follows:

1. Water Conservation Campaign

The Company encourages employees to turn off taps immediately when not in use and to use water only as necessary. Continuous communication and campaigns on water conservation are carried out within the organization.

2. Short-term and Long-term Water Reduction Targets

The Company has set targets to reduce water consumption by 5.00% by 2025 and 10.00% by 2026, compared to the established baseline year.

3. Wastewater Management and Water Pollution Prevention

To prevent impacts on external water sources, the Company has engaged Recycle Engineering Co., Ltd., a certified Green Industry Level 3 operator in systematic environmental management, to treat and dispose of wastewater generated from laboratory operations that may contain chemical contaminants. All processes are conducted in strict compliance with applicable laws and standards.

As a result of these measures, the Company has been able to effectively control and manage water consumption, with no incidents of wastewater discharge causing impacts on communities or the environment.

Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	1,510.00	1,382.00	1,317.00

	2023	2024	2025
Water withdrawal by third-party water (cubic meters)	1,510.00	1,382.00	1,317.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	15.41	13.42	12.08
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.01	0.00	0.00

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

Water discharge by destinations

	2023	2024	2025
Total wastewater discharge (cubic meters)	N/A	N/A	0.00

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	1,510.00	1,382.00	1,317.00

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00610485	0.00399577	0.00340549

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

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	25,852.08	25,306.14	19,025.63
Total water withdrawal expense from third-party water (Baht)	25,852.08	25,306.14	19,025.63
Total water withdrawal expense from other sources (Baht)	0.00	0.00	N/A
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.01	0.01	0.01
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.01	0.01	0.00
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	263.80	245.69	174.55

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

Waste management

Disclosure boundary in waste management over the past years

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

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The company has implemented a systematic waste and hazardous material management plan for its medical laboratory operations. This includes proper waste segregation at the source, safe storage, and disposal in compliance with sanitation standards and relevant laws to minimize risks to personnel, the community, and the environment.

1. Regular Waste Management

Waste is collected and disposed of regularly to prevent accumulation. Designated disposal points are clearly defined, and waste is properly sorted.

2. Waste Segregation

Waste is classified into four categories:

- General Waste (black bags): Non-contaminated items such as paper, packaging, and plastics.
- Infectious Waste (red bags): Contaminated materials (e.g., PPE, test materials); disposal in sinks is prohibited.
- Sharps (non-infectious): Items like broken glass and blades, stored in puncture-resistant containers.
- Infectious Sharps (red containers): Contaminated sharps (e.g., needles, filter tips); must be disposed of in puncture-proof containers, with no needle recapping and double containment for filter tips.

3. Disposal of Hazardous Waste

Infectious and hazardous waste is handled by licensed contractors for proper disposal in accordance with environmental regulations.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : No

Details of setting goals for waste management

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

The company, through the Bangkok Genomics Medical Technology Laboratory, implements a systematic waste and hazardous material management system. This covers waste segregation, storage, contamination control, and disposal in compliance with relevant regulations to minimize environmental impact and ensure personnel safety.

1. Performance in Waste Segregation and Control

The company strictly enforces waste segregation at the source by classifying waste into four categories: general waste, infectious waste, sharps, and infectious sharps. Clear disposal procedures are in place to ensure proper segregation. As a result, there is no accumulation of waste within the laboratory, no incidents of improper disposal that pose serious risks, and reduced risk of sharps-related injuries to personnel.

2. Control and Disposal of Infectious Waste

Infectious waste is clearly separated from other waste types and stored in designated holding areas. It is contained in red bags and sealed containers without leakage, and labeled with biohazard symbols. The company transfers infectious waste to legally authorized external contractors, who handle collection and disposal in strict compliance with the Ministerial Regulation on Infectious Waste Disposal B.E. 2545 (2002).

3. Reduction of Environmental Impact from Biohazardous Waste

For used equipment or infectious waste generated from pathogen testing and analysis, the Company implements decontamination procedures through sterilization (autoclaving) under appropriate time and temperature conditions prior to disposal in accordance with established systems. This process helps minimize risks to the environment and public health.

4. Performance and Regulatory Compliance

From the above operations, the Company has fully complied with all applicable requirements regarding infectious waste management. Throughout the reporting year, there were no incidents of leakage or improper waste handling in violation of relevant laws. The Company has effectively controlled environmental and safety risks associated with infectious waste.

Information on waste management

Waste Generation^(*)

	2023	2024	2025
Total waste generated (Kilograms)	3,751.00	3,167.00	8,520.80
Total hazardous waste (kilograms)	3,751.00	3,167.00	8,520.80
Hazardous waste Others (kilograms)	3,751.00	3,167.00	8,520.80
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.02	0.01	0.02

	2023	2024	2025
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.02	0.01	0.02

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	-
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

Management to Mitigate Greenhouse Gas Emissions

The company operates its business under the principle of environmental responsibility, recognizing the importance of greenhouse gas (GHG) management, which is a key factor affecting climate change. Accordingly, the company has established systematic guidelines for managing and reducing greenhouse gas emissions to support both Thailand's policies and international commitments under the framework of the United Nations Framework Convention on Climate Change (UNFCCC).

1. Assessment of Greenhouse Gas Emission Sources

Based on the assessment of business operations, the company does not have industrial-scale fuel-consuming processes and does not generate significant direct greenhouse gas emissions. The main sources of emissions within the organization include, Electricity consumption within office buildings (Scope 2) and Fuel usage from staff vehicles (Scope 1)

2. Measures for Managing and Reducing Greenhouse Gas Emissions

The company has implemented key measures as follows:

- Regular maintenance of air conditioning systems and electrical equipment according to the energy conservation plan
- Promotion of the use of low-carbon-labeled electrical appliances
- Campaigns and awareness-raising among employees regarding energy conservation
- Fostering a corporate culture aligned with a low-carbon society (Low-Carbon Organization)
- These measures aim to increase energy efficiency, reduce resource consumption, and continuously control greenhouse gas emissions.

3. Verification and Certification of Organizational Carbon Footprint

The company conducted verification of organizational-level greenhouse gas emissions and removals in 2025 (using 2024 as the baseline year). This verification was carried out by the Office of Quality System Certification (SOR), Thailand Institute of Scientific and Technological Research (TISTR), an independent body with expertise in auditing and standard certification.

The verification ensures the accuracy, transparency, and credibility of greenhouse gas emission data and serves as a fundamental basis for developing future GHG reduction plans. The company has received organizational carbon footprint labels and certificates, reflecting its commitment and achievement in effectively managing greenhouse gas emissions.

4. Future Goals and Direction

The company aims to focus on controlling greenhouse gas emissions and will set targets aligned with business growth while reasonably controlling emission volumes. This approach ensures consistency with international guidelines and supports the transition to a sustainable low-carbon organization.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : No
goals

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas : Yes
management

The management of greenhouse gases reflects the Company's commitment to mitigating the impacts of global warming and promoting sustainable business operations. The Company has been awarded the Carbon Footprint for Organization (CFO) label and certificate, which reflects its achievement in managing greenhouse gas (GHG) emissions within the organization.

In 2025, the Company conducted the verification of greenhouse gas emissions and removals at the organizational level (based on 2024 data) by the Thailand Institute of Scientific and Technological Research (TISTR), specifically through its Office of Quality System Certification (QSC), a recognized body with expertise in verification and certification services, including carbon footprint verification.

Such verification is essential for ensuring the accuracy of data and the effectiveness of greenhouse gas management within the organization. It also enables the Company to establish effective plans for reducing GHG emissions. The receipt of the Carbon Footprint for Organization label and certificate demonstrates the Company's responsibility and strong commitment to minimizing environmental impacts and advancing sustainable organizational development.

For 2026, the Company is in the process of continuously verifying its greenhouse gas emissions and removals at the organizational level (based on 2025 data) to maintain reporting standards and further enhance the efficiency of its environmental management. The continued receipt of such labels and certifications reflects the Company's responsibility and commitment to reducing environmental impacts and supporting long-term sustainable development.

Diagram of performance and outcomes in greenhouse gas management



Carbon Footprint for Organization (CFO) Certificate

Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	222.00	302.00	342.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	44.00	45.00	63.00

	2023	2024	2025
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	178.00	164.00	186.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	93.00	93.00

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.000898	0.000873	0.000884
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	2.27	2.93	3.14

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 : Yes
emissions

List of greenhouse gas verifier entity : Thailand Institute of Scientific and Technological Research
(TISTR)

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2023	2024	2025
Total reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

	2023	2024	2025
Climate Care Platform reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Whale Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2023	2024	2025
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

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ESG Performance

Company Name : Bangkok Genomics Innovation Public Company Limited Symbol : BKGI

Market : SET Industry Group : Services Sector : Health Care Services

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, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Non-discrimination, Supplier rights

Social Policy and Practices

Bangkok Genomics Innovation Public Company Limited conducts its business with a focus on sustainable growth and creating shared value for all stakeholders. The company prioritizes improving quality of life, economic well-being, and social development in surrounding communities, based on participation, transparency, equality, and social responsibility. In 2025, the company maintained its commitment to good corporate governance, business ethics, human rights, and fair stakeholder treatment. Social policies are aligned with the company's strategy, business operations, and the science, technology, and medical industry, focusing on creating shared value across economic, social, and environmental dimensions. Key practices include:

- Promoting research and knowledge development in science, technology, and medicine in collaboration with researchers, institutions, and relevant organizations to benefit the public, support innovation, and strengthen national competitiveness.
- Developing employee capabilities through training, learning, and skill-building, while ensuring a safe and supportive work environment
- Meeting customer needs by delivering reliable, high-quality, standardized products and services in a fair, transparent manner.
- Engaging communities and stakeholders through open communication, consultation, respect for diversity, and support for initiatives that enhance well-being and resilience.
- Collaborating with partners including government, professional associations, business partners, and civil society to share knowledge, apply sustainability standards, and generate tangible positive social impact.

Human Rights Policy and Practices

The company places great importance on respecting, protecting, and promoting the human rights of all stakeholders across the business value chain. This commitment is guided by principles of equality, non-discrimination, and equal opportunity, in line with the United Nations Sustainable Development Goals (SDGs) and international human rights standards.

The company has established a human rights policy and practices to serve as a framework for the Board of Directors, management, and all employees to adhere to strictly, respecting the dignity, cultural differences, traditions, values, and diversity of all stakeholders, including employees, customers, business partners, communities, and society at large. Additionally, the company has developed a Business Code of Conduct Handbook, aligned with its corporate governance policy. The handbook covers business ethics, human rights and labor, safety, occupational health, environment, personal data protection, and business continuity, providing guidance for responsible and sustainable operations.

1. Respect for Human Rights

The company recognizes employees as valuable resources and key factors in organizational success, emphasizing human resource development and fair treatment to support sustainable growth.

1.1 The company complies with laws, regulations, and basic human rights principles under international standards, adhering to equality, freedom, and non-discrimination regardless of race, gender, age, skin color, religion, disability, social or economic status, ancestry, education, or other factors unrelated to work performance, while respecting individual dignity.

1.2 The company treats employees, workers, business partners, and stakeholders fairly, providing equal opportunities and assigning work based on knowledge, skills, and suitability without discrimination.

1.3 The company respects and honors employees, workers, and partners, fostering a workplace environment that values human dignity and mutual respect.

2. Fair Labor Practices

2.1 The company manages compensation and benefits fairly and appropriately, ensuring motivation and compliance with relevant laws. The system and standards are applied consistently across the organization and are reviewed and adjusted to reflect responsibilities, business operations, and industry competitiveness.

2.2 The company emphasizes continuous employee development at all levels through training, seminars, knowledge sharing, and study visits to enhance knowledge, professional skills, and managerial capabilities.

2.3 The company promotes career advancement based on non-discrimination and compliance with applicable laws, providing equal opportunities to all employees regardless of gender, race, religion, age, place of origin, disability, socioeconomic status, or educational background.

2.4 The company prioritizes employee life, health, safety, and quality of work-life by managing occupational safety, health, and work environment appropriately. It protects employees, workers, and company assets without violating others rights, while ensuring personal data protection, confidentiality, proper disclosure, and lawful use of information.

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, : Yes
guidelines, and/or goals over the past year

Changes in social and human rights policies, : Employee Rights, Consumer/customer rights, Community
guidelines, and/or goals and environmental rights, Safety and occupational health
at work, Non-discrimination, Supplier rights

The company places great importance on responsible labor management, strictly complying with Thai labor laws and related regulations. It also adopts the Thai Labor Standards and Thai Business Social Responsibility Guidelines (TBS 8001-2533) as a framework for its human resources policies and practices. These are designed to promote fair employment, respect labor rights, and uphold the dignity of employees at all levels.

The company ensures non-discriminatory treatment, supports equality and fair work opportunities, and provides appropriate compensation and benefits in accordance with labor laws, job nature, and responsibilities. Occupational health and safety are prioritized to maintain a safe and suitable working environment.

Furthermore, the company promotes continuous employee development through training and skill-building aligned with its medical and genomics business operations. Employees are encouraged to provide feedback appropriately, and fair, transparent, and verifiable labor grievance mechanisms are in place. The company is committed to conducting business responsibly with respect to labor, adhering to legality, fairness, and labor rights. These efforts support sustainable organizational growth and foster confidence among shareholders, investors, and all stakeholders.

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 other social management

Plans, performance, and outcomes related to other social management

Fair Compensation

The company strictly adheres to human rights principles and Thai labor laws to create a fair, safe, and supportive working environment. This includes fair employment, appropriate compensation, continuous employee training and development, and comprehensive benefits such as social security, provident fund, funeral assistance for employees family members, annual health check-ups, and group health/accident insurance.

The company manages human resources based on fairness, equality, and non-discrimination in employment, compensation, promotions, and skill development opportunities, regardless of gender, age, educational background, race, or religion. The company also supports employment for disadvantaged groups, including persons with disabilities, ensuring equal access to career opportunities and personal development.

The company ensures effective human resource management, including workforce planning to meet operational needs and strengthen organizational competitiveness. It also promotes a corporate culture of collaboration, responsibility, and employee engagement, fostering a work environment conducive to the long-term growth of both employees and the organization.

Employee Training and Engagement

Recognizing the importance of human capital in driving sustainable growth, the company continuously supports employee learning and skill development through role-specific training programs. These include:

- Specialized training for positions such as product specialists, scientists, medical technicians, bioinformatics specialists, and R&D staff to ensure up-to-date knowledge and professional competence.
- General skills development such as communication, management, and teamwork to improve collaboration and efficiency.
- Technology and innovation training to enhance adaptability to new technologies and industry changes.

In addition to training, the company promotes employee engagement and relationships through activities that strengthen unity and commitment, including:

- Physical exercise and sports to promote health and positive relationships.
- Recreational activities and social events to foster a friendly and enjoyable work environment.
- Volunteer and social contribution programs to cultivate social responsibility and organizational pride.

- The company strives to create a work environment where employees can grow alongside the organization, enjoy job security, and have opportunities for career advancement.

The company strictly complies with labor, immigration, and related laws, including BOI regulations when applicable. Work permits and relevant visas are obtained through government procedures, including the Single Window system or BOI-designated channels, ensuring foreign employees work legally. Foreign workers receive fair and equal compensation and benefits, in line with Thai employees in comparable positions, without discrimination.

The company does not support or engage in illegal labor, forced labor, or child labor and adheres to human rights principles throughout recruitment, hiring, and labor management to align with good governance and organizational sustainability practices.

Occupational Safety, Health, and Environment

The company's medical laboratories comply with ISO 15190:2020 safety standards. It continuously develops and improves safety management practices to reduce health risks and safeguard the well-being of employees and workers, including maintaining laboratory safety standards.

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

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	1	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 partners 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

	2023	2024	2025
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	1	0

Details of incidents and corrective measures for significant social and legal violations

Year of incident	Details	Progress status
2025	<p>Incident</p> <p>As the messenger was riding a motorcycle along the designated route, he observed that the traffic light was green. He then accelerated to pass through the intersection in time. While increasing speed, a car moved out from the left side of a queue of vehicles that were gradually advancing. This resulted in a collision between Messenger's motorcycle and the car. The accident was caused by the car exiting the queue without signaling or adequately checking the surrounding traffic conditions.</p> <p>Impact that occurred or is expected to occur</p>	Incident no longer subject to action

Year of incident	Details	Progress status
	<p><u>Non-financial impact</u></p> <p>Physical and Health Impacts</p> <p>- Accident victims may sustain injuries ranging from minor wounds to severe trauma, which could have long-term health consequences. In cases of serious injury, there is a risk of permanent disability or loss of the ability to perform daily activities as usual. Additionally, the stress and anxiety resulting from the injuries may negatively affect the victims mental well-being.</p> <p>Psychological and Emotional Impacts</p> <p>- Accident victims may develop fear or anxiety about traveling or driving in the future. In cases of severe accidents, they may experience post-traumatic stress disorder (PTSD), leading to nightmares, heightened fear, or prolonged anxiety. Additionally, the victims family and close associates may also suffer psychological effects, such as worry, stress, and emotional distress.</p> <p>Impacts on Work and Career</p> <p>- Accident-related injuries may result in temporary or permanent inability to work, affecting the victims income and financial stability. Extended recovery periods could lead to job loss or career setbacks, especially in physically demanding occupations. Additionally, psychological effects, such as anxiety or PTSD, may reduce work efficiency and productivity. Employers and colleagues may also be affected by increased workloads or disruptions in team operations.</p> <p><u>Financial impact</u></p> <ul style="list-style-type: none"> • Expected impact on financial statement : 0.00 baht • Actual impact on financial statement : 0.00 baht <p>Corrective or remedial measures</p>	

Year of incident	Details	Progress status
	<p>The company recognizes the importance of rehabilitation and support measures for injured employees. It provides full assistance in accessing medical treatment and has a group insurance policy that covers potential accidents. Additionally, the company offers psychological support by sending care packages to hospitalized employees and reinforces workplace safety by reminding other employees to exercise greater caution in their duties.</p>	

Fair labor practice

Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Data disclosure coverage (%)	:	0.00

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, Safety and occupational health at work

Employees and Workers

The company treats all employees and workers fairly, equally, and without discrimination, in line with human rights principles. This includes employment, fair compensation, promotions, training and development, and providing a supportive work environment, regardless of gender, age, education, race, or religion. The company also supports employment for disadvantaged groups, including persons with disabilities, and provides benefits as required by law, such as social security, as well as additional benefits like a provident fund, funeral assistance for employees family members, annual health check-ups, and group health/accident insurance.

As part of human resource management, the company plans workforce levels to ensure sufficient staffing to perform duties efficiently. As of 31 December 2025, the company had a total of 109 employees: 29 male, 80 female, and 1 employee with a disability.

Employee Training

The company recognizes the importance of developing personnel to enhance skills and capabilities. Training programs are provided according to employees roles, such as product specialists, scientists, medical technicians, bioinformatics specialists, and R&D staff, to ensure up-to-date knowledge and professional competency.

Occupational Safety, Health, and Work Environment

The companys medical laboratories comply with ISO 15190:2020 safety standards. It continuously improves safety management practices to reduce health risks and safeguard employees and workers well-being. Key safety measures include:

- Biohazard Safety Cabinet Class II, Type A2

Class II Type A2 biosafety cabinets are used in BSL-2 laboratories handling specimens potentially contaminated with Risk Group 3 pathogens. HEPA filters trap infectious particles, while blowers control airflow inside the cabinet. The front air curtain protects both the operator and the environment, ensuring contaminated air is filtered before release.

- Autoclaves

Autoclaves are used to sterilize laboratory samples and equipment. Steam replaces the air in the chamber, and pressure and temperature are increased to sterilize contents effectively.

- Mobile Ultraviolet (UV) Surface Units

Mobile UVC units are used for surface sterilization, capable of inactivating bacteria, viruses, fungi, yeasts, and filamentous molds. UV units are operated for at least 30 minutes before and after laboratory use to disinfect surfaces and reduce contamination.

In 2025, the company continued to prioritize workplace safety to reduce risks of illness and injury while maintaining employees and workers well-being. In 2025, there were no cases of work-related injuries causing lost workdays.

Information on setting employee and labor management goals

Setting employee and labor management goals

Does the company set employee : Yes
and labor management goals?

Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Fair employee compensation	Employee Turnover Related to Compensation	2023: Employee turnover related to compensation must be 0%.	2025: The employee turnover rate related to compensation is 0%.
• Fair employee compensation	Number of complaints regarding compensation received and resolution	2024: The company offers competitive salary and benefits packages that are aligned with the labor market. This is evidenced by the number of compensation-related complaints received and addressed.	2025: The company offers competitive salary and benefits packages that are aligned with the labor market. This is evidenced by the number of compensation-related complaints received and addressed.
• Employee training and development • Promoting employee relations and participation	The company supports employees in continuously developing their skills and abilities. This is evidenced by the fact that over 75% of employees have participated in development programs, and over 75% have received training.	2023: The company supports employees in continuously developing their skills and abilities. This is evidenced by the fact that over 75% of employees have participated in development programs, and over 75% have received training.	2025: The company supports employees in continuously developing their skills and abilities. This is evidenced by the fact that more than 75% of employees have participated in development programs, and over 75% have received training.
• Safety and occupational health at work	Work-related accident rate, number of days and working hours lost due to work-related accidents or illnesses resulting in at least 3 days of absence	2025: Reduce accidents and injuries resulting in more than 3 days of work absence to zero.	2027: Reduce accidents and injuries resulting in more than 3 days of work stoppage to zero.

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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Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	98	103	109
Percentage of employees to total employment (%)	100.00	100.00	100.00
Total employees (persons)	98	103	109
Male employees (persons)	27	25	29
Percentage of male employees (%)	27.55	24.27	26.61
Female employees (persons)	71	78	80
Percentage of female employees (%)	72.45	75.73	73.39

Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	45	32	43
Percentage of employees under 30 years old (%)	45.92	31.07	39.45
Total number of employees 30-50 years old (Persons)	51	70	66
Percentage of employees 30-50 years old (%)	52.04	67.96	60.55
Total number of employees over 50 years old (Persons)	2	1	0
Percentage of employees over 50 years old (%)	2.04	0.97	0.00

Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	9	8	10

	2023	2024	2025
Percentage of male employees under 30 years old (%)	33.33	32.00	34.48
Total number of male employees 30-50 years old (Persons)	17	17	19
Percentage of male employees 30-50 years old (%)	62.96	68.00	65.52
Total number of male employees over 50 years old (Persons)	1	0	0
Percentage of male employees over 50 years old (%)	3.70	0.00	0.00

Number of female employees categorized by age

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	36	24	33
Percentage of female employees under 30 years old (%)	50.70	30.77	41.25
Total number of female employees 30-50 years old (Persons)	34	53	47
Percentage of female employees 30-50 years old (%)	47.89	67.95	58.75
Total number of female employees over 50 years old (Persons)	1	1	0
Percentage of female employees over 50 years old (%)	1.41	1.28	0.00

Number of employees categorized by position

	2023	2024	2025
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	2023	2024	2025
Total number of employees in operational level (Persons)	75	81	89
Percentage of employees in operational level (%)	76.53	78.64	81.65
Total number of employees in management level (Persons)	18	17	15
Percentage of employees in management level (%)	18.37	16.50	13.76
Total number of employees in executive level (Persons)	5	5	5
Percentage of employees in executive level (%)	5.10	4.85	4.59

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	17	16	21
Percentage of male employees in operational level (%)	62.96	64.00	72.41
Total number of male employees in management level (Persons)	8	5	4
Percentage of male employees in management level (%)	29.63	20.00	13.79
Total number of male employees in executive level (Persons)	2	4	4
Percentage of male employees in executive level (%)	7.41	16.00	13.79

Number of female employees categorized by position

	2023	2024	2025
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	2023	2024	2025
Total number of female employees in operational level (Persons)	58	65	68
Percentage of female employees in operational level (%)	81.69	83.33	85.00
Total number of female employees in management level (Persons)	10	12	11
Percentage of female employees in management level (%)	14.08	15.38	13.75
Total number of female employees in executive level (Persons)	3	1	1
Percentage of female employees in executive level (%)	4.23	1.28	1.25

Significant changes in the number of employees

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

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	27	25	29
Bangkok Metropolitan (Person)	26	24	26
Northern (Person)	1	0	0
Central (Person)	0	1	0
Northeastern (Person)	0	0	1
Southern (Person)	0	0	0

	2023	2024	2025
Eastern (Person)	0	0	2

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	71	78	80
Bangkok Metropolitan (Person)	65	71	74
Northern (Person)	1	2	2
Central (Person)	0	0	0
Northeastern (Person)	2	1	1
Southern (Person)	2	3	3
Eastern (Person)	1	1	0

Number of employees working abroad

	2023	2024	2025
Total employees working abroad (Person)	0	0	0
Total male employees working abroad (Person)	0	0	0
Total female employees working abroad (Person)	0	0	0

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	1	1	1
Percentage of disabled workers to total employment (%)	1.02	0.97	0.92

	2023	2024	2025
Total number of employees with disabilities (Persons)	1	1	1
Total male employees with disabilities (persons)	1	1	1
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	1.02	0.97	0.92
Total number of workers who are not employees with disabilities (persons)	0	0	0
Contributions to empowerment for persons with disabilities fund	No	No	No

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	61,093,723.36	59,405,266.78	80,527,043.50
Total male employee remuneration (baht)	18,278,564.83	15,964,485.71	22,133,977.14
Percentage of remuneration for male employees (%)	29.92	26.87	27.49
Total female employee remuneration (baht)	42,815,158.53	43,440,781.07	58,393,066.36
Percentage of remuneration for female employees (%)	70.08	73.13	72.51
Average of remuneration of employees (Baht/persons)	623,405.34	576,750.16	738,780.21
Average of remuneration for male employees (Baht/persons)	676,983.85	638,579.40	763,240.59

	2023	2024	2025
Average of remuneration for female employees (Baht/persons)	603,030.39	556,933.09	729,913.33
Rate of average of remuneration between female employees and male employees	0.89	0.87	0.96

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The company has established a provident fund as a guarantee of security and to motivate employees, managed by SCB Asset Management Company Limited under the name "SCB Provident Fund Master Fund," which is registered with the Securities and Exchange Commission (SEC). The company selects the fund based on its past performance and the fees associated with fund management.

Overview of methods for determining employee and employer contribution Rates

The Company has established employee contribution rates and employer contribution rates to promote long-term savings and enhance employees financial security. The details are as follows:

1. Employee Contribution Rate

Employees may choose their contribution rate ranging from 2% to 15% of their salary, based on their voluntary decision and individual savings capacity.

2. Employer Contribution Rate

The Company determines the employer contribution rate within the range of 5% to 10% of salary, which may vary depending on years of service or other conditions specified by the Company, in order to encourage employee motivation and retention.

3. Criteria for Determining Contribution Rates

The determination of employee and employer contribution rates is based on key factors, including:

- Applicable laws and regulations
- Industry practices
- The Companys performance
- Human resources and welfare policies

4. Review and Adjustment

The Company regularly reviews and adjusts the contribution rates to ensure appropriateness in line with economic conditions and the Companys capabilities.

The Company aims for the contribution scheme to serve as a key tool in providing financial security for employees, alongside efficient cost management.

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's : No

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	88	87	107
Number of employees joining in PVD (persons)	38	42	42
Number of PVD members / Total employees (%)	38.78	40.78	38.53
Number of PVD members / Total eligible employees (%)	43.18	48.28	39.25

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	1,057,533.71	1,154,170.61	1,373,432.25
Total amount of provident fund contributed by employee (baht)	0.00	0.00	1,891,155.51

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
Bangkok Genomics Innovation Public Company Limited	Yes	109	107	42	38.53	39.25

Policy and guidelines on promoting savings through the provident fund for non-participating employees

Policy and guidelines on promoting savings through the provident fund for : Providing education or information on selecting appropriate investment policies

non-participating employees (PVD)

Providing education or information on selecting appropriate investment policies

The Company places importance on enhancing employees knowledge and understanding of investment. It has collaborated with investment professionals from asset management companies to provide information and organize training on investment planning and appropriate risk management.

The implementation guidelines are as follows:

1. Regularly provide communication on investment policies, alternative funds, and risk levels.
2. Support training and provide knowledge on financial planning and investment through online platforms, in order to explain investment policies in a clear and easily understandable manner.
3. Provide employees with the opportunity to adjust their investment policies as appropriate, taking into account their age, investment horizon, and risk tolerance.

The training content covers investment planning, risk profile assessment, selection of appropriate investment policies, and the principles of diversification. This is to enable employees to effectively apply such knowledge in making investment decisions in alignment with their long-term financial goals.

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	Yes
Average employee training hours (Hours / Person / Year)	10.00	27.00	52.00
Total amount spent on employee training and development (Baht)	312,289.80	608,295.00	1,584,189.04
Percentage of training and development expenses to total expenses (%) ^(*)	0.001461	0.002073	0.004699
Percentage of training and development expenses to total revenue (%) ^(*)	0.001263	0.001759	0.004096

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

Information on safety, occupational health, and work environment

Statistic of accident and injuries of employees from work

	2023	2024	2025
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)	0	1	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.97	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

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

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	43	31	32
Total number of male employee turnover leaving the company voluntarily (persons)	11	7	10
Total number of female employee turnover leaving the company voluntarily (persons)	32	24	22
Proportion of voluntary resignations (%)	43.88	30.10	29.36
Percentage of male employee turnover leaving the Company voluntarily (%)	25.58	22.58	31.25
Percentage of female employee turnover leaving the Company voluntarily (%)	74.42	77.42	68.75

	2023	2024	2025
Evaluation result of employee engagement	No	Yes	Yes

Employee internal groups

Employee internal groups : Yes

Types of employee internal groups : Welfare 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, Rights of data owners, Retention and storage duration of personal data, Security measures of personal data

Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : No
- Reference link for responsible sales and marketing policy and guidelines :
- Page number of the reference link :

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

The company places great importance on customer management as a process aimed at creating customer satisfaction and building long-term relationships, focusing on understanding customer needs in depth and providing accurate, responsive, and safe services.

1.Accurate, precise, and safe laboratory services and test results

Services and test results are provided accurately, precisely, and safely in accordance with established standards.

2.Transparent and accurate communication of products and services

Information about laboratory products and services is accurate, complete, not exaggerated, and complies with professional standards and applicable laws. All information communicated through documents, the website, and online channels is always verified for accuracy.

3.Continuous customer satisfaction and relationship building

The company emphasizes continuous customer satisfaction and relationship management through regular communication via various channels, including email, phone, and social media. After-sales services include monitoring customer satisfaction and resolving issues promptly and effectively.

4.Strict protection and confidentiality of customer information

Customer data and test results are strictly protected, with regular reviews of confidentiality and security measures.

5.Key processes in customer management

- Survey customer needs and feedback through conversations, questionnaires, or market research.
- Collect key customer information, such as service usage behavior, contact history, and preferences.
- Analyze customer data to improve products or services to better meet their needs.
- Offer promotions or special offers tailored to each customer.
- Maintain continuous communication to build relationships and trust.
- Monitor outcomes to assess customer satisfaction.
- Resolve issues and complaints promptly and effectively.

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)
• Development of customer satisfaction and customer relationship	Increase customer satisfaction, with a customer satisfaction rate of not less than 95%.	2025: Utilize Customer Satisfaction Surveys and feedback to improve services.	2026: Utilizing Customer Satisfaction Surveys and feedback to improve services.
• Responsible production and services for customers	Provide laboratory services and test results that are accurate, precise, and safe for users.	2024: Test accuracy rate of 99% and error-related complaints at 1%.	2026: Test accuracy rate ≥ 99% and error-related complaints ≤ 1% of the total.

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> • Communication of product and service impacts to customers/consumers 	Communicate product and service information transparently, without exaggeration, and provide accurate laboratory product and service information in accordance with professional standards and relevant laws.	2025: All communications or promotional materials through documents, websites, and online channels must be 100% verified for accuracy, and the number of complaints regarding inaccurate information or exaggerated claims = 0	2026: All communications or promotional materials through documents, websites, and online channels must be 100% verified for accuracy, and the number of complaints regarding inaccurate information or exaggerated claims = 0
<ul style="list-style-type: none"> • Protection of customer personal information 	Strictly protect customers personal data and test results.	2025: No incidents of customer data breaches, unauthorized access rate = 0, and measures for confidentiality and security are reviewed at least once a year.	2026: No incidents of customer data breaches, unauthorized access rate = 0, and confidentiality and security measures are reviewed annually.

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Customers

The company conducts regular customer satisfaction surveys. In 2021-2025, the company received excellent customer satisfaction ratings of 93.40%, 94.60%, 97.40%, 88.84% and 94.21% respectively. The company has not received any major customer complaints in the past.

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : 02-2612638

Fax : -

Email : -

Companys website : www.bangkokgenomics.com

Address : 3689 Rama IV Road, Phra Khanong Subdistrict, Khlong Toei
District, Bangkok, 10110

Responsibility to community/ society

Information on community development and engagement policies

Community development and engagement policies

Community development and engagement policies : Yes

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 : Religion and culture, Sports and recreation
implemented by the company over the past year

The company is committed to creating value alongside improving the quality of life, economy, society, and the environment of the surrounding community. This commitment is grounded in community involvement and social responsibility through continuous projects and activities in collaboration with stakeholders. These efforts are a key factor in contributing to the overall economic and social development of the country. In 2025, the company initiated social policies and practices aligned with its operations, focusing on creating shared value in three dimensions: environmental, economic, and social. The goal is to ensure that the surrounding communities and society grow sustainably alongside the company. More details can be found in the company's governance policies, code of ethics, and sustainability development policies, which are published on the company's website. The company has implemented the following social and community practices:

1. Promote research, development, and academic knowledge in collaboration with researchers, experts, and professors to benefit the public and enhance the company's service image sustainably.
2. Invest in developing employee capabilities by supporting training programs, providing necessary resources, and creating a safe work environment that encourages creativity, allowing employees to work at their full potential and capacity.
3. Respond to customer needs and ensure their satisfaction by delivering products and services that meet both the quantity and quality requirements as per contractual agreements.
4. Enhance and promote community and stakeholder participation by being open to feedback, engaging in transparent and constructive consultations, treating everyone equally, respecting diversity, and supporting the development of the community's quality of life and strength.
5. Cooperate with government agencies, associations, business partners, civil society, and other stakeholders to contribute to the development and/or application of sustainability standards and best practices across various sectors.

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 : No

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

Preservation of Religion, Culture, and Traditions

The Company recognizes the importance of preserving, promoting, and sustaining Thai religion, culture, and traditions, which serve as a fundamental foundation for values, ethics, and social harmony. The Company has therefore integrated cultural and religious preservation into its human resource management and organizational culture development to support long-term sustainability.

In 2025, the Company conducted several key activities, including:

- Annual merit-making ceremony, aimed at enhancing auspiciousness for employees and the organization, as well as boosting morale.
- Songkran water-pouring ceremony, to preserve Thai traditions and strengthen relationships between management and employees.
- Cultural promotion activities, such as wearing traditional Thai attire on special occasions and organizing Loy Krathong activities, to encourage participation and foster pride in Thai identity.

In addition, the Company supports employees in participating in religious and cultural activities both within and outside the organization, including volunteer and community support initiatives such as donations to temples and public organizations. These efforts promote social responsibility and strengthen community engagement.

The Company remains committed to conducting its business alongside the preservation of Thai cultural traditions, fostering unity within the organization, and supporting sustainable organizational development in the long term.

Donations and Community Support

The Company is committed to contributing to the improvement of quality of life and well-being in society and local communities. In 2025, the Company donated essential supplies to support flood victims in southern Thailand. Employees actively participated in the donation efforts, reflecting their generosity, collaboration, and strong volunteer spirit.

This support not only helped alleviate the hardship faced by affected communities during difficult times, but also reinforced the Company's commitment to continuously and effectively carrying out social responsibility initiatives.

Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

Expenses from social and environmental development project

	2023	2024	2025
Total financial contribution to community/social development projects or activities (Bath)	0.00	0.00	0.00
Percentage of financial contribution for community/social development projects or activities to total expense (%) ^(*)	0.000000	0.000000	0.000000
Percentage of financial contribution for community/social development projects or activities to total revenue (%) ^(*)	0.000000	0.000000	0.000000

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 Genomics Innovation Public Company Limited Symbol : BKGI

Market : SET Industry Group : Services Sector : Health Care Services

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Board of Directors recognizes the importance of good corporate governance and ethical business conduct as crucial factors in promoting the Company's operational efficiency, transparency, and competitiveness in a changing business environment for sustainable growth. This will lead to confidence among all stakeholders that the operations of the Company and its subsidiaries are conducted fairly and with the best interests of all stakeholders in mind, including employees, investors, shareholders, and other stakeholders.

The Board of Directors has therefore established and implemented this Corporate Governance Policy, adhering to the principles and best practices of the Corporate Governance Code for Listed Companies 2017, prepared by the Securities and Exchange Commission, as a guideline for corporate governance. This aims to build confidence in the operations of the Company and its subsidiaries, ensuring fairness, transparency, and consideration for the best interests of shareholders and all stakeholders. The Board also deems it appropriate to continuously review and update the Corporate Governance Policy to ensure that the Board of Directors, executives, and employees adhere to it as a guideline for their work. This policy consists of 8 principles as follows:

Principle 1 Recognizing the Role and Responsibilities of the Board of Directors as Leaders of the Organization in Creating Sustainable Value for the Business

1. The Board of Directors understands its role and recognizes its responsibilities as the leader of the organization. The Company will clearly define the roles, authority, duties, and responsibilities of the Board of Directors. The Board of Directors is responsible for overseeing the good governance of the organization, including setting objectives and goals, defining strategies, establishing operating policies, and allocating key resources to achieve objectives and goals. The Board is also responsible for monitoring, evaluating, and overseeing the reporting of the Company's performance.

2. The Company places importance on creating sustainable value for the business. The Company has established a Code of Conduct and Ethics to serve as guidelines for directors, executives, and employees in conducting business. The Company focuses on conducting business ethically, respecting the rights of, and being responsible to shareholders and stakeholders, and helping the Company to be competitive and achieve good operating results. The Company will disclose its good corporate governance policy and the Company's Code of Conduct and Ethics through the Company's website to create a good understanding and promote compliance by directors, executives, employees at all levels, and stakeholders.

3. The Company has appointed an Audit Committee to oversee, monitor, and audit transactions that have a significant impact on the business, related party transactions, and the acquisition or disposal of assets for the benefit of the Company's stakeholders, as well as to build credibility in the Company's operations, which will enable the Company to grow sustainably.

4. The Board of Directors understands the scope of duties and responsibilities of the Board. The Company has established charters for various committees, which clearly define the scope of authority, duties, and responsibilities. The Company will review these charters annually, at least once a year, to ensure they are consistent with the Company's direction.

Principle 2 Setting Objectives and Key Goals of the Business that Lead to Sustainability

1. The Company has established a clear and appropriate vision, mission, and policies for the organization to communicate to all stakeholders the objectives and key goals of the organization. This is to ensure that personnel at all levels of the organization adhere to these principles in performing their duties to achieve the established objectives and goals.
2. The Board of Directors has established strategies and annual plans that align with the objectives and key goals of the business. This includes analyzing the environment, factors, and various risks that may impact relevant stakeholders. The Board also recognizes the risks of setting goals that may lead to illegal or unethical conduct. Furthermore, the Board of Directors continuously monitors the implementation of strategies and annual plans to ensure appropriate control of operations according to the established plan.

Principle 3 Strengthening Board Effectiveness

1. The Board of Directors is responsible for determining and reviewing the Board structure, including its composition, size, and an appropriate proportion of independent directors, which is not less than 1/3 of the total number of directors, to balance the Board. The Board also considers diversity in terms of gender, skills, experience, and expertise that are beneficial and sufficient for effective performance of duties. The current structure of the Board of Directors consists of 11 members, comprising executive and non-executive directors. The Company has a policy to appoint an independent director to serve as the Chairman of the Board. In addition, the Board of Directors comprises independent directors not less than 1/3 of the total number of directors.
2. The Board of Directors will appoint the Chairman of the Board by considering and selecting a suitable person and ensuring that the composition and operations of the Board facilitate the exercise of independent judgment in decision-making. The Company has a policy that the Chairman of the Board and the Managing Director are not the same person to ensure clarity in responsibilities between policy setting, oversight, and day-to-day management.
3. The Board of Directors will oversee the recruitment and selection of directors to be transparent and clear to ensure that the Board of Directors has the composition and qualifications in accordance with the provisions of the Board Charter.
4. The Board of Directors will consider and determine the remuneration of directors and executives, taking into account the following criteria:
 - 4.1 Appropriateness and consistency with the scope of duties and responsibilities of each director.
 - 4.2 The compensation is at a level that can motivate and retain directors with knowledge, abilities, and qualities to perform their duties for the organization.
 - 4.3 The elements of compensation are clear and transparent, both in monetary and non-monetary forms.
 - 4.4 The rate is comparable to the remuneration of directors in the same or similar industries. After the Company is listed on the Stock Exchange of Thailand, the Company has a policy that the structure and rate of director remuneration, both in monetary and non-monetary forms, must be approved by the shareholders' meeting as required by law or the Company's Articles of Association.
5. The Company has a policy that all directors must comply with the Code of Best Practices for Directors of Listed Companies as outlined by the Stock Exchange of Thailand. Additionally, all directors must dedicate sufficient time to fulfill their responsibilities. The Company will establish a policy requiring each director to attend no less than 75% of all Board of Directors meetings held each year.
6. In establishing the policy for investment in subsidiaries and associated companies, the Company will consider investing in businesses with objectives that align with the Company's core business or similar businesses, or investing in businesses that benefit the Company by supporting the Company's core business to be more comprehensive, thereby enhancing the Company's competitiveness.
7. The Company has a policy to conduct annual performance evaluations of the Board of Directors, subcommittees, and individual directors. The evaluation results should be used for further development of their duties.
8. The Board of Directors has a policy to encourage each director to have knowledge and understanding of their roles, responsibilities, the nature of the business, and laws related to the business. The Board also supports all directors in continuously enhancing their skills and knowledge for performing their duties as directors. The Board will encourage

directors to participate in seminars and training courses organized by various agencies. After the Company is listed on the Stock Exchange of Thailand, the Company has a policy to disclose information on various training courses in the annual report.

9. The Board of Directors schedules meetings at least four times a year and may hold additional special meetings as necessary. Each meeting has a clearly defined agenda, and a notice of meeting with details is sent 7 days in advance of the Board of Directors meeting. Written minutes of the meeting are taken, and the minutes of the meeting, once approved by the Board of Directors, are kept and made available for review by the Board of Directors and relevant individuals.

Principle 4 Recruitment and Development of Senior Executives and Human Resources Management

1. In recruiting senior executives, the Board of Directors will consider the qualifications, attributes, skills, knowledge, abilities, and experience necessary to lead and drive the organization towards its goals. The Company will clearly define the qualifications, authority, and responsibilities of the Chief Executive Officer. Additionally, the Company has established a policy for CEO succession planning to prepare for the succession of key positions from the level of Deputy Managing Director and above.

2. The Board of Directors will ensure that an appropriate compensation structure and performance evaluation system are in place, taking into account fairness, benchmarking against companies in the same industry of similar size, and providing compensation that can retain qualified executives as required by the Company. It also aims to motivate employees to perform their duties with high quality and good standards, commensurate with their assigned roles and responsibilities.

3. The Board of Directors will consider and understand the shareholder structure and relationships that may affect the management and operations of the business. The Board will oversee such structure and relationships to ensure they do not hinder the performance of the Board's duties. After the Company is listed on the Stock Exchange of Thailand, the Company has a policy to disclose information on agreements that may affect the control of the business.

4. The Board of Directors will oversee the management's development of personnel in terms of knowledge, skills, experience, and appropriate motivation. The Board will also ensure a safe working environment for life, health, and property, and provide communication channels between employees and supervisors or superiors. The Board will also support the process of development and skill enhancement by providing training according to job positions both within and outside the Company as necessary and appropriate.

Principle 5 Promoting Innovation and Responsible Business Conduct

1. The Board of Directors recognizes and prioritizes building a corporate culture that promotes innovation that benefits all stakeholders. The Company considers the development of product and service quality and human resource development.

2. The Board of Directors recognizes the rights of all stakeholder groups to foster good understanding and cooperation between the Company and its stakeholders. This will benefit the Company's business operations, build confidence, and enhance the Company's long-term competitiveness. Therefore, the Company has established the following policies and practices:

Shareholders The Company is committed to conducting business transparently and focusing on developing the organization for sustainable and continuous growth to generate appropriate returns for shareholders and enhance the Company's value, resulting in maximum returns for shareholders. The Company requires directors, executives, and employees to perform their duties responsibly, cautiously, and with honesty and integrity, avoiding any actions that may constitute a conflict of interest.

Employees The Company has a policy to treat all employees equally, fairly, and provide fair compensation based on the knowledge and abilities of each employee, as well as appropriate welfare benefits. The Company places importance on developing the knowledge and abilities of employees to enhance their work efficiency. The Company has also established a provident fund for employees and provides opportunities for employees to develop their skills in various areas.

Customers The Company is responsible to its customers, complying with relevant laws and standards. The Company considers the health, safety, fairness, customer data protection, after-sales service throughout the product and service lifecycle, and monitoring and measuring customer satisfaction for product and service improvement. The Company also conducts advertising, public relations, and sales promotion responsibly, avoiding misunderstandings or taking advantage of customer misunderstandings.

Business Partners and Creditors The Company is responsible to its business partners, with fair procurement processes, contract terms, or agreements. The Company provides knowledge, develops potential, and enhances production and service capabilities to meet standards. The Company clarifies and ensures that business partners respect human rights and treat their workers fairly, are responsible for society and the environment, and monitors, inspects, and evaluates business partners to develop sustainable business relationships.

Competitors The Company has a policy of conducting business transparently and does not seek unfair competitive advantages. The Company adheres to good competitive practices, does not seek confidential information from competitors through dishonest or inappropriate means, and does not damage the reputation of competitors through false accusations.

Community and Society The Company emphasizes instilling a sense of awareness and responsibility towards the community and society within the Company continuously, including supporting activities that benefit the public and refraining from any actions that violate or are against the law.

Environment The Company will comply with all laws and regulations related to the environment and places importance on continuously controlling environmental impacts.

3. The Board of Directors will determine the Company's policies, business objectives, business plans, and budget. The Board will monitor and ensure that management implements these policies, plans, and budgets for the maximum benefit of the Company and shareholders as a whole. The Board will regularly review and update such business plans and budgets.

4. The Company has an information system security management policy with adequate security standards for the benefit and effectiveness of the Company's business.

Principle 6 Ensuring an Appropriate Risk Management and Internal Control System

1. The Board of Directors will be responsible for considering and establishing a risk management policy that covers the entire organization. The Board will oversee the implementation of a risk management system or process with supporting measures and control methods to mitigate the impact on the Company's business appropriately.

2. The Board of Directors will appoint an Audit Committee, which will consist of no less than three independent directors who meet the qualifications set by the Securities and Exchange Commission and the Stock Exchange of Thailand. The Audit Committee will have duties as specified in the Audit Committee Charter.

3. The Company will monitor, manage, and address potential conflicts of interest that may arise between the Company, management, the Board of Directors, or shareholders, including preventing the misuse of Company assets, information, and opportunities. The Company has established a related party transaction policy and a conflict of interest policy to serve as guidelines for conduct in the event of related party transactions and conflicts of interest.

4. The Company has established an anti-corruption policy that sets out clear anti-corruption measures and practices to ensure that all levels of the organization and external parties can effectively implement them.

5. The Company has established a whistleblowing and complaint policy, which outlines the mechanisms for receiving complaints, handling whistleblowing cases, and protecting whistleblowers or complainants without any unfair treatment. The Company will not disclose the name, surname, address, or any other information that could identify the whistleblower or complainant.

Principle 7 Maintaining Financial Credibility and Disclosure

1. The Company places importance on disclosing information accurately, completely, and transparently, including financial information and general information, in accordance with the rules and regulations of the SEC and the Stock Exchange of Thailand, as well as important information that may affect the Company's securities prices, which may impact the decision-making process of investors and the Company's stakeholders. The Board of Directors will approve

the disclosure of information, taking into account the assessment of the adequacy of the Company's internal control system, the auditor's opinion in the financial statements and observations on the internal control system, the Audit Committee's opinion, and consistency with the Company's objectives, key goals, strategies, and policies.

The Board of Directors will ensure that the disclosure of information, including financial statements, Annual Information Form (Form 56-1), and annual reports, adequately reflects the Company's financial position and operating results. The Board also encourages the Company to prepare Management's Discussion and Analysis (MD&A) to accompany the disclosure of financial statements. This is to enable investors to be informed and understand the changes in the Company's financial position and operating results beyond just the financial figures.

2. The Board of Directors will monitor the adequacy of the Company's financial liquidity and debt repayment ability. The Board will report on the Board's responsibilities for the financial statements, which are presented alongside the auditor's report, management's analysis, general information, and key information in the annual report and Annual Information Form, accurately, completely, timely, and in accordance with the requirements of the Securities and Exchange Commission and the Stock Exchange of Thailand.

3. The Board of Directors prioritizes managing financial problem resolution by considering the rights of all stakeholders. In the event that the business is likely to be unable to pay its debts or faces financial difficulties, the Board of Directors will closely oversee the business to operate with extra caution and take steps to monitor problem resolution by having management report on the status regularly. This ensures that any decision-making in resolving the Company's financial problems, by any means, is reasonable.

4. After the Company is listed on the Stock Exchange of Thailand, the Company will disclose information on legal compliance, code of conduct compliance, anti-corruption policies, and treatment of employees and stakeholders, including fair treatment and respect for human rights, as well as social and environmental responsibility, taking into account recognized reporting frameworks domestically and internationally. The information disclosed will be material and reflect practices that contribute to the creation of sustainable value for the business.

5. After the Company is listed on the Stock Exchange of Thailand, the Company will establish an investor relations department or designate an individual responsible for communicating with shareholders and other stakeholders, such as investors and analysts, appropriately, equally, and timely.

6. After the Company is listed on the Stock Exchange of Thailand, in addition to disclosing information according to the specified criteria and through the channels of the Stock Exchange of Thailand, the Company will disclose information in both Thai and English through the Company's website. The information presented will be kept up-to-date.

Principle 8 Supporting Shareholder Participation and Communication

1. The Company acknowledges and places importance on the various fundamental rights of shareholders, including the right to buy, sell, or transfer shares, the right to receive dividends, the right to receive adequate information about the Company, the right to attend meetings to exercise their rights, the right to vote at shareholder meetings to appoint or remove directors, appoint auditors, and on matters that affect the Company, such as dividend allocation, the establishment or amendment of the Articles of Association and By-laws, capital reduction or increase, etc. The Company will send out notices of meetings along with relevant documents and publish them on the Company's website in advance of the meeting date in accordance with the time period stipulated by relevant laws or regulations to allow shareholders time to consider the details of each agenda item.

2. The Company prioritizes the rights of shareholders and will not take any actions that violate or infringe upon the rights of shareholders. In addition to the fundamental rights of shareholders, such as the right to buy, sell, or transfer their securities, the right to receive dividends from the Company, and the right to attend shareholder meetings, the Company places importance on the right of shareholders to receive accurate, complete, adequate, timely, and equal information about the Company to make informed decisions on all matters. The Board of Directors has therefore established the following policies:

(1) The Company will hold shareholder meetings to provide shareholders with the opportunity to consider important matters as required by law or matters that may affect the Company's business operations.

- (2) The Company will send a notice of meeting along with supporting documents to shareholders in advance of the meeting, within the timeframe stipulated by relevant laws, announcements, or regulations, to allow shareholders to review the information thoroughly before the shareholders' meeting. The Company will also provide an opportunity for shareholders to submit questions in advance of the meeting. The Company will establish criteria for submitting questions and publish such criteria on the Company's website. The Company will compile and address important questions at the meeting.
- (3) The Company will allow minority shareholders to nominate individuals for consideration as directors or propose additional agenda items before the shareholders' meeting. The Company will establish clear criteria and disclose such criteria to shareholders in advance. The Company will also inform the shareholders' meeting of the reasons for not including the shareholders' proposed agenda items in the meeting agenda.
- (4) In the event that a shareholder is unable to attend the meeting in person, the Company will facilitate shareholders who are unable to attend the meeting in person by allowing them to appoint a proxy or by having at least one independent director act as a proxy to attend the meeting and vote on behalf of such shareholder. The names and information of such independent directors will be disclosed in the notice of the shareholders' meeting.
- (5) In the event that the Company has foreign shareholders, the Company will prepare a notice of meeting along with supporting documents for the meeting in English and send them to foreign shareholders along with the Thai version.
- (6) Increase channels for shareholders to receive information through the Company's website. After the Company is listed on the Stock Exchange of Thailand, the Company will ensure that the notice of the shareholders' meeting is published at least 14 days before the meeting date to allow shareholders to conveniently download complete information on the meeting agenda.
- (7) The Company will facilitate all shareholders equally in attending the meeting, both in terms of a suitable venue and time.
- (8) The shareholders' meeting will be conducted in accordance with the law and the Company's Articles of Association. The meeting will consider and vote on agenda items in the order specified, without changing material information or adding unnecessary agenda items. Shareholders will have equal opportunity to ask questions, express opinions, and make suggestions.
- (9) The Company will use ballot voting on important agenda items and have independent individuals, such as external auditors and legal advisors, act as scrutineers at the meeting.
- (10) The Company will encourage all directors and relevant executives to attend meetings to answer questions from shareholders.
- (11) Record the minutes of the meeting completely, accurately, promptly, transparently, and record the names of directors and executives attending the meeting, voting methods, vote counting, meeting resolutions, voting results, including key questions and comments in the minutes of the meeting for shareholders to review, to be completed within 14 days from the date of the shareholders' meeting.
3. The Company will establish working guidelines in accordance with good corporate governance principles and will arrange for the recording of video recordings of meetings for archival and reference purposes. After the Company is listed on the Stock Exchange of Thailand, the Company will submit the minutes of such meetings to the Stock Exchange of Thailand or relevant agencies within the specified timeframe. The Company will also publish the minutes of the shareholders' meeting on the Company's website for shareholders to review.

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, Director development

Nomination of directors

The company recognizes the critical roles, duties, and responsibilities of the Board of Directors, Audit Committee, and Executive Committee in driving business success and ensuring stable, sustainable growth. Therefore, the company has structured its board composition and compensation to align with their responsibilities, providing appropriate incentives to guide the organization toward both short-term and long-term objectives. Director compensation is designed to be consistent with the group's long-term strategy and goals, taking into account experience, responsibilities, scope of duties, and expected contributions. The compensation level is benchmarked against industry standards and requires shareholder approval, ensuring it remains reasonable and reflective of each directors role and responsibilities.

The Board of Directors' practices regarding the recruitment of directors are as follows:

1. Establish policies, criteria, and procedures for selecting directors to ensure alignment with the companys specific characteristics.
2. Carefully examine whether the person to be nominated has qualifications that do not contradict the laws or regulations of the Stock Exchange of Thailand, the Securities and Exchange Commission, and the company's regulations, including checking the list of nominees for directors with relevant agencies to ensure that they are not blacklisted or removed from the lists prepared by these agencies.
3. Approach individuals who meet the specified qualifications to ensure that they are willing to serve as directors of the company if appointed by the shareholders.
4. Submit the name for the Board of Directors' consideration and inclusion in the notice of meeting for shareholders to consider the appointment.

Determination of director remuneration

The Company considers structuring and remunerating the Board of Directors at a level commensurate with their responsibilities and to motivate them to lead the organization towards achieving both short-term and long-term goals. The remuneration of the Board of Directors must be in line with the Group's long-term strategies and objectives, the duties, scope of roles and responsibilities, and the expected benefits from each director. It will be comparable to the levels practiced in the same industry. Shareholders will approve the structure and remuneration of the Board of Directors, ensuring it is not excessive. The criteria for determining remuneration will reflect the duties and responsibilities of each director.

Director development

The Company places importance on developing the quality of its directors, as they are crucial personnel who significantly impact the organization's success. Therefore, the Company has established a director development policy that promotes and facilitates knowledge training for those involved in the corporate governance system, including the Board of Directors, Audit Committee, and Executive Committee.

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, Other guidelines regarding shareholders and stakeholders

Shareholder

The Board of Directors will ensure that shareholders are involved in making decisions on important matters of the company, including ensuring that the conduct of the shareholders' meeting is orderly, transparent, efficient, and facilitates shareholders' exercise of their rights. The Board will strictly adhere to the 8 Principles: Supporting Shareholder Participation and Communication.

Employee

The company places great importance on recruitment and selection as employees are valuable resources that contribute to the organization's success. Therefore, the company has established a systematic recruitment and selection policy, encompassing the planning of recruitment for all levels of employees. This ensures the acquisition of personnel with the vision, values, knowledge, abilities, and qualifications that align with the organization's requirements. This process aims to maintain an adequate and appropriate workforce to support business operations each year. Furthermore, the company recognizes the significance of employee compensation. As all personnel play a crucial role in driving the organization's success, the company has formulated a concrete compensation policy. This policy has been approved by shareholders, the Board of Directors, and the Chief Executive Officer to provide guidelines for fair and appropriate compensation. This approach aligns with the knowledge, abilities, and value of employees, which are essential factors in supporting the company's growth and success.

Customer

The company prioritizes the confidentiality of both company and client information, recognizing its potential impact on both commercial and legal aspects of the business. Therefore, the company has established a policy for safeguarding company and client confidentiality, to serve as a principle and guideline, as follows:

1. Guidelines for Disclosing Insider Information

The company's board of directors, executives, employees, and related personnel often work with information and documents that cannot be disclosed to others or are considered trade secrets. This includes, but is not limited to, insider information not yet disclosed to the Stock Exchange of Thailand, information regarding bids for the acquisition or disposal of assets, plans, financial data, and inventions. These are considered company property, and protecting this information is crucial to achieving the company's objectives, both present and future, as well as ensuring the job security of all personnel.

All company personnel are responsible for maintaining the confidentiality and security of information, to protect confidential data and prevent its unintentional disclosure.

2. Guidelines for Using Insider Information

(1) Use of Insider Information

As the company has a diverse range of stakeholders, it is committed to acting with fairness and equity towards all parties. To prevent illegal activities, all company personnel, including all stakeholders who are or may be aware of non-public information, should refrain from trading in the company's securities where they serve as directors or executives. However, if trading in the company's securities is necessary, it should be conducted with caution, without using insider information that has not yet been disclosed to the Stock Exchange of Thailand. Upon completion of any such transactions, reporting of the securities trading should be carried out in accordance with the regulations of the Stock Exchange of Thailand and the Securities and Exchange Commission.

(2) Preventive Measures

To ensure the smooth implementation of this policy, the company has established the following preventive measures:

- 1) Restrict access to non-public information, limiting it to the highest level of management possible and disclosing it to company employees only on a need-to-know basis. Employees must be informed that the information is confidential and subject to usage restrictions.
- 2) Implement workplace security systems to protect files, confidential documents, and information not yet disclosed to the public. Owners of such information must ensure that all relevant parties strictly adhere to security procedures.

Responsibility to stakeholders

The Company has a duty to build its business and add value to its stakeholders in the long term. Therefore, it has the following guidelines:

1. Committed to conducting business with good operating results, able to generate profits to grow continuously and sustainably to enhance competitiveness and create long-term value for shareholders.
2. Directors, executives, and employees must perform their assigned duties to the best of their ability, honestly, carefully, and in the best interests of the Company and fairly to all shareholders for maximum benefit, including

3. The Company will treat all persons fairly and avoid any action that may affect the well-being of such persons. 4. The Company must be responsible to its customers by responding to their needs effectively and providing them with sufficient and accurate information to make decisions, without exaggeration or misinformation that may cause customers to misunderstand the Company or its services, including treating business partners and competitors fairly under the rules of competition.

5. The Company must be responsible to the community, society, and the country by providing cooperation and support, as well as accepting and complying with relevant laws. The Company shall adhere to the guidelines to ensure fairness in business conduct, without regard to other benefits that may be derived from improper conduct.

6. The Company shall adhere to the guidelines to ensure fairness in business conduct, without regard to other benefits that may be derived from improper conduct.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

To ensure that the operations of directors, executives, and employees at all levels are in accordance with the law, requirements, regulations, or rules and respect the rights of the company's vendors or customers, the company has established a business ethics code of conduct for everyone to use as a guideline or framework for work. This is an important foundation for strengthening and enhancing good corporate governance, a key foundation for sustainable business operations, and a guiding principle for the actions of employees throughout the organization. The company conducts business by creating values for employees to uphold and practice until they become a shared organizational culture and support the company in achieving its goals. The company adheres to the following business ethics and conduct policies:

1. Honesty and Integrity

The company should uphold and maintain honesty and integrity as a principle in conducting its business.

2. Compliance with Laws and Regulations

The company will conduct its business in accordance with the law and government regulations and will not engage in or assist, promote, or support any illegal activities or transactions.

3. Use of Knowledge, Expertise, Diligence, and Care

The company should use its knowledge, abilities, expertise, diligence, and care in providing quality services to customers as a professional.

4. Good Management and Effective and Rigorous Internal Control

The company will establish a good management system and risk management system, as well as an effective and rigorous internal control system.

5. Standards Set for Entrepreneurs

The company will comply with the standards related to the business operations of companies engaged in or in the same industry as generally accepted.

6. Treatment of Stakeholders

The company places importance on good treatment of various stakeholders based on cooperation and mutual benefit appropriately, namely:

6.1 The company should treat customers, partners, or competitors with understanding and good cooperation and compete fairly.

6.2 The company should offer quality products to customers with friendliness and mutual support.

6.3 The company should take care of and protect the interests of shareholders.

6.4 The company will encourage and support employees to use their potential, knowledge, and abilities in performing their duties, as well as support the development of employees' potential, knowledge, and abilities appropriately.

6.5 The company will support the performance of social missions as appropriate, as well as participation in activities for the public benefit, education, and the advancement of the nation.

6.6 The company recognizes the need for resources to operate its business and recognizes that the use of each type of resource has an impact on each other.

7. Conflict of Interest Control

The company will control or prevent, as appropriate, any conflicts of interest that arise or may arise in connection with the company's business and will not seek any benefit that is unlawful or contrary to government regulations.

8. Maintaining Customer Confidentiality

The company will keep and maintain a system to safeguard and manage confidential customer information and will not disclose such confidential information to any other person unless it has obtained the customer's consent or is acting in accordance with the law.

9. Communicating Product or Service Information to Customers

The company will communicate information about the company's products or services adequately so that customers have a correct understanding.

10. Providing Advice or Acting on Behalf of Clients

The company will exercise reasonable care in advising or making any decisions on behalf of its clients, taking into account the appropriateness of the client's circumstances.

11. Maintaining Good Relations with Authorities

The company will promote the establishment and maintenance of good relations with the authorities on a regular basis, such as cooperating with the authorities in accordance with relevant laws and regulations and following the advice of the authorities.

12. Data Recording and Reporting

The company will record information and prepare reports accurately and reliably.

13. Service and Performance

13.1 The company will focus on creating an organizational culture that promotes the use of culture and uses it as part of its strategic planning and development review.

13.2 The company should monitor developments and changes that occur and initiate innovation to add value to its business in accordance with the ever-changing environment to create customer satisfaction, as well as devote its best efforts to its operations.

14. Accepting Gifts or Incentives from Customers or Other Persons

The company will not solicit, request, or accept money, gifts, rewards, or any other consideration from customers or other persons, except as received in accordance with customary practices and of reasonable value in accordance with standards.

15. Maintaining a Good Reputation

The company will maintain its good reputation and refrain from any act that would bring discredit to the company.

16. Individual Rights and External Activities

The company shall respect the rights of individuals as prescribed by law and shall promote and support participation in various external activities. Such activities must:

16.1 Does not affect the good reputation and image of the company.

16.2 Does not significantly impede or hinder the dedication of time or the dedication of ability to perform duties.

16.3 Does not violate policies on business ethics and conduct.

16.4 Does not create a conflict of interest.

16.5 Does not violate the law and good morals.

Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

Prevention of Conflicts of Interest

The company recognizes the importance of conducting business with honesty, integrity, transparency, and accountability, which are principles of good corporate governance and enhance organizational effectiveness. The company has therefore established a policy that directors, executives, and employees shall refrain from any actions that may be detrimental to the interests of the company, which may arise from:

- (1) Dealing with the company's business associates, such as customers and partners.
- (2) Exploiting opportunities or using the company's inside information for personal gain.
- (3) Entering into transactions with the company.
- (4) Engaging in businesses that compete with the company.
- (5) Others.

This ensures that the company is not disadvantaged. In cases where it is necessary and unavoidable to enter into such transactions, the company will ensure that they are conducted with transparency, fairness, and on an arm's length basis, taking into account the best interests of the company and fairness to all parties involved.

To prevent conflicts of interest, the company has established the following guidelines:

- The company must not provide loans or guarantees to directors or businesses in which directors hold more than 50% of the shares, unless it is part of the company's welfare program.
- Directors must not engage in businesses that compete with the company unless approved by the shareholders' meeting prior to their appointment as directors.
- Directors and executives must not exploit the company's opportunities or information for their own benefit or the benefit of others, including engaging in businesses that compete with the company or related businesses.
- Directors and executives must not participate in meetings or vote on matters in which they have a personal interest that may give rise to a conflict of interest with the company. If it is necessary to act in the best interests of the company, such transactions must be conducted on an arm's length basis.
- Directors and executives must disclose their interests in any contracts entered into by the company.
- Directors and executives must submit an annual or ad hoc report disclosing any conflicts of interest.
- Transactions such as the purchase or sale of goods or other assets by directors with the company must be disclosed to and approved by the Board of Directors in advance.
- The consideration of conflicts of interest and transactions that may present a conflict of interest must always involve the participation and deliberation of independent directors.
- Directors, executives, and employees of the company who are privy to inside information should refrain from using such information for personal gain or disclosing it to others for improper benefit.

In addition, the company places great importance on the transparent consideration of all matters in the best interests of the company. Therefore, it prioritizes the prevention of conflicts of interest, related party transactions, or intergroup transactions, with the following key principles:

1. Directors and executives must inform the company of any relationships or related party transactions that may give rise to a conflict of interest.
2. Avoid related party transactions with directors, executives, or related persons that may give rise to conflicts of interest with the company. If such transactions are necessary, they must be presented to the Audit Committee for

consideration before being submitted for approval to the Board of Directors and/or the shareholders' meeting (as the case may be), in accordance with the rules on related party transactions set forth by the Stock Exchange of Thailand, the Securities and Exchange Commission, and the Office of the Securities and Exchange Commission (SEC), and in line with good corporate governance principles.

3. Executives and employees must comply with the company's regulations and code of business ethics, which are considered crucial for strict adherence. This ensures that the company is trusted and reliable by all stakeholders. The company shall disseminate information and understanding of these practices throughout the organization.

Anti-corruption

The Company is committed to conducting business with honesty, integrity, transparency, fairness, and in accordance with good corporate governance principles and applicable laws. The Company does not tolerate corruption in any form, both directly and indirectly. The Company requires the Board of Directors, executives, and employees at all levels to strictly comply with the Anti-Corruption Policy. The Company aims to declare its intention to join the Thai Private Sector Collective Action Against Corruption (CAC) in the future. The Company has anti-fraud and anti-corruption practices in accordance with the Anti-Fraud and Anti-Corruption Policy, which are summarized as follows:

1. Directors, executives, and employees must comply with the Anti-Fraud and Anti-Corruption Policy and the laws of Thailand on anti-corruption. Failure to comply with this policy will result in disciplinary action and legal action as appropriate.
2. Directors, executives, and employees must not engage in or be involved in corruption, both directly and indirectly.
3. The Board of Directors, executives, and employees of the Company shall not ignore or disregard any act of corruption related to the Company. They must report it to the designated unit/person or inform their supervisor, and cooperate in the investigation of the facts. If there are any doubts or questions, please consult the designated unit/person responsible for monitoring compliance with the Company's Code of Conduct or the supervisor through the designated channels.
4. The Company will provide fairness and protection to persons who refuse to engage in corruption or report corruption related to the Company by using measures to protect whistleblowers or those who cooperate in reporting corruption as determined by the Company. The Company will also provide fairness to employees who report information or provide clues about corruption or non-compliance with laws, regulations, rules, and the Company's Code of Conduct.
5. The Company will disseminate and raise awareness among external parties who have business relationships with the Company on the need to comply with the Anti-Corruption Policy.
6. The Company communicates anti-corruption measures, including whistleblowing channels or complaint channels, to persons within the Company through various channels such as orientation programs for directors and employees, seminars and training sessions, and intranet announcements, in order to ensure that the measures are effectively implemented and that the Company's personnel understand, agree with, and comply with the anti-corruption policies and measures.
7. The Company communicates anti-corruption measures, including whistleblowing channels or complaint channels, to the public, subsidiaries, affiliates, other companies under control (if any), business representatives, relevant business partners, and stakeholders through various channels such as the Company's website and annual report, in order to create understanding and ensure that the measures are effectively implemented.
8. Employees sign an acknowledgement of the Anti-Corruption Policy to ensure that all employees are aware of, understand, and are prepared to implement the principles of the Anti-Corruption Policy in their work with strictness throughout the organization.
9. The Company has a disbursement procedure in place that specifies the authority matrix and approval limits. Disbursements must be supported by clear documentation to prevent improper conduct, including political contributions, and to ensure that charitable donations are not made for corrupt purposes and that business support funds are not used as a pretext for corruption.

10. The Board of Directors, executives, and employees of the Company shall not accept or give gifts, entertainment, or any other expenses that are unnecessary and inappropriate to government officials or persons doing business with the Company. If they receive gifts of unusual value on customary occasions, the directors, executives, or employees shall refuse and not accept such gifts and shall report to their supervisors accordingly. The internal audit process must be carried out regularly.

11. The Company has an audit process and internal control system in place to prevent corruption. These processes cover sales, marketing, procurement, human resource management, finance, accounting, data recording, operations, and other internal processes related to anti-corruption measures. The audit process must be carried out regularly by the internal auditors.

12. The Company has a human resource management process that reflects the Company's commitment to anti-corruption measures from recruitment, training, performance appraisal, compensation, and promotion.

13. The Company has risk management measures in place to prevent corruption by identifying high-risk events of corruption that may arise from business operations, assessing the level of risk both in terms of likelihood and impact, and monitoring the progress of risk management to prevent corruption on a regular basis. The risk management measures will be reviewed to ensure that they are appropriate to mitigate the risk to an acceptable level.

14. The Company has an internal audit function to ensure that the risk management system in place enables the Company to achieve its objectives, as well as to ensure that the Company's internal operations comply with the Company's rules and regulations.

Whistleblowing and Protection of Whistleblowers

The Board of Directors has established measures for whistleblowing or reporting violations of laws, ethics, or conduct that may indicate fraud or misconduct by individuals within the organization, including employees and other stakeholders. Such conduct includes inaccurate financial reporting or inadequate internal control systems, and the Company must have mechanisms in place to protect whistleblowers or complainants in order for stakeholders to participate in overseeing the Company's interests more effectively.

Matters to be reported or complained about

- Illegal acts, fraud, violation of company regulations, or ethical violations by the Board of Directors and employees.
- Irregularities in financial reporting, inadequate internal control systems.
- Matters that affect the interests or reputation of the Company.

Whistleblowing or Complaint Channels

The Committee provides an opportunity for stakeholders to communicate with the Committee and will protect the rights of stakeholders who report or complain about various issues. Communication channels are available through the Audit Committee to proceed according to the Company's procedures and report to the Committee accordingly. The contact channels are as follows:

(1) Within the Company

If you witness any action suspected of violating or not complying with the Company's Code of Conduct and work practices, you can report it at

Channel 1: Report to the supervisor accordingly and/or the department responsible for overseeing compliance with the Code of Conduct and work practices.

Channel 2: Suggestion Box

Channel 3: Email: auditcommittee@bangkokgenomics.com

(2) Outside the Company

Channel 1: By mail to

Chairman of the Audit Committee

Bangkok Genomics Innovation Public Company Limited

3689 Rama 4 Road, Phra Khanong Subdistrict, Khlong Toei District, Bangkok 10110

Channel 2: By email to

auditcommittee@bangkokgenomics.com

To ensure the confidence of whistleblowers or complainants, the Company prioritizes the confidentiality of whistleblowing information or complaints and has established written procedures for receiving and investigating complaints. Such complaints will only be known to the designated and involved individuals. If such confidential information is disclosed, the Company will investigate and identify the person who disclosed such information and will take disciplinary action against such person.

Prevention of Misuse of Inside Information

The Company places great importance on governing the use of the Company's inside information. The Company has a policy prohibiting directors, executives, employees, and staff of the Company from disclosing information not yet disclosed to the public, which may affect the price or value of the Company's securities ("Inside Information") to any person, directly or indirectly, whether or not in return for remuneration. Therefore, the Company has established the following:

1. Directors, executives, employees, and staff of the Company and subsidiaries are prohibited from disclosing or exploiting the confidential and/or inside information of the Company and subsidiaries for their own benefit or for the benefit of any other person, directly or indirectly, whether or not in return for any benefit.
2. Directors, executives, employees, and staff of the Company and subsidiaries, including their spouse or those who cohabit as husband and wife, and their unemancipated children, are prohibited from using the Company's and subsidiaries' inside information that has or may have an impact on the price of the Company's securities, which has not yet been disclosed to the public, whether such action is for their own benefit or for the benefit of others, or for others to do so in return for their benefit. Violators will be subject to disciplinary action by the Company and its subsidiaries.
3. The Company and its subsidiaries have informed the directors and executives to understand and acknowledge their duties to report their shareholdings, as well as those of their spouse or those who cohabit as husband and wife, and their unemancipated children, including juristic persons in which they, their spouse or those who cohabit as husband and wife, and their unemancipated children hold more than 30 percent of the total shares of such juristic person. This includes reporting changes in shareholdings to the Office of the Securities and Exchange Commission in accordance with Section 59 and the penalties stipulated in the Securities and Exchange Act (No. 5) B.E. 2559.
4. The Company and its subsidiaries have stipulated that directors and executives of the Company and its subsidiaries, including their spouse or those who cohabit as husband and wife, and their unemancipated children, as well as juristic persons in which such persons, including their spouse or those who cohabit as husband and wife, and their unemancipated children hold more than 30 percent of the total shares of such juristic person, are prohibited from trading in the Company's securities during the period of 1 month prior to the disclosure of the financial statements to the public.

Gift giving or receiving, entertainment, or business hospitality

Improper gifts, hospitality, and other expenses can lead to corruption risks and create opportunities for fraud by paying expenses to the Company's directors, executives, or employees for bribery. In addition, the Company's provision of inappropriate gifts, hospitality, or other expenses to customers may be a violation of the policies of some customers, causing the Company to lose business opportunities.

The Company recognizes the importance of building good relationships with business partners in order to bring about the continued success of the Company and, at the same time, to maintain the Company's reputation, which conducts business with honesty, integrity, and in accordance with the law. The Company has established the following guidelines for gifts, hospitality, entertainment, and other expenses:

- 1) The Board of Directors, executives, and employees of the Company may receive/give gifts, hospitality, or other expenses, such as hosting or being hosted by others, on various occasions in accordance with generally accepted customs, traditions, or social etiquette. This must be done transparently and openly. Such receiving/giving must not result in any advantage being gained through improper conduct or being an explicit or implicit exchange for assistance or benefits, resulting in undue leniency in inappropriate business agreements, influencing business decisions, and must comply with relevant laws. The giving of gifts by the Company must be in the name of the Company, not in a personal capacity, and may be in the form of gifts bearing the Company's logo, appropriate to the occasion, such as giving gifts

during the New Year, Chinese New Year, or Songkran festivals. They must not be in the form of cash or cash equivalents, such as checks, gift certificates, or gift vouchers (unless given in the form of a sales promotion, which has clearly defined criteria and is treated in the same manner as everyone else).

2) The Board of Directors, executives, and employees of the Company shall not solicit or accept gifts, hospitality, or other expenses from customers, partners, or those involved in the Company's business under any circumstances that would influence their decision-making in the performance of their duties with bias, difficulty, or conflict of interest.

3) The Board of Directors, executives, and employees of the Company must not accept any gifts or compensation that are excessive due to the performance of their normal duties. For example, in a tender process, they must not accept gifts or hospitality from companies participating in the tender or related companies. However, the Board of Directors, executives, and employees of the Company may accept gifts and/or hospitality and/or other expenses if they are in accordance with normal festivals or customs and do not exceed 3,000 Baht (Three Thousand Baht) in value, such as calendars, pens, notebooks, glasses, etc. Such gifts must not be in the form of cash or cash equivalents, such as gift vouchers or gift certificates.

4) It is prohibited to accept gifts, hospitality, or other benefits worth more than 3,000 Baht (Three Thousand Baht) or gifts in the form of cash or cash equivalents, such as gift vouchers or gift certificates, when it is not possible to refuse such gifts or benefits at that time, such as during a meeting with a client. The recipient may accept the gift or benefit first, but must immediately notify their supervisor and submit a gift receipt report to the Administration Department. The Company will consider donating the received items/gifts to public charities for the benefit of the public as appropriate.

5) The giving and receiving of other benefits, such as entertainment and hospitality, must be confirmed that such hospitality is not excessive in terms of expenditure or frequency to the extent that it creates an obligation to the host, whether directly or indirectly.

6) The Company will communicate to the Board of Directors, executives, and employees of the Company the guidelines for gifts, hospitality, and other expenses of the Company through annual meetings and other communication channels available to the Company. The Company will publicize or inform customers, partners, or those involved in the Company's business of the Company's policies and guidelines for gifts, hospitality, and other expenses through company brochures or leaflets used to publicize the Company's activities.

Compliance with laws, regulations, and rules

The company monitors the issuance of laws, acts, ministerial regulations, announcements, and relevant professional standards that have been additionally announced, with details as follows:

1) The healthcare provider, laboratory manager, and medical technologist are members of the Medical Technology Council and regularly attend academic conferences organized by the Medical Technologist Association of Thailand to stay updated on regulations and announcements. There will be an annual meeting where various agencies will update and announce new or upcoming regulations. In addition, there is participation in Line groups, Facebook, or other channels of members to exchange knowledge, share training, consult on problems related to the profession, and publicize relevant announcements.

2) Laboratory staff are also members of other related associations, including the Human Genetics Society, the Medical Technologist Association, the Genetics Society, the Medical Genetics and Genomics Association, and continuously update on activities, announcements, and other details related to laws and regulations.

3) Send representatives to attend academic conferences organized by government agencies, universities, or various institutions to stay updated on academic information, regulations, and relevant practices.

4) The project and product team will be responsible for reviewing the tariff codes to be used in the customs clearance process for imported goods. The Customs Department of Thailand will review the tariff codes of goods and start using the new codes on January 1st of every year. The project and product team will coordinate with the customs broker to regularly review the codes of imported goods to prevent errors in the customs clearance process, resulting in timely release and delivery of goods to the company or laboratory in a timely manner, while maintaining the condition of the goods, including the storage temperature.

If there are any changes in laws or regulations, the recipient of such information must notify the secretary of the risk management working group in order to proceed with the review measures.

Review Measures

- 1) The secretary of the risk management working group is responsible for preparing a register summarizing relevant laws.
- 2) Organize a risk management working group meeting to review relevant laws every quarter, with the person in charge of each department presenting. The secretary of the risk management working group will update the summary of relevant laws to be current.
- 3) Present the risk management working group report to the audit committee every quarter.

Measures to promote knowledge and understanding

- 1) Announce relevant laws to the departments that need to comply in order to comply correctly. Every time there is an update to the summary of relevant laws, it will be announced to all department managers at the monthly management planning meeting.
- 2) There is a legal advisor who is a jurist from the Legal Division, Department of Health Service Support, Ministry of Public Health, who is an expert in laws related to hospitals and medical devices. Employees will receive training on relevant laws or announcements as requested, help check various contracts to ensure they do not violate the law, provide advice and answer questions, as well as represent the company in discussions on various legal issues as requested by the company.
- 3) Submit inquiries to relevant agencies that issue regulations and rules in case of ambiguity or unclear issues, such as inquiries regarding the consideration of tariff codes for medical devices.

Information and IT system security

The Company recognizes information and communication technology (ICT) as a key factor in supporting business operations and enhancing operational efficiency. The Company has therefore established the following policies:

1. IT Risk Assessment Policy

The Company shall establish an information technology risk management process covering risk identification, risk assessment, and risk control to ensure that risks remain within acceptable levels. Appropriate personnel shall be assigned responsibility for managing IT-related risks.

2. IT Resource Management (Acceptable Use Policy)

The Company shall implement processes to manage IT resources in alignment with its strategic plans, ensuring adequacy to support operations. Risk management measures shall also be in place in cases where IT resources are insufficient to support business operations.

3. Information Security Policy

The Company shall establish and implement information security practices in accordance with its Information Security Policy and communicate such practices to all relevant parties. The information security framework shall cover the following 14 domains:

Category 1: Information Security Policy

To define direction and support for organizational information security in compliance with business requirements, laws, and regulations, with a focus on protecting organizational data in all forms, particularly electronic data.

Category 2: Information Security Organization

To establish a governance framework for managing information security, including roles and responsibilities within the organization.

Category 3: Human Resource Security

To ensure employees and contractors understand their roles and responsibilities in maintaining information security.

Category 4: Asset Management

To identify and assign ownership of information assets, including data, software, and processing equipment, and ensure appropriate protection responsibilities.

Category 5: Access Control

To control access to information systems based on business needs and minimize the risk of unauthorized access.

Category 6: Cryptography

To ensure appropriate use of encryption to protect confidentiality, integrity, and authenticity of information.

Category 7: Physical and Environmental Security

To protect facilities, IT systems, equipment, and information assets from physical and environmental threats.

Category 8: Operations Security

To ensure secure and correct operations of information processing facilities.

Category 9: Communications Security

To protect information in networks and safeguard supporting infrastructure.

Category 10: System Acquisition, Development, and Maintenance

To ensure information security is integrated throughout the system development lifecycle, including systems accessed via public networks.

Category 11: Supplier Relationships

To ensure protection of organizational assets accessed by external service providers.

Category 12: Information Security Incident Management

To ensure timely and appropriate handling of security incidents and vulnerabilities through consistent and effective processes.

Category 13: Business Continuity Management

To prevent operational disruptions caused by system failures, natural disasters, or unforeseen events by establishing business continuity plans that minimize impacts and ensure continuity of critical operations.

Category 14: Compliance

To ensure compliance with applicable laws, regulations, contractual obligations, and internal policies, and to prevent legal violations.

The Company shall review and update its information security policies and practices at least annually to ensure they remain current and effective.

All personnel are required to strictly comply with the Companys information security policies. Any violation shall be subject to disciplinary actions in accordance with the Companys regulations.

Environmental management

The Company is committed to operating and creating sustainable business growth under good corporate governance throughout the value chain, taking into account the impact on stakeholders, society, and the environment. The Company believes that doing business based on sustainability is an important foundation to help strengthen the organization to grow steadily and sustainably. In addition, the Company is committed to operating on the basis of creating positive changes for the community, environment, and economy to ensure that operations are in the right direction and benefit stakeholders at all levels. This intention will help promote sustainable operations, with the following essence:

- 1) Adhere to conducting business with fairness, giving importance and respect to human rights, treating customers, partners, competitors, and employees equally and fairly, being responsible to consumers, giving importance to occupational health and safety of employees, creating awareness, and encouraging employees to protect the environment, along with developing the community and society to have a better quality of life.
- 2) Aim to ensure that the Board of Directors, executives, employees, and employees at all levels are responsible for supporting, promoting, and performing their duties in accordance with the sustainable development policy until it becomes a work culture that takes into account the balance of economic, social, and environmental benefits.

3) In terms of dealing with competitors, the Company will treat competitors fairly within the framework of fair competition and will not seek confidential information of competitors by dishonest means.

4) Raise awareness and responsibility for the sustainable development approach to ensure that the Company will develop the economy in line with the interests of society, the environment, and stakeholders, including promoting responsible operations throughout the organization's value chain on an ongoing basis. The Board of Directors, executives, employees, and employees at all levels are responsible for supporting, promoting, and performing their duties in accordance with this Corporate Sustainability Development Policy and Guidelines until it becomes a culture that takes into account the balance of economic, social, and environmental aspects.

The Company has established a management framework to drive organizational sustainability development, covering all 3 dimensions: Environment, Social, and Governance, as follows:

Environment Dimension

Environmental Care

- 1) The Company places importance on environmental care. The Company operates and controls its operations to comply with relevant environmental laws and regulations. The objective is to care for and avoid environmental damage.
- 2) The Company encourages the appropriate use of resources and reduces waste. The Company is also committed to reducing negative environmental impacts in various areas such as energy, water, waste, pollution, and greenhouse gas management.
- 3) Sustainable management of natural resources and the environment. Give importance to the use of natural resources, environmental care throughout the business process. Use appropriate technology to prevent environmental/ecosystem impacts that may arise from business operations.
- 4) Manage environmental quality and biodiversity in accordance with relevant laws and regulations, as well as invest, develop, and improve environmental management systems, including seeking new measures and methods to enhance the efficiency of environmental management and control for the better.
- 5) Invent and seek ways and means to reduce the use of resources and energy, as well as reduce the release of pollutants, waste, and greenhouse gases to prevent, control, and minimize impacts on the environment, communities, and society, such as reducing paper use, reducing electricity consumption by turning off lights and air conditioners during lunch breaks for office staff.
- 6) Exercise caution in carrying out any activities that result in greenhouse gas emissions. Seek measures to reduce greenhouse gas emissions into the atmosphere and ways to respond to climate change so that the business can grow steadily and sustainably.

Greenhouse Gas Management

The Company recognizes global warming and the increasingly severe climate change. The Company is committed to cooperating and promoting various activities to help mitigate global warming to the fullest extent. The Company focuses on communicating to employees to understand and be aware of the impact of global warming and to jointly create an organizational culture that transitions into a low-carbon society. In addition, the Company uses electrical appliances with low-carbon labels and campaigns for everyone to save electricity, which is one of the resources that emit greenhouse gases. The Company will also support and promote greenhouse gas management for the benefit of the organization, society, and the country's environment, leading the organization into a low-carbon society to respond to Thailand's policy in reducing greenhouse gases, in line with government policies and agreements under the United Nations Framework Convention on Climate Change (UNFCCC).

Currently, the Company has systematically compiled greenhouse gas emissions and absorption data to be used for monitoring, inspecting, and assessing the environmental impact of the Company's operations. This is to support sustainable business development and align with the approach of reducing environmental impact.

Environmental Performance Results

- Energy Consumption

The Company places importance on using electricity properly and avoiding waste. The Company has communicated knowledge to employees within the organization to make them aware of the value of electricity and to use it with maximum efficiency. The Company has therefore established energy-saving measures such as setting time periods for turning lights on and off, turning off employee computers during lunch breaks, and using energy-saving air conditioners and light bulbs to help reduce energy consumption within the organization for maximum efficiency and lead to sustainable business development.

- Water Usage

The Company communicates to employees to appreciate the value of water and use it economically to prevent waste. In addition, the Company also has a system for managing wastewater from the service process. Wastewater that may be contaminated with chemicals generated from laboratory processes will be collected in a container with a tight-fitting lid and no leaks for disposal by a specialized external company.

- Waste, Hazardous Waste, and Pollution Management Bangkok Genomics Medical Laboratory has a consistent waste management system, does not accumulate waste for many days, and disposes of waste in the correct category. The waste bins are divided into 4 types as follows:

- (1) General waste (black bag) for general waste such as paper scraps, plastic bottles, etc.
- (2) Infectious waste (red bag) for specimens or suspected contaminated specimens, gloves, personal protective equipment (PPE). Do not pour or dispose of specimens in the sink.
- (3) Sharps disposal bins, such as broken glass, blades, etc.
- (4) Infectious sharps disposal bins (red bins), such as filter tips, syringes. When the infectious sharps disposal bin is full, pack it in a double container before disposing of it in a red garbage bag. The laboratory separates infectious waste from other types of waste and collects infectious waste bags in a designated area. Place in a container with a tight-fitting lid and no leaks, with a label attached to the outside of the container to indicate that it is infectious waste (Biohazard) for disposal by an external company specializing in the collection and disposal of infectious waste according to the "Ministerial Regulations on Infectious Waste Disposal, B.E. 2545". Used equipment or infectious waste from the SARS-CoV2 laboratory will be decontaminated by autoclaving for an appropriate period of time before being disposed of according to the system to reduce the potential environmental impact of infectious waste.

Social Dimension

Community Aspects

- 1) Promote research and development of academic knowledge in collaboration with researchers, specialists, and professors for public benefit and to enhance the sustainable service image of the company.
- 2) Invest in developing employee potential by supporting training, providing knowledge, and necessary resources, as well as creating a safe work environment, stimulating creativity, and enabling employees to work to their full potential and capabilities.
- 3) Respond to the needs and create customer satisfaction in terms of both the quantity and quality of goods and services in accordance with the contract.
- 4) Enhance and promote the participation of communities and relevant stakeholders by being open to opinions, consulting transparently and creatively, treating each other equally, and respecting differences, as well as supporting the development of quality of life and community strength.
- 5) Collaborate with government agencies, associations, business partners, civil society, and other stakeholders to participate in the development and/or application of good sustainability standards and practices from various sectors.

Human rights

The company recognizes that its employees are its most valuable asset and acknowledges the importance of human resource development and fair labor practices as key factors in achieving sustainable business success. The company's commitment to these principles is demonstrated through the following:

- 1) Legal Compliance and Human Rights: The company complies with all applicable labor laws and regulations, as well as international human rights principles. The company upholds the principles of equality, equal opportunity, and non-discrimination based on race, gender, age, skin color, religion, disability, social status, family background, educational

institution, or any other status not directly related to job performance. The company respects individuality and human dignity.

2) Non-Discriminatory Treatment: The company treats all employees and workers fairly and provides equal opportunities, assigning tasks based on individual capabilities. This principle extends to employees, partners, and stakeholders.

3) Respect for Rights and Dignity: The company respects the rights, dignity, and treats all employees, workers, and business partners with equality and consideration for human dignity.

Fair Labor Practices

1) Compensation and Benefits: The company's compensation and benefits system is designed to motivate employees to perform to their fullest potential. The system is fair, complies with legal requirements, and follows standardized procedures. The company regularly evaluates and analyzes performance indicators to ensure they are up-to-date, appropriate for each job level and responsibility, aligned with business operations, and competitive with industry standards.

2) Employee Development: The company prioritizes the development of employee knowledge, skills, and management capabilities through training programs, seminars, and study tours. The company is committed to creating a framework for continuous employee development at all levels to enhance their capabilities.

3) Work Practices and Career Advancement: The company's practices are based on the principle of non-discrimination and compliance with all relevant laws, providing equal opportunities for all, regardless of gender, race, religion, ethnicity, age, disability, socioeconomic status, or educational qualifications.

4) Employee Well-being and Safety: The company cares for the well-being and health of all employees and prioritizes safety and environmental management in the workplace. The company ensures the safety and health of employees, workers, and company assets without compromising the rights and safety of others. The company also protects personal data privacy, including data storage, disclosure, and utilization.

Safety and occupational health at work

The company recognizes that the safety, occupational health, and work environment system is essential for business operations. Therefore, the company aims to reduce and control the risks and dangers to employees, business partners, service recipients, contractors, and visitors. The company also aims to increase the efficiency of health operations to ensure safety and promote the image of corporate responsibility to society. Therefore, the company has established the following safety, occupational health, and work environment policy:

1. The company will manage the safety, occupational health, and work environment management system in accordance with the law and international standards, including other requirements that the company applies to ensure workplace safety. The company aims to create a culture of workplace safety for employees, business partners, service recipients, contractors, and visitors on a continuous and sustainable basis.

2. The company considers workplace safety to be the duty and responsibility of all employees. Supervisors at all levels must be good role models, leaders, and supporters, promoting employee awareness of working safely. They must also oversee the work of employees, business partners, service recipients, contractors, and visitors to ensure strict compliance with the established occupational health, safety, and work environment policies. This is to ensure maximum safety at every stage of the operation.

3. The company promotes and encourages employees, business partners, service recipients, contractors, and visitors to participate in safety, occupational health, and work environment operations.

4. The company recognizes the importance of safety, occupational health, and work environment policies. The company develops operational plans to assess hazards and environmental impacts to ensure that risk prevention and mitigation systems are effectively implemented under the law and international standards.

5. The company prioritizes and promotes knowledge development by providing training, reviews, rehearsals, and various activities to enhance awareness among employees at all levels of the importance of safety, occupational health, and work environment.

6. The company will monitor and evaluate the performance of the safety, occupational health, and work environment policies defined in the annual plan to ensure effective implementation and maximum efficiency.
7. The company supports and promotes continuous improvement of the work environment, including safe work practices, by adhering to the 5S principles (Sort, Set in Order, Shine, Standardize, Sustain) for the good hygiene of all employees. The company also utilizes appropriate personal protective equipment to prevent accidents, occupational illnesses, work-related illnesses, dangerous communicable diseases, and fires.
8. The company will provide appropriate resources such as budget, time, personnel, tools, and related materials to enable employees to implement the safety, occupational health, and work environment policies smoothly in accordance with international standards.

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 has established processes that promote the proper conduct of the Board of Directors, executives, and employees at all levels in compliance with laws, regulations, and guidelines, while respecting the rights of the companys suppliers and customers. To this end, the company has developed a corporate governance policy to provide a framework for all individuals within the organization to follow. The business ethics code, which has been implemented, serves as a crucial foundation for sustainable business practices. It is a guiding principle for employees throughout the organization, shaping the way the company operates and fostering a corporate culture based on shared values. This, in turn, helps the company achieve its goals and mission, elevating the organization toward long-term sustainability.

The Board of Directors is committed to conducting business in a fair and transparent manner. The company has formalized its business ethics code (Code of Conduct) in writing to serve as a guideline for employees' actions and to promote responsible business practices. The code reflects the companys commitment to integrity, accountability to stakeholders, and consideration for society and the environment. It is communicated through training and various internal communication channels, ensuring that all employees understand and adhere to the companys values and the prescribed code of conduct.

The code covers various aspects, such as the treatment of shareholders, responsibilities to stakeholders, and the channels for reporting violations of business ethics. The company has announced and ensured that all employees are aware of and strictly follow the business ethics code. In 2024, no complaints regarding violations of the companys business ethics code were filed with the Audit Committee.

Participation in anti-corruption networks

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

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 governance policy and guidelines, or board of directors charter : Yes

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

The Company established a Code of Conduct, including a good corporate governance policy in accordance with the Corporate Governance Code for Listed Companies 2017 (Corporate Governance Code or CG Code) of the SEC. It is made in writing for the Board of Directors, executives, and employees to acknowledge, understand, and comply with the policies stipulated in the Code of Conduct and the Corporate Governance Policy strictly.

To ensure that the policies/working procedures/manuals are accurate and consistent with the current operations of the department, and to enhance the effectiveness of supervision, the Company has established a policy for reviewing the Company's policies and working procedures. The Human Resources Department is assigned to be responsible for surveying and collecting information from executives and all relevant departments to review and examine policies/working procedures/manuals at least once a year. The review is scheduled to be conducted in November of each year, and a summary of the revised/changed information is to be prepared for submission to the authorized person for consideration of the policies/working procedures/manuals, which will be reviewed and approved by December of each year.

At the Board of Directors Meeting No. 4/2025, held on November 10, 2025, in accordance with the policy on reviewing policies and operational regulations, which requires a review at least once a year, the management and relevant personnel have reviewed all 49 policies. The review was conducted to assess their appropriateness and alignment with actual operations. To ensure continuous operations in line with the organizational structure, it is proposed that the meeting consider revising one policy as follows:

1.P-HO-21 Policy on the Review of Policies and Operational Regulations

Implementation of the CG Code for listed companies

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

The Company has complied with the key principles of the Corporate Governance Code (CG Code) across all eight categories. A summary of the implementation is as follows:

1. Roles and Responsibilities of the Board of Directors

The Board of Directors has clearly defined its roles, authority, and responsibilities, and is responsible for overseeing the Company's operations to ensure alignment with its objectives, goals, and strategies, as well as regularly monitoring and evaluating performance. In addition, the Company has established a Code of Conduct to serve as a guideline for conducting business with ethics, transparency, and responsibility toward all stakeholders.

2. Establishing Objectives and Goals for Sustainability

The Company has established clear vision, mission, and corporate policies to guide its business operations and communicate its objectives to stakeholders. The Board of Directors has set strategies and business plans by considering environmental factors, risks, and impacts on stakeholders, and continuously monitors performance to achieve sustainable goals.

3. Strengthening an Effective Board

The Company has established an appropriate board structure, with independent directors comprising no less than one-third of the total number of directors, and clearly separates the roles of the Chairman of the Board and the Chief Executive Officer. The Company has also established charters for the Board and its sub-committees, conducts annual performance evaluations of the Board, and promotes continuous development of directors knowledge and skills.

4. Nomination and Development of Executives and Personnel

The Company has a transparent process for recruiting and selecting senior executives, considering their qualifications, knowledge, capabilities, and experience. A succession plan has been established, and the Company continuously promotes the development of personnel capabilities.

5. Promotion of Innovation and Responsible Business Conduct

The Company conducts its business with consideration for all stakeholder groups, including shareholders, employees, customers, business partners, competitors, communities, and the environment. Policies and practices have been established to ensure corporate social responsibility, customer data protection, fair competition, and environmental sustainability.

6. Risk Management and Internal Control

The Company has established a comprehensive enterprise-wide risk management policy and appropriate internal control systems. This includes the establishment of an Audit Committee, policies on conflict of interest prevention, anti-corruption measures, and whistleblowing mechanisms.

7. Disclosure and Transparency

The Company places importance on accurate, complete, timely, and transparent disclosure in accordance with the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand. This covers both financial and non-financial information, including the Management Discussion and Analysis (MD&A), for the benefit of investors.

8. Shareholder Engagement

The Company recognizes the equal rights of shareholders and ensures transparent shareholder meetings, providing opportunities for shareholders to propose agenda items and raise questions. The Company also facilitates shareholder participation, proxy appointments, and ensures adequate advance disclosure of information.

Other corporate governance performance and outcomes

Corporate Governance Structure

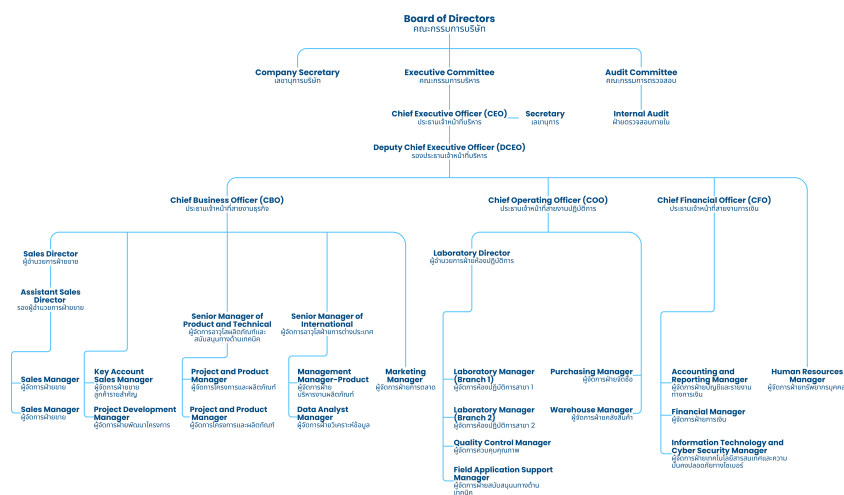
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 19 Mar 2026

Corporate governance structure diagram



Corporate Governance Structure

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	11		11		11	
	10	1	10	1	10	1
Executive directors	2		2		2	
	1	1	1	1	1	1
Non-executive directors	9		9		9	
	9	0	9	0	9	0
Independent directors	4		4		4	
	4	0	4	0	4	0
Non-executive directors who have no position in independent directors	5		5		5	
	5	0	5	0	5	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	90.91	9.09	90.91	9.09	90.91	9.09
Executive directors	18.18		18.18		18.18	
	9.09	9.09	9.09	9.09	9.09	9.09
Non-executive directors	81.82		81.82		81.82	
	81.82	0.00	81.82	0.00	81.82	0.00
Independent directors	36.36		36.36		36.36	
	36.36	0.00	36.36	0.00	36.36	0.00
Non-executive directors who have no position in independent directors	45.45		45.45		45.45	
	45.45	0.00	45.45	0.00	45.45	0.00

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	51		52		53	
	52	44	53	45	54	46

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. Mr. THOSAPORN SIRISUMPHAND Gender: Male Age : 65 years Highest level of education : Doctoral degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 300,000 Shares (0.050000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>28 Jan 2022</p>	<p>Business Administration, Corporate Management, Public Administration</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. PREECHA LAOHAPONGCHANA Gender: Male Age : 71 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 73,638,000 Shares (12.273000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>11 Sep 2017</p>	<p>Business Administration, Law, Commerce</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. GOANPOT ASVINVICHIT Gender: Male Age : 69 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> Direct shareholding : 100,000 Shares (0.016667 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	25 Jun 2020	Business Administration, Economics, Banking
<p>4. Mr. NING LI Gender: Male Age : 44 years Highest level of education : Doctoral degree Study field of the highest level of education : Science Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p>	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	25 Jun 2020	Health Care Services

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. SUJIE CAO Gender: Male Age : 39 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,450,000 Shares (0.408333 %) 	<p>Director (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	25 Jun 2020	Health Care Services

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. VICHATE TANTIWANICH Gender: Male Age : 64 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> Direct shareholding : 52,600 Shares (0.008767 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	28 Jan 2022	Risk Management, Audit, Business Administration, Economics, IT Management
<p>7. Mr. VICHYA KREANGAM Gender: Male Age : 44 years Highest level of education : Doctoral degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	28 Jan 2022	Law

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. ZONGZE WU Gender: Male Age : 42 years Highest level of education : Doctoral degree Study field of the highest level of education : Science Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p>	<p>Director (Non-executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	28 Jan 2022	Health Care Services
<p>9. Ms. SAOWALAK DANSAKUL Gender: Female Age : 46 years Highest level of education : Doctoral degree Study field of the highest level of education : Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,200,000 Shares (0.366667 %) 	<p>Director (Executive directors) Authorized directors as per the companys certificate of registration : Yes Type of director : Existing director</p>	28 Jan 2022	Health Care Services, Agribusiness

List of directors	Position	First appointment date of director	Skills and expertise
<p>10. Mr. XIAOHAN WANG Gender: Male Age : 35 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : No Residence in Thailand : No Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 2,250,000 Shares (0.375000 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	28 Jan 2022	Business Administration, Health Care Services
<p>11. Mr. JEDSADA CHOKDAMRONGSUK Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Medicine Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	22 Jun 2023	Health Care Services

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



Photographs of the Board of Directors

List of board of directors who resigned / vacated their position during the year

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 companys certificate of registration
1. Mr. THOSAPORN SIRISUMPHAND	Director		✓	✓		
2. Mr. PREECHA LAOHAPONGCHANA	Director		✓		✓	✓
Total (persons)		2	9	4	5	7

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 companys certificate of registration
3. Mr. GOANPOT ASVINVICHIT	Director		✓		✓	✓
4. Mr. NING LI	Director		✓		✓	✓
5. Mr. SUJIE CAO	Director		✓		✓	✓
6. Mr. VICHATE TANTIWANICH	Director		✓	✓		
7. Mr. VICHYA KREANGAM	Director		✓	✓		
8. Mr. ZONGZE WU	Director		✓		✓	✓
9. Ms. SAOWALAK DANSAKUL	Director	✓				✓
10. Mr. XIAOHAN WANG	Director	✓				✓
11. Mr. JEDSADA CHOKDAMRONGSUK	Director		✓	✓		
Total (persons)		2	9	4	5	7

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	2	18.18
2. Agribusiness	1	9.09

Skills and expertise	Number (persons)	Percent (%)
3. Banking	1	9.09
4. Commerce	1	9.09
5. Health Care Services	6	54.55
6. Law	2	18.18
7. IT Management	1	9.09
8. Corporate Management	1	9.09
9. Risk Management	1	9.09
10. Audit	1	9.09
11. Public Administration	1	9.09
12. Business Administration	5	45.45

Information about the other directors ^{(*)(**)}

	2023	2024	2025
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	No	No
Chairman is a member of the executive board or taskforce	-	No	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	No	Yes	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 : Have
board of directors and the Management

Methods of balancing power between the board of : Appointing an independent director to jointly consider the
directors and Management agenda of the board of directors meeting

The Company has appointed four independent directors, accounting for 36.36% of the total 11 directors, and nine non-executive directors, representing 81.82% of the total board members. This composition ensures a balance of power between executive directors and management. Regarding the board meeting agenda setting, an independent director or the chairman, who is also an independent director, must be involved in the agenda-setting process. If the chairman is unable to attend or participate in setting the agenda, the chairman of the audit committee or an appointed representative acting as the meeting chairman will be responsible for determining the agenda. Additionally, those involved in the agenda-setting process must not be executive directors.

Information on the roles and duties of the board of directors

Board charter : Have

Scope of Authority, Duties, and Responsibilities of the Board of Directors are as follows;

1. Define the objectives, key business goals, vision, mission, policies, strategies, business plans, organizational structure, approval authority, and budget of the Company. Supervise the allocation of key resources and review, examine, and approve the Company's policies, strategies, business plans, and operational direction, including those of its subsidiaries, as proposed by the management.
2. Monitor and supervise the Company's performance, management, and operations, ensuring alignment with the Company's objectives, vision, mission, strategies, business plans, and budget to maximize value for the Company and its shareholders effectively and efficiently.
3. Oversee the Company's management and operations to ensure compliance with its policies, corporate governance principles, securities laws, and related regulations issued by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), including related-party transactions and significant asset acquisitions or disposals, provided that they do not conflict with other laws.
4. Establish a comprehensive risk management policy covering the entire organization and oversee the implementation of appropriate risk management systems and control measures to mitigate business risks effectively.
5. Ensure the implementation of an appropriate and effective accounting system, including an internal control system and internal audit process, and conduct regular assessments of the adequacy of the Company's internal control system.
6. Define the management structure, including the authority to appoint subcommittees, the Chief Executive Officer (CEO), and other committees as deemed appropriate. The delegation of authority must not allow subcommittees, the CEO, or other committees to approve transactions that may involve conflicts of interest unless they comply with the policies and criteria previously approved by the Board.
7. Establish corporate governance policies in written form, ensure their effective implementation, and promote ethical business practices that respect the rights of shareholders and stakeholders, contributing positively to society and the environment while maintaining adaptability to changing business conditions.
8. Manage and address conflicts of interest among stakeholders, including preventing the misuse of the Company's assets, information, and opportunities, as well as improper transactions with related parties. Any director with a personal interest in a transaction involving the Company or a change in shareholding proportion must immediately notify the Company.

9. The Board may delegate authority to one or more directors or other individuals to act on its behalf under the Boards supervision. The Board may revoke, withdraw, modify, or amend such delegation of authority as necessary. However, such delegation must not permit decision-making or approvals of transactions where the delegate has a conflict of interest, personal gain, or other conflicting interests with the Company, as defined by the Capital Market Supervisory Board and/or SET regulations, unless the transactions comply with the policies and guidelines previously approved by the Board.

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Board of Directors

Role

- Others
- Define the Companys direction and strategy, and oversee its business operations.
- Ensure the implementation of effective risk management, internal control, and good corporate governance systems.
- Ensure the establishment of appropriate accounting, internal control, and internal audit systems.

Scope of authorities, role, and duties

1. Define the objectives, key business goals, vision, mission, policies, strategies, business plans, organizational structure, approval authority, and budget of the Company. Supervise the allocation of key resources and review, examine, and approve the Company's policies, strategies, business plans, and operational direction, including those of its subsidiaries, as proposed by the management.
2. Monitor and supervise the Company's performance, management, and operations, ensuring alignment with the Companys objectives, vision, mission, strategies, business plans, and budget to maximize value for the Company and its shareholders effectively and efficiently.
3. Oversee the Companys management and operations to ensure compliance with its policies, corporate governance principles, securities laws, and related regulations issued by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET), including related-party transactions and significant asset acquisitions or disposals, provided that they do not conflict with other laws.
4. Establish a comprehensive risk management policy covering the entire organization and oversee the implementation of appropriate risk management systems and control measures to mitigate business risks effectively.
5. Ensure the implementation of an appropriate and effective accounting system, including an internal control system and internal audit process, and conduct regular assessments of the adequacy of the Company's internal

control system.

6. Define the management structure, including the authority to appoint subcommittees, the Chief Executive Officer (CEO), and other committees as deemed appropriate. The delegation of authority must not allow subcommittees, the CEO, or other committees to approve transactions that may involve conflicts of interest unless they comply with the policies and criteria previously approved by the Board.

7. Establish corporate governance policies in written form, ensure their effective implementation, and promote ethical business practices that respect the rights of shareholders and stakeholders, contributing positively to society and the environment while maintaining adaptability to changing business conditions.

8. Manage and address conflicts of interest among stakeholders, including preventing the misuse of the Company's assets, information, and opportunities, as well as improper transactions with related parties. Any director with a personal interest in a transaction involving the Company or a change in shareholding proportion must immediately notify the Company.

9. The Board may delegate authority to one or more directors or other individuals to act on its behalf under the Board's supervision. The Board may revoke, withdraw, modify, or amend such delegation of authority as necessary. However, such delegation must not permit decision-making or approvals of transactions where the delegate has a conflict of interest, personal gain, or other conflicting interests with the Company, as defined by the Capital Market Supervisory Board and/or SET regulations, unless the transactions comply with the policies and guidelines previously approved by the Board.

Reference link for the charter

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Audit Committee

Role

- Audit of financial statements and internal controls
- Risk management

Scope of authorities, role, and duties

1. Review the Company's financial reports to ensure accuracy and adequate disclosure.
2. Review the Company's internal control system and internal audit system for appropriateness and effectiveness, as well as assess the independence of the internal audit function. This includes approving the appointment, transfer, dismissal, and remuneration of the head of internal audit or any other department responsible for internal audit.
3. Review the Company's risk management policies and implementation to ensure compliance with established guidelines.
4. Ensure the Company's compliance with securities and exchange laws, stock exchange regulations, and other applicable business laws.
5. Evaluate, select, and propose the appointment of an independent auditor and determine their remuneration. Additionally, hold at least one meeting per year with the external auditor without management participation.
6. Review related-party transactions and potential conflict of interest transactions to ensure compliance with securities laws and stock exchange regulations, ensuring that such transactions are reasonable and in the best interest of the Company.
7. Prepare and disclose an Audit Committee Report in the Annual Report, signed by the Chairman of the Audit

Committee, including at least the following:

- 7.1) Opinion on the accuracy, completeness, and reliability of the Company's financial reports.
- 7.2) Opinion on the adequacy of the internal control system.
- 7.3) Opinion on compliance with securities laws, stock exchange regulations, and other applicable business laws.
- 7.4) Opinion on the appropriateness of the external auditor.
- 7.5) Opinion on transactions that may involve conflicts of interest.
- 7.6) Number of Audit Committee meetings and attendance records of each committee member.
- 7.7) Overall observations and recommendations based on duties performed under the Audit Committee Charter.
8. Report any other matters that shareholders and investors should be aware of, within the scope of duties assigned by the Board of Directors, including reviewing and approving the Company's internal audit plan and evaluating the performance of the internal control auditor.
9. The Audit Committee has the authority to seek independent professional opinions when necessary, at the Company's expense.
10. Ensure the Company complies with corporate governance, social responsibility, and anti-corruption policies, including handling fraud and corruption complaints from internal personnel, conducting investigations, and submitting cases to the Board of Directors for disciplinary action and resolution.
11. If the Audit Committee identifies or suspects any of the following issues that may significantly impact the Company's financial position and performance, it must report to the Board of Directors for timely corrective action:
 - 11.1) Transactions that may involve conflicts of interest.
 - 11.2) Fraud, irregularities, or significant deficiencies in internal control systems.
 - 11.3) Violations of securities laws, stock exchange regulations, or other applicable business laws.
12. Perform any other duties assigned by the Board of Directors.

Reference link for the charter

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Executive Committee

Role

- Director and executive nomination
- Remuneration
- Sustainability development

Scope of authorities, role, and duties

1. Conduct and manage the Company's operations in accordance with its objectives, articles of association, policies, regulations, resolutions of the Board of Directors and/or shareholder meetings, within the framework of applicable laws.
2. Review and evaluate management proposals regarding organizational structure, vision, mission, goals, policies, business strategies, operational plans, investment expansion, financial planning, annual report, budget allocation, human resource management, and IT investments, before submitting them for Board approval.
3. Appoint working committees for specific tasks, define their roles, responsibilities, and authority, and oversee their performance to ensure alignment with the Company's policies and goals.
4. Provide guidance, advice, and policy direction to the Chief Executive Officer (CEO) and special task forces.
5. Monitor the performance of the Company and its subsidiaries to ensure operations are aligned with approved policies and objectives, maintaining quality and efficiency.
6. Review and approve the annual budget allocation proposed by management before submission to the Board of Directors for approval.
7. Approve financial expenditures for regular business transactions, provided they do not exceed the budget

approved by the Board.

8. Assess feasibility and approve participation in new projects, bids, and contracts, ensuring compliance with legal and stock exchange regulations.
9. Approve significant capital expenditures as outlined in the Company's annual budget, as delegated by the Board.
10. Authorize loan transactions, banking and financial operations, including account openings, loan applications, intra-group financing, and credit facilities, within the approved limits. Any exceeding amounts must be submitted to the Board for review in the next meeting. If assets are used as collateral, prior Board approval is required.
11. Monitor the Company's financial performance and propose dividend payments to the Board for approval.
12. Establish the Company's organizational structure, management authority, hiring, promotion, transfer, termination, and compensation policies for executives at the director level or equivalent, excluding the CEO.
13. Delegate authority to individuals or committees to conduct Company operations, ensuring oversight and compliance with governance principles. This authority can be revoked, amended, or modified as deemed necessary.
14. Appoint advisory committees and consultants, including determining remuneration, allowances, benefits, and other related expenses.
15. Appoint executive positions within the Company, except for the CEO, which requires Board approval.
16. Convene Executive Committee meetings and set meeting regulations as deemed necessary.
17. Approve operational authority for executives in line with Company rules and regulations.
18. Ensure the Company maintains an effective internal control system, coordinating with the Audit Committee.
19. Nominate qualified candidates for director and executive positions in subsidiaries and affiliates, ensuring governance compliance before seeking Board approval.
20. Perform any other duties assigned by the Board of Directors.

Authority Limitations

The delegation of authority to the Executive Committee shall not include approval for transactions where members have conflicts of interest, personal gains, or related party transactions, as defined by the Securities and Exchange Commission (SEC), Stock Exchange of Thailand (SET), and other relevant regulators. Such matters must be presented to the Board or shareholders for approval, except for transactions conducted under normal business operations and standard commercial terms as defined by the SEC, SET, or other relevant authorities.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
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List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. VICHATE TANTIWANICH^(*)</p> <p>Gender: Male</p> <p>Age : 64 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Business Administration</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : Yes</p>	<p>Chairman 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>	28 Jan 2022	Risk Management, Audit, Business Administration, Economics, IT Management
<p>2. Mr. VICHYA KREANGAM</p> <p>Gender: Male</p> <p>Age : 44 years</p> <p>Highest level of education : Doctoral degree</p> <p>Study field of the highest level of education : Law</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>	28 Jan 2022	Law
<p>3. Mr. JEDSADA CHOKDAMRONGSUK</p> <p>Gender: Male</p> <p>Age : 67 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Medicine</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 : Continuing director (Full term of directorship and being re-appointed as a director)</p>	22 Jun 2023	Health Care Services

Additional explanation :

(*) Directors with expertise in accounting information review

List of audit committee members who resigned / vacated their position during the year

List of executive committee members

List of committee members	Position	Appointment date of executive committee member
<p>1. Mr. GOANPOT ASVINVICHIT Gender: Male Age : 69 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</p>	<p>The chairman of the executive committee</p>	<p>28 Jan 2022</p>
<p>2. Mr. PREECHA LAOHAPONGCHANA Gender: Male Age : 71 years Highest level of education : Master's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes</p>	<p>Member of the executive committee</p>	<p>28 Jan 2022</p>
<p>3. Mr. SUJIE CAO Gender: Male Age : 39 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : No Residence in Thailand : No</p>	<p>Member of the executive committee</p>	<p>28 Jan 2022</p>

List of committee members	Position	Appointment date of executive committee member
4. Ms. SAOWALAK DANSAKUL Gender: Female Age : 46 years Highest level of education : Doctoral degree Study field of the highest level of education : Science Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	28 Jan 2022
5. Mr. XIAOHAN WANG Gender: Male Age : 35 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : No Residence in Thailand : No	Member of the executive committee	28 Jan 2022

List of executive committee members who resigned / vacated their position during the year

Other Subcommittees

List of subcommittees who resigned / vacated their position during the year

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
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List of executives	Position	First appointment date	Skills and expertise
<p>1. Ms. SAOWALAK DANSAKUL Gender: Female Age : 46 years Highest level of education : Doctoral degree Study field of the highest level of education : Science Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Chief Executive Officer (CEO) (The highest-ranking executive)</p>	<p>28 Jan 2022</p>	<p>Health Care Services, Agribusiness</p>
<p>2. Mr. XIAOHAN WANG Gender: Male Age : 35 years Highest level of education : Bachelor's degree Study field of the highest level of education : Science Thai nationality : No Residing in Thailand : No Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Deputy Chief Executive Officer (DCEO)</p>	<p>1 Oct 2019</p>	<p>Business Administration, Health Care Services</p>

List of executives	Position	First appointment date	Skills and expertise
<p>3. Mr. Kittikun Rodrangnok (*)(**)</p> <p>Gender: Male 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 : Yes Accounting supervisor : Yes</p>	<p>Chief Financial Officer (CFO)</p>	<p>23 Sep 2021</p>	<p>Accounting</p>
<p>4. Mr. Porntep Tanyut</p> <p>Gender: Male Age : 39 years Highest level of education : Master's degree Study field of the highest level of education : Department of Immunology Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Chief Laboratory Officer (CLO)</p>	<p>3 Jan 2024</p>	<p>Health Care Services</p>

List of executives	Position	First appointment date	Skills and expertise
5. Mr. Siriyod Denmongkholchai Gender: Male Age : 36 years Highest level of education : Doctoral degree Study field of the highest level of education : Department of Medical Microbiology (Interdisciplinary) Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Laboratory Director	21 Dec 2023	Health Care Services

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 : 19 Mar 2026
 executive and the next four executives as of date

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



Organizational Structure of the Chief Executive Officer and the Four Highest-Ranking Executives

Remuneration policy for executive directors and executives

The Company recognizes the significance of the roles, duties, and responsibilities of the Board of Directors, Audit Committee, Executive Committee, and senior management, as they are key figures in driving the business towards its objectives, goals, and sustainable growth. Therefore, the Company carefully considers the structure and remuneration levels for directors to ensure they are appropriate to their responsibilities and serve as an incentive for the Board to lead the organization toward both short-term and long-term success. The remuneration of directors must align with the Company's long-term strategies and goals, their experience, duties, scope of roles and responsibilities, and the expected contributions of each director. The remuneration structure is designed to be comparable to industry standards while being subject to shareholder approval, ensuring that compensation remains reasonable and not excessive. The following criteria are used to determine director and executive compensation:

1. Evaluate and establish appropriate compensation structures and criteria for the remuneration of the Board of Directors, Chief Executive Officer (CEO), and Deputy Chief Executive Officer (Deputy CEO) to ensure fairness and suitability.
2. Determine performance evaluation criteria for the CEO and Deputy CEO, which will be submitted to the Board of Directors for approval.
3. Set annual or quarterly remuneration for directors, the CEO, and the Deputy CEO, considering the CEO's performance evaluation results, and include this matter in the Board meeting agenda for approval.
4. Review conditions and details of new securities offerings or stock options for directors and employees, if applicable.
5. Ensure director compensation is competitive within the industry, reflecting their experience, responsibilities, and expected contributions. Directors with additional roles, such as serving on subcommittees, should receive appropriate additional compensation.
6. Ensure compensation for the CEO, Deputy CEO, and senior executives follows the policies set by the Board within the approved framework from the shareholders' meeting. The salary, bonuses, and long-term incentives should align with the Company's performance and the individual performance of each executive, ensuring the best interests of the Company.

Does the board of directors or the remuneration committee have : Have
an opinion on the remuneration policy for executive directors and
executives

The Company determines directors remuneration based on appropriate criteria and in alignment with the practices of listed companies within the same industry. Key factors considered include the Company's operating performance, business size, responsibilities of the Board of Directors, and net profit.

The Board of Directors is of the view that the remuneration for executive directors and management is appropriate, fair, and consistent with the Company's performance as well as industry practices.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	15,710,574.00	13,072,474.00	18,494,825.00

Other remunerations of executive directors and executives

	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	349,000.00	395,090.00	544,340.00
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 and executives in the past year : 0.00

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Mr. Kittikun Rodrangnok	kittikun@bangkokgenomics.com	-

List of the company secretary

General information	Email	Telephone number
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General information	Email	Telephone number
1. Ms. Puttarawicha Mhankid	puttarawicha.m@bangkokgenomics.com	062-1588783

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Mrs. Amornwan Dechkamhang	natthapa.ji@plgroup.co.th	-

List of the head of the compliance unit

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Mr. Kittikun Rodrangnok	kittikun@bangkokgenomics.com	063-0211580

Company's auditor

Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
DR. VIRACH AND ASSOCIATES COMPANY LIMITED No. 5/1, Supalai Grand Essence Village, Ratchadaphisek Road. WAT THA PHRA BANGKOK YAI Bangkok 10600 Telephone number 093-130-8984,093-130-8986,0-2125-0029	1,830,000.00	-	1. Mr. CHAIYAKORN AUNPITIPONGSA Email: virach_asso@vaaudit.com License number: 3196

Details of the auditors of the subsidiaries

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
DR. VIRACH AND ASSOCIATES COMPANY LIMITED No. 5/1, Supalai Grand Essence Village, Ratchadaphisek Road. WAT THA PHRA BANGKOK YAI Bangkok 10600 Telephone number 093-130-8984,093-130-8986,0-2125-0029	180,000.00	-	1. Mr. CHAIYAKORN AUNPITIPONGSA Email: virach_asso@vaaudit.com License number: 3196

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

The Board of Directors has performed its duties effectively, demonstrating strong cooperation and consistent attendance at meetings, while fully carrying out its roles and responsibilities. The results of the Boards self-assessment reflect a good level of corporate governance. Nevertheless, the Board places importance on continuous improvement, particularly in strengthening engagement with management, enhancing the capabilities of directors and executives, and improving overall effectiveness in the performance of duties.

In addition, the Board has organized a workshop to collaboratively determine strategic directions prior to the preparation and approval of the annual business plan and budget. This allows directors to participate from an early stage and ensures that the plans are comprehensive and aligned with the perspectives of both the Board and management. The Board has also considered key risk issues, such as cyber risk, and deemed it appropriate to invite external experts to provide insights for further consideration.

Furthermore, the Board has established a systematic approach to enhancing its performance by supporting the implementation of an annual strategic planning process and encouraging joint brainstorming sessions between the Board and management to define the Companys future direction, thereby strengthening corporate governance practices on a continuous basis.

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
Mr. VICHATE TANTIWANICH	Director	28 Jan 2022	Risk Management, Audit, Business Administration, Economics, IT Management
Mr. ZONGZE WU	Director	28 Jan 2022	Health Care Services
Mr. JEDSADA CHOKDAMRONGSUK	Director	22 Jun 2023	Health Care Services

List of newly appointed director to replace the ex-director

List of newly appointed director not being replaced the ex-director

Selection of independent directors

Criteria for selecting independent directors

The Board of Directors selects independent directors based on their qualifications, work experience, and other relevant factors. The selected candidates are then presented to the shareholders' meeting for appointment as directors of the Company. The Company has a policy to appoint independent directors at a minimum ratio of one-third (1/3) of the total number of directors, with no fewer than three (3) independent directors. Independent directors must be free from the control of management and major shareholders and must not have any financial or operational interests in the Company. Additionally, they must meet all relevant qualifications prescribed by the Capital Market Supervisory Board (SEC) and other applicable laws. Currently, the Board of Directors consists of 11 members, including four (4) independent directors, which is no less than one-third of the total number of directors. The qualifications of the Company's independent directors can be summarized as follows:

1. Must hold no more than 1% of the total voting shares of the Company, its parent company, subsidiaries, associates, major shareholders, or controlling persons, including shares held by persons related to the independent director.
2. Must not be, nor have ever been, a director involved in management, an employee, a staff member, a salaried advisor, or a controlling person of the Company, its parent company, subsidiaries, associates, subsidiaries of the same tier, major shareholders, or controlling persons. Exceptions apply if such status has been terminated for at least two years before the appointment. However, this restriction does not apply to independent directors who were previously government officials or advisors to a government agency that is a major shareholder or controlling person of the Company.
3. Must not have blood or legal relationships, such as being a parent, spouse, sibling, child, or spouse of a child, of another director, executive, major shareholder, controlling person, or any individual who is nominated to be a director, executive, or controlling person of the Company or its subsidiaries.
4. Must not have or have had any business relationship with the Company, its parent company, subsidiaries, associates, major shareholders, or controlling persons that could interfere with their independent judgment. Additionally, they must not have been a major shareholder or controlling person of the Company unless the relationship ended at least two years before the appointment.
5. May hold directorships in other companies, provided that such positions do not interfere with their responsibilities as an independent director of the Company and comply with the regulations of the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET).
6. Must not engage in any business that is similar to or competes with the Company's business, whether as a sole proprietor, partner in a general partnership, unlimited liability partner in a limited partnership, director of a private company, or director of another company conducting similar or competing business, whether for their own benefit or the benefit of others, unless they have disclosed such involvement to the shareholders meeting before their appointment.
7. Must meet the independence criteria as prescribed by the Capital Market Supervisory Board and comply with the same standards applicable to audit committee members as specified by the SEC and SET. They must be able to act in the best interests of all shareholders equally, without conflicts of interest. Additionally, they must be able to attend Board meetings and provide independent opinions.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive⁽¹⁾

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

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

Remark: (1) Since the company does not have a Nominating Committee, the Executive Committee assumes this responsibility instead.

Number of directors from major shareholders

Number of directors from each group of major shareholders over the past year (persons) : 5

Rights of minority shareholders on director appointment

The Board of Directors is responsible for nominating and appointing directors, executives with management authority, and heads of key business units. The board establishes policies for recruiting and selecting qualified individuals to serve as directors, members of subcommittees, or senior executives. Candidates undergo background checks and qualification assessments before being presented to the Shareholders' Meeting for approval. The shareholders determine the structure and compensation of the Board, ensuring that it reflects the duties and responsibilities of each director in accordance with the company's charter, policies, regulations, and applicable laws.

The appointment of directors follows the company's articles of association and relevant laws, utilizing the one-share, one-vote principle for director elections. Shareholders may allocate all of their votes to a single candidate or distribute them among multiple candidates but cannot assign varying vote counts to different candidates. In the case of a tie exceeding the number of available board seats, the Chairman of the meeting shall cast the deciding vote. The appointment process must be transparent, considering the nominees educational background, experience, and qualifications to ensure an informed decision by the Board and shareholders. Additionally, the right of minority shareholders to nominate individuals for board elections is currently under review.

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

Setting qualifications for the selection of directors

Details of qualifications for the selection of directors

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. Mr. THOSAPORN SIRISUMPHAND (Director, Independent director)	Non-participating	-
2. Mr. PREECHA LAOHAPONGCHANA (Director)	Non-participating	-
3. Mr. GOANPOT ASVINVICHIT (Director)	Non-participating	-
4. Mr. NING LI (Director)	Non-participating	-
5. Mr. SUJIE CAO (Director)	Non-participating	-
6. Mr. VICHATE TANTIWANICH (Director, Independent director)	Non-participating	-
7. Mr. VICHYA KREANGAM (Director, Independent director)	Non-participating	-
8. Mr. ZONGZE WU (Director)	Non-participating	-

List of directors	Participation in training in the past financial year	History of training participation
9. Ms. SAOWALAK DANSAKUL (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2024: Director Certification Program (DCP) • 2024: Subsidiary Governance Program (SGP) Other <ul style="list-style-type: none"> • 2025: Certificate Program for Senior Executives, Capital Market Academy Class 36 (CMA 36), 2025, The Stock Exchange of Thailand • 2024: Arbitration Procedure Training Program • 2024: Cybersecurity Leadership Certificate Program for Business • 2024: Medical Leadership Certificate, Class 1
10. Mr. XIAOHAN WANG (Director)	Non-participating	-
11. Mr. JEDSADA CHOKDAMRONGSUK (Director, Independent director)	Non-participating	-

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

The company places great importance on good corporate governance policies to foster sustainable growth with a strong emphasis on governance principles. To ensure effective oversight, the company has established charters that define the roles, duties, and responsibilities of the Board of Directors and subcommittees, setting key policies to guide corporate operations. These policies serve as a framework for executives to implement in managing the organization efficiently while adhering to the company's corporate governance standards. To reinforce these governance principles, the Board of Directors and subcommittees conduct self-assessments at least once a year. This evaluation process allows the Board and subcommittees to jointly review their performance, identify areas for improvement, and ensure that their duties, roles, and responsibilities are carried out effectively. The assessment should be conducted at both committee and individual levels to enhance accountability and continuous development.

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

The results of the Board of Directors self-assessment for the year 2025 reflect that, overall, the Board has performed its duties effectively at a good level, particularly in terms of board structure and composition, performance of duties, and meeting effectiveness. Nevertheless, there remain areas for further improvement, including strengthening engagement with management, enhancing the capabilities of directors and executives, and improving overall effectiveness in the performance of duties, in order to further enhance the Company's corporate governance.

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

Currently, the Company has not appointed specific committees for corporate governance, sustainability, nomination, or remuneration. However, the entire Board of Directors collectively evaluates the performance of senior executives, including the Chief Executive Officer and Deputy Chief Executive Officer, using an assessment form developed in accordance with the guidelines of the Stock Exchange of Thailand, adapted to suit the nature and size of the Company's business.

The evaluation covers 11 key areas: leadership, strategy formulation and implementation, financial planning and performance, relationship with the Board and external parties, management, employee relations, succession planning, knowledge of products and services, personal characteristics, and comments/recommendations. The evaluation results are reported to the Executive Committee and are used to support decisions on remuneration and to develop future improvement plans.

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 : 5
past year (times)
Date of AGM meeting : 28 Apr 2025
EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	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. Mr. THOSAPORN SIRISUMPHAND (Director, Independent director)	5	/	5	1	/	1		/	
2. Mr. PREECHA LAOHAPONGCHANA (Director)	5	/	5	1	/	1		/	
3. Mr. GOANPOT ASVINVICHIT (Director)	5	/	5	1	/	1		/	
4. Mr. NING LI (Director)	4	/	5	1	/	1		/	
5. Mr. SUJIE CAO (Director)	4	/	5	1	/	1		/	
6. Mr. VICHATE TANTIWANICH (Director, Independent director)	5	/	5	1	/	1		/	
7. Mr. VICHYA KREANGAM (Director, Independent director)	5	/	5	1	/	1		/	
8. Mr. ZONGZE WU (Director)	2	/	5	1	/	1		/	
9. Ms. SAOWALAK DANSAKUL (Director)	5	/	5	1	/	1		/	
10. Mr. XIAOHAN WANG (Director)	5	/	5	1	/	1		/	

Names of Board members	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)
11. Mr. JEDSADA CHOKDAMRONGSUK (Director, Independent director)	5	/	5	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. THOSAPORN SIRISUMPHAND (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
2. Mr. PREECHA LAOHAPONGCHANA (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
3. Mr. GOANPOT ASVINVICHIT (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
4. Mr. NING LI (Director)	4/5 (80.00%)	1/1 (100.00%)	N/A
5. Mr. SUJIE CAO (Director)	4/5 (80.00%)	1/1 (100.00%)	N/A
6. Mr. VICHATE TANTIWANICH (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
7. Mr. VICHYA KREANGAM (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
8. Mr. ZONGZE WU (Director)	2/5 (40.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
9. Ms. SAOWALAK DANSAKUL (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
10. Mr. XIAOHAN WANG (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
11. Mr. JEDSADA CHOKDAMRONGSUK (Director)	5/5 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	90.91%	100.00%	N/A

Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

In 2025, certain directors were unable to attend some Board of Directors meetings due to urgent and important business commitments that directly impacted the Company's direction. Such commitments included meetings and negotiations with key business partners, investors, and strategic partners, which are crucial to the Company's growth and development. Despite their occasional absence, the directors closely followed the meeting agendas and provided input or comments in advance to ensure continuity in the Board's operations. The directors remain committed to performing their duties in accordance with good corporate governance principles and continue to place importance on their oversight responsibilities to the fullest extent.

Remuneration of the board of directors

Types of remuneration of the board of directors

At The Annual General Meeting of Shareholders for the year 2025, held on April 28, 2025, resolved to determine the remuneration of the Board of Directors and the sub-committees of the Company as follows:

Monthly Remuneration of the Board of Directors (Baht/person)

- Chairman of the Board 50,000 Baht
- Directors 40,000 Baht

Meeting Allowance for sub-committees (Audit Committee and Executive Committee) (Baht/person)

- Chairman of the Board 20,000 Baht
- Directors 15,000 Baht

Note: Directors who serve as the company's executive shall receive compensation only in their capacity as executives and will not receive any remuneration in their capacity as board members.

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	
1. Mr. THOSAPORN SIRISUMPHAND (Director, Independent director)			620,000.00		0.00
Board of Directors (Director)	600,000.00	20,000.00	620,000.00	No	
2. Mr. PREECHA LAOHAPONGCHANA (Director)			540,000.00		0.00
Board of Directors (Director)	480,000.00	15,000.00	495,000.00	No	
Executive Committee (Member of the executive committee)	45,000.00	0.00	45,000.00	No	
3. Mr. GOANPOT ASVINVICHIT (Director)			555,000.00		N/A
Board of Directors (Director)	480,000.00	15,000.00	495,000.00	No	
Executive Committee (The chairman of the executive committee)	60,000.00	0.00	60,000.00	No	
4. Mr. NING LI (Director)			495,000.00		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 (Director)	480,000.00	15,000.00	495,000.00	No	
5. Mr. SUJIE CAO (Director)			540,000.00		0.00
Board of Directors (Director)	480,000.00	15,000.00	495,000.00	No	
Executive Committee (Member of the executive committee)	45,000.00	0.00	45,000.00	-	
6. Mr. VICHATE TANTIWANICH (Director, Independent director)			575,000.00		0.00
Board of Directors (Director)	480,000.00	15,000.00	495,000.00	No	
Audit Committee (Chairman of the audit committee)	80,000.00	0.00	80,000.00	No	
7. Mr. VICHYA KREANGAM (Director, Independent director)			555,000.00		0.00
Board of Directors (Director)	480,000.00	15,000.00	495,000.00	No	
Audit Committee (Member of the audit committee)	60,000.00	0.00	60,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
8. Mr. ZONGZE WU (Director)			495,000.00		0.00
Board of Directors (Director)	480,000.00	15,000.00	495,000.00	No	
9. Ms. SAOWALAK DANSAKUL (Director)			0.00		0.00
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
10. Mr. XIAOHAN WANG (Director)			0.00		0.00
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
11. Mr. JEDSADA CHOKDAMRONGSUK (Director, Independent director)			555,000.00		0.00
Board of Directors (Director)	480,000.00	15,000.00	495,000.00	No	
Audit Committee (Member of the audit committee)	60,000.00	0.00	60,000.00	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	4,440,000.00	140,000.00	4,580,000.00
2. Audit Committee	200,000.00	0.00	200,000.00
3. Executive Committee	150,000.00	0.00	150,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	350,000.00	400,000.00	4,790,000.00
Other monetary remuneration (Baht)	4,440,000.00	4,440,000.00	140,000.00
Total (Baht)	4,790,000.00	4,840,000.00	4,930,000.00

Remunerations or benefits pending payment to the board of directors

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

Mechanism for overseeing subsidiaries and : Yes
associated companies

Mechanism for overseeing management and taking : The appointment of representatives as directors,
responsibility for operations in subsidiaries and executives, or controlling persons in proportion to
associated companies approved by the board of shareholding, Disclosure of financial condition and
directors operating results, Transactions between the company and
related parties, Other significant transactions

The company has a governance and oversight mechanism for its subsidiaries and affiliated companies by appointing representatives, who are either directors or executives of the company, to serve as directors in all subsidiaries and affiliated companies. This ensures proper supervision and alignment of business operations with the company's core policies while safeguarding the best interests of the subsidiaries and affiliated companies.

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

The company recognizes the importance of conducting business with integrity, transparency, and accountability, adhering to good corporate governance principles to enhance organizational efficiency. To ensure fair business operations and prevent conflicts of interest, the company has established a Conflict of Interest Prevention Policy, along with strict operational guidelines as follows:

- The company shall not provide loans or guarantees to directors or businesses in which a director holds more than 50% of shares, except as part of company benefits.
- Directors shall not engage in businesses that compete with the company unless approved by the shareholders' meeting before their appointment.
- Directors and executives must not exploit company opportunities or confidential information for personal or third-party benefit, including engaging in competitive or related businesses.
- Directors and executives must not participate in discussions or voting on matters that involve them and could create a conflict of interest with the company. If a transaction is necessary for the company's benefit, it must be conducted on an Arms Length Basis as if dealing with an external party.
- Directors and executives must disclose any personal interest in contracts entered into by the company.
- Directors and executives must submit an annual disclosure report on conflicts of interest or whenever a new situation arises.
- Transactions involving the purchase or sale of goods, assets, or other items between a director and the company must be disclosed and approved by the Board of Directors.
- Independent directors must be involved in reviewing and approving conflict-of-interest matters to ensure fair decision-making.
- Directors, executives, and employees who have access to internal information must refrain from misusing such information for personal gain or improperly disclosing it to others.

Ensuring Transparency in Related Transactions, the company places great importance on ensuring transparency and prioritizing the company's best interests when evaluating transactions that may involve conflicts of interest. The company has established the following preventive principles for related-party transactions and intercompany dealings:

1. Directors and executives must disclose to the company any relationships or related transactions that may create a conflict of interest.
2. Avoid engaging in transactions with directors, executives, or related parties that may lead to conflicts of interest with the company. If such transactions are necessary, they must be submitted to the Audit Committee for review before seeking approval from the Board of Directors or the shareholders' meeting (as applicable), in accordance with Securities and Exchange Commission (SEC) and Stock Exchange of Thailand (SET) regulations and good corporate governance principles.

3. Executives and employees must strictly adhere to company regulations and business ethics, ensuring the company maintains its credibility and trustworthiness among all stakeholders. The company actively promotes awareness and compliance among employees through company-wide communication and training.

The company enforces these policies and practices rigorously and transparently to prevent conflicts of interest, ensuring that all business activities are conducted responsibly and in line with the highest ethical standards to build trust among all stakeholders.

Number of cases or issues related to conflict of interest

	2023	2024	2025
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 : Yes
inside information to seek benefits over the past year

The company conducts its business with a strong focus on shareholders, investors, stakeholders, the economy, and society. To ensure proper governance, the company enforces strict oversight of directors, sub-committee members, executives, and employees in handling non-public internal information and preventing its misuse for personal gain. This is in compliance with the Securities and Exchange Act B.E. 2535 (1992) (including amendments) and the Stock Exchange of Thailand (SET) regulations on information disclosure for listed companies.

Furthermore, the company has implemented an Internal Information Usage Policy, serving as a guideline for managing internal information to ensure that directors, executives, and employees understand and comply with the correct procedures. Over the past year, the company has actively monitored the use of internal information through corporate governance measures, which include: restricting the number of individuals with access to internal information, defining access levels to company information to enhance data security, implementing secure data storage and processing systems Requiring employees to sign confidentiality agreements, informing directors and executives of their responsibilities regarding internal information handling. These measures reinforce the company's commitment to transparency, data security, and regulatory compliance in managing sensitive corporate information.

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

	2023	2024	2025
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 : Yes
the past year

Form of operations in anti-corruption : Review of appropriateness in anti-corruption

The company has established an Anti-Corruption and Fraud Policy as a guideline for conducting business with integrity, emphasizing responsibility towards society and all stakeholders. This policy is implemented within the framework of good corporate governance and ethical business practices, ensuring transparency, strong internal controls, and audit mechanisms to minimize opportunities for fraud and corruption within the organization. To demonstrate its commitment to fighting corruption in all forms, as previously outlined in Section 6.1.2: Policies and Practices Regarding Shareholders and Stakeholders, the company requires that directors, sub-committee members, executives, and employees perform their duties without abusing their authority directly or indirectly for personal gain or for the benefit of others through fraudulent means. This includes refraining from soliciting, engaging in, or facilitating corruption in any form that results in undue benefits. The company actively communicates and provides training on its anti-corruption policies and practices to directors, sub-committee members, executives, and employees. Additionally, it has established whistleblowing and complaint channels to report suspected fraudulent or corrupt activities, with confidentiality and protection measures for whistleblowers. If the company detects any bribery, fraud, or corruption, or if any individual is found to have violated the anti-corruption policy, such actions will be considered a serious violation of company regulations and will be subject to disciplinary action. If the act is illegal, the violator may also face legal consequences. As of December 31, 2024, the company has not received any reports of bribery, fraud, or corruption.

Number of cases or issues related to corruption

	2023	2024	2025
Total number of cases or issues related to corruption (cases)	0	0	0

Operations related to whistleblowing over the past year

Has the company implemented whistleblowing : Yes
procedures over the past year

The company has established a policy on complaints and whistleblowing regarding misconduct, applicable to directors, members of sub-committees, executives, employees, customers, contractors, and stakeholders. The company has set up a reliable process, methods, and channels for employees, customers, contractors, and stakeholders to report any misconduct or wrongdoing they have witnessed or become aware of. Such misconduct may involve directors, sub-committee members, executives, employees, representatives, or agents of the company. Additionally, the company has implemented a policy to protect whistleblowers, witnesses, and other informants from disciplinary actions or other adverse consequences from supervisors or executives. All complaints or whistleblowing reports must be made in good faith and must not be intended as retaliation or malicious accusations. The Board of Directors has established channels for reporting concerns or complaints from stakeholders who believe they have been affected by the company's operations or have witnessed employees engaging in fraud or illegal activities. Reports can be submitted through the following channels:

Internal Reporting Channels:

Channel 1: Report directly to the supervisor in the chain of command and/or the department responsible for overseeing compliance with the company's code of conduct and ethical standards.

Channel 2: Suggestion Box.

Channel 3: Email: auditcommittee@bangkokgenomics.com.

External Reporting Channels:

Channel 1: By mail, addressed to:

Chairman of the Audit Committee

Bangkok Genomics Innovation Public Company Limited

3689 Rama 4 Road, Phra Khanong Subdistrict, Khlong Toei District, Bangkok 10110, Thailand

Channel 2: By email: auditcommittee@bangkokgenomics.com.

Since the implementation of the whistleblowing policy until December 31, 2024, the company has not received any reports of misconduct or wrongdoing.

Number of cases or issues related to whistleblowing

	2023	2024	2025
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			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. VICHATE TANTIWANICH (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. VICHYA KREANGAM (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mr. JEDSADA CHOKDAMRONGSUK (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

For the year 2025, ended 31 December 2025, the Audit Committee has fully performed its duties as assigned. The Committee has overseen the Companys risk management processes to ensure appropriateness and alignment with the evolving business environment. In addition, the Committee has reviewed the adequacy of the internal control system and continuously monitored the remediation of identified deficiencies.

The Audit Committee has reviewed significant transactions to ensure compliance with applicable laws and regulations. It has also overseen the establishment of appropriate, transparent, and auditable whistleblowing and complaint-handling mechanisms. The key activities and significant matters are summarized as follows:

1. Reviewed and examined the Companys quarterly and annual financial statements to ensure compliance with applicable accounting standards and financial reporting standards issued and revised by the Federation of Accounting Professions, as well as ensuring adequate, accurate, complete, and timely disclosure of material information for decision-making purposes.

2. Reviewed related party transactions between the Company and its connected persons to ensure that such transactions were conducted under normal commercial terms, without any transfer of benefits, and in the best interest of the Company.

3. Reviewed the adequacy and effectiveness of the Companys internal control and internal audit systems. The Committee monitored the performance of the internal audit function to ensure independence, adherence to professional standards, and effectiveness in providing recommendations to ensure compliance with applicable laws, regulations, policies, and procedures, as well as providing reasonable assurance on the adequacy of the internal control system.

4. Reviewed the adequacy and appropriateness of the Companys risk management system in accordance with the COSO Enterprise Risk Management Integrated Framework, covering strategic, financial, operational, and compliance risks, including environmental, reputational, and community-related risks.

5.Promoted and ensured compliance with good corporate governance principles. The Company has continuously adhered to the eight CG principles, including shareholders rights and equitable treatment, stakeholder roles, disclosure and transparency, board responsibilities, internal control and risk management, prevention of conflicts of interest, business ethics and code of conduct, and anti-corruption policy. The Board has reviewed and updated the corporate governance policies and practices in accordance with the SECs 2018 CG Code, which the Company has implemented effectively, with ongoing improvement plans.

6.Reviewed the Companys Code of Conduct and ethical standards applicable to directors, executives, and employees.

7.Promoted and ensured compliance with the Companys Anti-Corruption Policy by directors, executives, and employees.

8.Promoted and ensured that the Company complies with safety standards and maintains a healthy environment for the organization, surrounding communities, and society.

9.Considered and recommended the appointment of the external auditor and the appropriate audit fee for the year, namely Dr.Virach & Associates Office Co., Ltd.

10.Considered and recommended the appointment of the internal control auditor and the appropriate remuneration, namely P&L Internal Audit Co., Ltd.

In the opinion of the Audit Committee, the Company has established adequate and appropriate internal control, risk management, and corporate governance systems for its business operations. No material issues were identified that would affect the reliability of the financial statements or the Companys operations. The Companys financial statements have been prepared, in all material respects, in accordance with applicable accounting and financial reporting standards, with appropriate disclosure of related party transactions and potential conflicts of interest. The Company has also maintained an effective risk management system and complied with relevant laws and regulations, while adhering to good corporate governance principles.

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) : 3

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. GOANPOT ASVINVICHIT (The chairman of the executive committee)	3	/	3	3/3 (100.00%)

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
2 Mr. PREECHA LAOHAPONGCHANA (Member of the executive committee)	3	/	3	3/3 (100.00%)
3 Mr. SUJIE CAO (Member of the executive committee)	3	/	3	3/3 (100.00%)
4 Ms. SAOWALAK DANSAKUL (Member of the executive committee)	3	/	3	3/3 (100.00%)
5 Mr. XIAOHAN WANG (Member of the executive committee)	3	/	3	3/3 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Executive Committee

The Executive Committee has performed its duties as assigned effectively by overseeing and monitoring the Company's operations to ensure alignment with the policies, business plans, and strategies set by the Board of Directors, while optimizing the use of the Company's resources in accordance with its objectives. The Committee has regularly considered key matters, including the review of annual targets and business plans, monitoring quarterly performance, providing recommendations on management plans, as well as closely monitoring business conditions and market competition.

In addition, the Executive Committee has placed importance on risk management and ensuring that the internal control system is appropriate and adequate. It has also promoted sustainable business development through supporting innovation, developing products and services, and enhancing operational efficiency, while taking into account all stakeholders in a fair and balanced manner. The Executive Committee is of the opinion that the Company's operations have been conducted in accordance with the established plans and objectives and have supported the Company's continuous growth.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The company's board is committed to being a responsible corporate entity that adheres to economic, social, and environmental responsibilities. They recognize the importance of driving business towards sustainability, with a focus on fulfilling duties and responsibilities to stakeholders, including shareholders, customers, business partners, employees, communities, and the society at large. The company is dedicated to operating as a model for ethical business practices and good corporate governance, aiming to create benefits for society, the environment, and sustainable growth. To guide its operations, the company has adopted the relevant Sustainable Development Goals (SDGs) of the United Nations, aligning its direction with these global objectives. The company has also built a structure and management system aimed at becoming a sustainable entity, referencing the Environment, Social, and Governance (ESG) framework. It is committed to applying good governance as a key driver for creating balanced and sustainable benefits for the economy, society, and the environment. The board has established an organizational sustainability development policy to serve as the company's operational guidelines.

The company is committed to sustainable growth and operations, guided by good corporate governance throughout its value chain, considering the impact on stakeholders, society, and the environment. The company firmly believes that conducting business on a foundation of sustainability is essential for fostering long-term, stable growth. Furthermore, the company is determined to create positive change for communities, the environment, and the economy, ensuring its operations benefit all stakeholders and align with sustainable development objectives. The core aspects of the company's commitment to sustainability are outlined as follows:

1. **Commitment to Fair Business Practices:** The company prioritizes human rights, equality, and fairness in its dealings with customers, business partners, competitors, and employees. It takes responsibility for consumer protection, emphasizing health and safety in the workplace and fostering environmental awareness and community development to improve the quality of life for all.
2. **Corporate Culture of Sustainability:** The company encourages board members, executives, employees, and workers at all levels to support, promote, and carry out tasks in alignment with sustainability policies, creating a work culture focused on balancing economic, social, and environmental benefits.
3. **Fair Competition:** The company commits to competing fairly within the boundaries of good practices and will not seek confidential information from competitors through dishonest means.
4. **Awareness and Responsibility for Sustainable Development:** The company raises awareness of sustainable development practices, ensuring that economic progress aligns with social and environmental benefits. It promotes responsible operations throughout the organization's value chain and mandates that all employees and stakeholders support and act in accordance with the company's sustainability policy. This approach is designed to foster a culture of balance between economic, social, and environmental aspects.

Sustainability management goals

Does the company set sustainability management : No
goals

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 : Yes
of sustainable management over the past year

Has the company changed and developed the : No
policy and/or goals of sustainable management over
the past year

Information on impacts on stakeholder management in business value chain

Business value chain

The company conducts its business with a focus on stakeholder engagement while considering the management of sustainability throughout the value chain, from upstream to downstream. This process begins with the adoption of technology from the BGI group for verification, research, and development, procurement of equipment and reagents for analysis, marketing and sales, laboratory testing services, and post-sales support. All activities are carried out under the principles of good corporate governance, ensuring that the business operates in compliance with the law, with integrity, transparency, and accountability, with a shared objective of providing high-quality and efficient services throughout the entire process. Additionally, the company has established a framework to promote the sustainability of the value chain, alongside the continuous development of economic growth, societal contributions, and environmental conservation. The company aims to maintain balance in economic development, social creation, and environmental sustainability across its business operations. Below are the details of the main activities and supporting activities within the company's value chain:

1.Primary Activities

1.1 Research and Development

The company utilizes both concepts and advanced technologies transmitted from the BGI group to enhance its services. These technologies are also used for planning the research and development of other diagnostic tests, as well as to support clients requiring services for both public and private sector research and development activities. The goal is to extend the limits of genetic studies for researchers from both government and private sectors in Thailand. The company provides comprehensive research services in genetics, including Multi-Omics studies, to meet the objectives of various research projects. As an expert in genetic research and applying genetics technology alongside BGI's bioinformatics system, the company promotes the competitive potential of genetic research in Thailand, both currently and in the future. The knowledge gained from these research activities can be applied to medicine, precision disease treatment, the biotechnology industry, agriculture, and other fields.

1.2 Procurement of Equipment, Instruments, and Reagents

The company emphasizes the procurement of high-quality, standardized, and reasonably priced equipment, instruments, reagents, and products from transparent sources. By verifying the quality of products and assessing the credibility of suppliers, the company ensures sustainable business development. The company sources equipment, instruments, and reagents both from BGI group companies and other domestic and international suppliers. The selected suppliers must meet high standards and quality and be certified according to international manufacturing standards to ensure safety and compliance with regulations, providing customers with confidence in the safety of the services.

1.3 Marketing and Sales

The company markets its products by participating in medical exhibitions, academic events, and seminars, targeting laboratory customers, hospitals, clinics, medical staff, and nurses. These events are designed to educate clients about products and services in collaboration with product specialists, ensuring that customers can select the most suitable

and accurate products and services for their specific needs. The company also engages in online marketing, offering various channels for public relations and brand awareness. Online marketing is designed to stimulate sales and reach target audiences more effectively, with content that is diverse, engaging, measurable, and reliable.

1.4 Diagnostic Testing Services

The company offers screening services for chromosomal abnormalities in unborn infants, such as NIFTY, and other genetic abnormalities. The goal is to make genetic screening tests more accessible for Thai people in terms of both service delivery and cost, with the primary objective of reducing the incidence of birth defects, extending the lives of cancer patients, controlling infectious diseases, and promoting genomic research. The company applies advanced technologies and concepts in medical services in Thailand to develop an efficient healthcare system. Furthermore, genetic data is utilized for precise and personalized treatments, enabling better diagnosis, treatment selection, and prevention. Once test results are verified by medical technologists for accuracy, the results are delivered to the clients or healthcare facilities via secure channels, ensuring the protection of personal data as per the Personal Data Protection Act.

1.5 Post-Sales Services

The company places a high value on customer satisfaction. To ensure this, the company conducts customer satisfaction surveys, where clients can provide suggestions or complaints. This feedback allows the company to address issues and better meet customer needs in the future. Medical technologists explain test results and provide advice both before and after the service, along with consistent follow-up to build trust and satisfaction among medical personnel. One of the quality assurance measures is the NIFTY test result guarantee, which allows clients to claim reimbursement for diagnostic testing. If the screening reveals a high risk of chromosomal abnormalities, clients can undergo further diagnostic testing and submit the receipt for reimbursement according to the designated amount, thus ensuring comprehensive service and promoting client confidence in the services.

2.Support Activities

To ensure the effective and efficient execution of primary activities and drive the business forward, the company prioritizes support activities in areas such as sales, service provision, and employee management. These support activities are as follows:

2.1 Human Resources Management

The Company continually recognizes that its employees are its most valuable asset. It places strong emphasis on human resource development and fair labor practices as essential elements for achieving long-term and sustainable corporate success, as follows:

2.2.1 Respect for Human Rights

- The Company complies with labor laws, relevant regulations, and internationally recognized principles of fundamental human rights. It emphasizes equality and freedom without discrimination based on race, gender, age, skin color, religion, disability, social status, ancestry, educational background, or any other unrelated status. It also respects individuality and human dignity.
- The Company treats employees and workers without discrimination, providing equal opportunities and assigning responsibilities according to individual capabilities. This principle also extends to business partners and other stakeholders.
- The Company respects the rights and dignity of all employees, workers, and business partners, treating everyone equally and fairly in accordance with human dignity.

2.1.2 Fair Labor Practices

- The Company manages compensation and benefits with the aim of motivating employees to perform at their best. The system is fair, legally compliant, and structured with standardized practices. Compensation is evaluated and aligned with current responsibilities, competitive within the industry, and consistent with business operations.
- In terms of employee development, the Company emphasizes enhancing knowledge, capabilities, and management skills through training programs, seminars, and field visits. It is committed to establishing a continuous framework for talent development at all levels.

- For career advancement, the Company applies non-discriminatory practices in line with applicable laws, providing equal opportunities regardless of gender, race, religion, origin, age, disability, socioeconomic status, or educational background.

- The Company is committed to the well-being and health of its employees. It prioritizes occupational safety and a healthy work environment by ensuring protection and safety for all employees, workers, and company assets, without compromising others' rights and safety. It also upholds the protection of personal rights, data privacy, confidentiality, and appropriate use of personal information.

2.2 Information Technology Management

The company provides IT services to support its business operations, including key services such as:

2.2.1 IT Services

- Core Application
- Internet Services
- Security
- Network Services
- Server Services
- IT Support

2.2.2 Information Systems

- BGI group information systems include BGI Lims, a system for managing sample registration and test result reporting, and HALOS, an automated system for analyzing test results linked to DNA sequencing machines and other lab equipment for genetic data interpretation and report generation.

- The company's information system includes Smart Lab Sky, a database management system for health-related data and test results for detecting the genetic material of the SARS-CoV-2 virus or the COVID-19 pathogen. , DEV, a database management system for laboratory operations., Readyport, a system that consolidates the entire workflow, from sample collection and delivery via messenger service to test result issuance, billing, and payment processing., Express, a system for warehouse management and financial accounting data.

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>			

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> Shareholders 	<ol style="list-style-type: none"> Legal rights and entitlements Equal treatment of all shareholders, including accurate and timely information disclosure. Compliance with all applicable laws in a transparent, accountable, and well-governed manner. Strong financial performance and stability, with a focus on business growth. 	<ol style="list-style-type: none"> Shareholders' Meeting Quarterly Earnings Announcement Investor Site Visit Dissemination of Information: Announcing shareholder meetings, publishing financial statements, and dividend announcements through various channels. Disclosure of Information to the Stock Exchange Establishing a Complaint or Whistleblower Channel 	<ul style="list-style-type: none"> Online Communication Annual General Meeting (AGM)
<ul style="list-style-type: none"> Employees 	<ol style="list-style-type: none"> Receive appropriate compensation and benefits. Employees have equal rights. Receive support for career advancement. Have safety at work. Training and development plan. 	<ol style="list-style-type: none"> Organize events for executives to meet with employees, such as monthly or quarterly meetings. Receive feedback or complaints from employees through various channels designated by the company. Provide training and development programs according to the annual plan. 	<ul style="list-style-type: none"> Internal Meeting Complaint Reception Training / Seminar

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Customers 	<ol style="list-style-type: none"> 1. Customer Focus 2. Responsibility for Services and Products 3. Service Delivery in Accordance with Relevant Standards 4. Quality of Services and Products 5. Customer Confidentiality 	<ol style="list-style-type: none"> 1. Customer Satisfaction Survey 2. Communication through medical personnel, which is the company's primary channel 	<ul style="list-style-type: none"> • Online Communication • Complaint Reception • Satisfaction Survey
<ul style="list-style-type: none"> • Suppliers • Business partners 	<ol style="list-style-type: none"> 1. Adhere to agreements and fair payment terms. 2. Engage in fair and transparent price competition. 3. Utilize goods and services from partners consistently. 	<ol style="list-style-type: none"> 1. Comply with regulations regarding the Company's procurement process. 2. Conduct business with transparency, fairness, and equality. 3. Communicate through meetings between executives and discussions between company representatives. 	<ul style="list-style-type: none"> • External Meeting
<ul style="list-style-type: none"> • Community • Society 	<p>Being a good neighbor to the communities located near the company's operations and considering the potential impacts on society and communities.</p>	<ol style="list-style-type: none"> 1. Gathering feedback from society and communities. 2. Communicating through channels that can reach society and communities. 	<ul style="list-style-type: none"> • Social Event • Complaint Reception

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : No
materiality topics

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

Details of organization's material sustainability topics

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesnt Have data

Company sustainability disclosure aligned with standards

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

Risk Management Policy and Practices

1. The company is committed to becoming an organization that fosters progress for the benefit of all stakeholders, including shareholders, employees, and other relevant parties. The company places significant importance on risk management, which is a crucial element of good corporate governance
2. The company will plan, implement systems, and establish risk management processes across the organization to align with its business strategies and goals. It will operate in accordance with internationally recognized risk management standards. The risk management process must be conducted systematically and continuously, with clear communication and understanding at every stage for all employees, making risk management an integral part of the organization's work culture.
3. The Audit Committee has the authority to oversee the company's risk management and provide guidance to the Board and Risk Management Committee to ensure that risk management is conducted effectively and efficiently.
4. The Risk Management Committee is responsible for performing its duties and responsibilities, as well as carrying out tasks assigned by the Audit Committee or the Board. It must report the results of its activities to the Audit Committee. For risks that are high or critical and may significantly impact the company's operations and strategies, these must be reported to the Audit Committee, and a risk management plan must be developed with progress reports within the specified time frame.
5. Executives and all employees are required to comply with the company's risk management systems and processes. This includes identifying and assessing risks in their respective areas of responsibility, analyzing risks, impacts, and opportunities, and jointly determining appropriate measures to manage risks at an acceptable level.
6. The company will communicate its risk management policies, organize workshops, and provide training to all employees to ensure knowledge, understanding, and awareness of the benefits of risk management, enabling practical application in their work.

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 Risk of misdiagnosis

- Related risk factors : Strategic Risk
- Damage to company image and reputation

Compliance Risk

- Legal risk

ESG risk factors : Yes

Risk characteristics

Genetic and disease screening tests help increase the likelihood of detecting abnormalities or potential health risks at an early stage. However, these tests are designed to assess risk and do not constitute definitive diagnostic confirmation of diseases or genetic abnormalities due to the limitations of current medical technologies. Examples include prenatal genetic screening, preimplantation genetic testing for aneuploidy (PGT-A), and cancer screening tests such as COLOTECT. Although these tests generally demonstrate high accuracy, false positive or false negative results may still occur. Therefore, if screening results indicate a high risk, individuals are typically advised to undergo additional diagnostic testing under a physicians supervision to confirm the findings.

Furthermore, laboratory testing services depend on the accuracy of analytical processes, instruments, equipment, reagents, and the expertise of personnel. Errors at any stagesuch as sample collection, preparation, analysis, or reportingmay lead to inaccurate results, which could affect medical decision-making and potentially impact the confidence of patients, physicians, and business partners, as well as the Companys reputation.

Risk-related consequences

If errors or inaccuracies occur in laboratory testing or limitations arise in interpreting screening results, patients or physicians may rely on incorrect information for medical decision-making, which could potentially affect patients health. In addition, such incidents may undermine the confidence of patients, physicians, and business partners, and may adversely affect the Companys image and reputation. In certain cases, they may also lead to complaints, claims for damages, or legal proceedings, which could impact the Companys business operations and financial position.

Risk management measures

To manage the aforementioned risks, the Company has established the following key measures:

1. Provision of Adequate Information and Informed Consent

Prior to undergoing screening services, customers are provided with clear explanations regarding the objectives, limitations, and conditions of the tests, including factors that may affect the accuracy of the results. Such information is specified in the Consent Form to ensure that customers can make well-informed decisions. In addition, certain screening services may include a test result guarantee, under which customers may receive financial support for additional diagnostic testing if a high-risk result is detected, subject to the terms and conditions of the selected service package.

2. Quality Control and Standardized Testing Procedures

The Company has established standardized operating procedures covering all stages of the laboratory process, from sample collection and preparation to analysis and reporting. The Company also utilizes standardized instruments, equipment, and reagents, and conducts regular calibration, maintenance, and both internal and external quality control to ensure the accuracy and reliability of test results.

3. Personnel Development and Service Quality Monitoring

The Company places strong emphasis on enhancing the capabilities of its personnel by providing continuous training and development in relevant scientific knowledge and technologies. In addition, the Company regularly monitors and reviews service quality to effectively manage risks and maintain appropriate standards of service.

Risk 2 The risk of non-compliance with laws, regulations, and other applicable rules related to the business.

Related risk factors :

Compliance Risk

- Change in laws and regulations
- Laws and regulations is not favorable for doing

business

- Violations of laws and regulations

ESG risk factors : Yes

Risk characteristics

The Company operates a laboratory business providing laboratory testing services and genetic disease screening; therefore, it is exposed to compliance risks related to laws, regulations, and requirements imposed by regulatory authorities. The Company's operations require obtaining licenses from relevant authorities and strict compliance with applicable laws and standards, such as the Healthcare Facility Act B.E. 2541 (1998) and its amendments, the Medical Device Act B.E. 2551 (2008) and its amendments, and the Ministry of Public Health Notification on Standards for Genomic Medicine Services in Healthcare Facilities B.E. 2564 (2021), among others. Risks may arise from operating without the required licenses or failing to renew expired licenses, non-compliance with regulatory conditions, laboratory testing processes or quality management systems that do not meet required standards, improper management of chemicals and hazardous waste, inadequate occupational safety measures for personnel, as well as risks related to personal data protection and the accuracy of laboratory test reporting.

Risk-related consequences

If the Company fails to comply with applicable laws, standards, or regulatory requirements, it may result in the suspension or cessation of its operations, revocation or suspension of its operating licenses, as well as fines or legal proceedings. In addition, the Company's laboratory accreditation may be suspended or revoked, which could affect the reliability of test results and potentially cause damage to clients or organizations relying on such results. Non-compliance may also lead to accidents, contamination, or adverse impacts on the environment and the health and safety of laboratory personnel, as well as potential violations of clients personal data. Ultimately, these issues could adversely affect the Company's reputation, credibility, and the confidence of customers and stakeholders in the long term.

Risk management measures

The Company places importance on compliance with applicable laws, regulations, and requirements, and has established policies to manage risks related to legal and regulatory compliance as follows:

1. Governance and Monitoring of Legal and Regulatory Compliance

The Company regularly monitors and reviews relevant laws, regulations, and requirements imposed by regulatory authorities. Changes in laws and regulations are monitored through various channels, such as official websites of relevant government agencies, participation in academic conferences, and professional associations. In addition, the risk management working group is assigned to periodically review relevant laws and regulatory requirements to ensure that the Company's operations remain in compliance.

2. Quality Control and Laboratory Operational Standards

The Company maintains quality control over its laboratory testing processes in accordance with relevant laboratory standards. This includes regular calibration and maintenance of equipment, as well as maintaining and reviewing quality management documentation to ensure the accuracy and reliability of laboratory test results.

3. Personnel Development, Safety Measures, and Data Protection

The Company emphasizes enhancing personnel knowledge and understanding of operational procedures, regulations, and applicable laws. The Company also implements safety measures for laboratory operations and establishes measures to protect clients personal data, in order to support business operations in compliance with applicable laws and standards.

Risk 3 Business competition risks

Related risk factors : Strategic Risk

- Changes in technologies
- Business operations of partners in the supply chain
- Competition risk

- Economic risk

Operational Risk

- Delays in the development of future projects

ESG risk factors : Yes

Risk characteristics

The operation of a laboratory business providing medical and genetic testing services is exposed to increasing industry competition, driven by the entry of new market participants and rapid advancements in medical and diagnostic technologies. In addition, the growing focus on precision medicine has attracted greater interest in this sector, which may intensify competition in terms of pricing, service quality, and continuous technological development. Furthermore, the Companys operations depend on business partners and participants within the supply chain, such as manufacturers and suppliers of medical equipment, reagents, and laboratory consumables. Any changes in pricing, supply shortages, or procurement constraints may affect the Companys operations. Moreover, uncertainty in economic conditions may impact consumers purchasing power and demand for services, which could in turn affect the Companys revenue and operating performance in the future.

Risk-related consequences

If the Company is unable to adapt effectively to increasing competition, technological changes, or fluctuations in the supply chain, it may result in a loss of market share, reduced competitiveness, or higher operating costs. In addition, shortages of laboratory equipment, instruments, or reagents used in testing may affect the continuity of the Companys services. Furthermore, uncertainty in economic conditions may reduce demand for such services, which could adversely affect the Companys revenue, operating performance, and growth prospects in the future.

Risk management measures

To maintain its competitiveness and respond to changes in the industry, the Company has established the following risk management measures:

1. Continuous Development of Technology and Service Capabilities

The Company closely monitors advancements in genomic medicine and laboratory testing technologies and continuously enhances its equipment, technologies, and service processes. Leveraging the innovations and technologies of the BGI Group, supported by one of the worlds largest genetic research databases, the Company is able to deliver accurate and reliable testing results. In addition, the Company performs laboratory testing within Thailand, which helps reduce turnaround time, lower transportation costs, and enhance flexibility in developing products and service packages that meet customer needs.

2. Strengthening Personnel Capabilities and Service Readiness

The Company continuously develops the capabilities of its laboratory personnel and maintains standardized laboratory systems and equipment to support the rapid development and provision of new testing services. During the outbreaks of COVID-19 and Monkeypox Virus, the Company was able to promptly provide testing services after being approved as a network laboratory and successfully passing proficiency testing by the Department of Medical Sciences. The Company also maintains readiness to support testing services for emerging infectious diseases or new virus strains in the future.

Risk 4 The risk of fluctuations in foreign exchange rates.

Related risk factors : Strategic Risk

- Government policy

Financial Risk

- Fluctuation in exchange rates, interest rates, or the inflation rate

ESG risk factors : Yes

Risk characteristics

The Company is exposed to foreign exchange risk due to fluctuations in exchange rates. This is because most of the Company's purchases of medical equipment, reagents, and laboratory consumables are imported from overseas and must be paid in U.S. dollars (USD), while the majority of the Company's service revenue is denominated in Thai Baht (THB). Therefore, fluctuations in exchange rates may affect the Company's operating costs.

Risk-related consequences

If the Thai Baht (THB) depreciates against the U.S. dollar (USD), the cost of purchasing goods and equipment may increase, which could adversely affect the Company's profit margins and operating results.

Risk management measures

The Company closely monitors exchange rate trends and manages its purchasing and payment schedules in line with exchange rate conditions to mitigate potential impacts on its operations. In addition, the Company has a policy to utilize financial instruments for managing foreign exchange risk, such as entering into forward exchange contracts, and coordinates with financial institutions to obtain information and closely monitor exchange rate fluctuations on an ongoing basis.

Risk 5 Information Technology Systems and Cybersecurity Risk

Related risk factors	:	<u>Strategic Risk</u>
		• Damage to company image and reputation
		<u>Operational Risk</u>
		• Systems or internal control system
		• Information security and cyber-attack
		• System disruption risk
		<u>Compliance Risk</u>
		• Legal risk
ESG risk factors	:	Yes

Risk characteristics

The Company is exposed to risks from cyberattacks and unauthorized access to data, as its operations involve medical and genetic information, which are highly sensitive and critical. In addition, the provision of services through information systems and online platforms may increase exposure to external threats, such as system intrusion, network attacks, or data breaches.

Risk-related consequences

If a data security incident occurs, it may result in the unauthorized disclosure or misuse of customer information, which could adversely affect customer confidence. The Company's operations may be disrupted, and such incidents may also lead to financial losses, legal liabilities, and damage to the Company's reputation and corporate image.

Risk management measures

The Company has established comprehensive information security measures as follows:

1. Technical Measures

The Company has implemented cybersecurity prevention and detection systems, such as a Next-Generation Firewall (NGFW), to monitor and protect against both external and internal threats in real time. In addition, the Company utilizes additional website protection services to restrict access to internal systems and mitigate cyberattack risks.

2. Policy and Procedural Measures

The Company has established an Information Security Policy in accordance with international standards such as ISO 27001 and conducts regular IT risk assessments. Real-time alert systems are also in place to enable prompt response and mitigation of any abnormal incidents.

3. Personnel Measures

The Company emphasizes the development of employees cybersecurity awareness by providing regular training programs. It also enhances specialized skills for IT personnel to strengthen readiness in preventing and responding to potential cyber threats.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : No

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 : Yes
policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

The Company operates its business with a strong emphasis on the engagement of all stakeholder groups and integrates sustainability management throughout its value chain. It is committed to fostering sustainable development alongside the creation of economic, social, and environmental value in a balanced manner.

The Company focuses on developing and enhancing processes across the entire value chain, which includes research and development, procurement, service delivery, marketing, and after-sales service. Supporting activities such as human resource management and information technology management serve as key mechanisms that help improve the efficiency and continuity of core business activities.

This approach aims to ensure that the Company's business operations grow sustainably and responsibly, while also upholding its social and environmental responsibilities in the long term.

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

Does the company use sustainability screening : No
criteria with new suppliers?

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : No

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 : No
acknowledge compliance with the supplier code of
conduct?

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

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.70	1.28	1.72

Additional explanation for research and development (R&D) expenses over the past 3 years

Information on organizations 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 : No
from innovation development?

Non-financial benefits

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

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