



# ESG Performance Report for Listed Companies in 2024

**NONTHAVEJ HOSPITAL PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2024

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## ESG Performance

Company Name : NONTHAVEJ HOSPITAL PUBLIC COMPANY LIMITED      Symbol : NTV

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

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### Environmental management

#### Information on environmental policy and guidelines

##### Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity Management, Fuel Management, Water resources and water quality management, Waste Management

##### Environmental Policy and Practices

The company places great importance on promoting and supporting the health of the hospital staff, both physically and mentally, providing a safe working environment that allows employees to perform efficiently in compliance with laws and regulations. Additionally, the safety of service users is a top priority. Therefore, the hospital has established the following Environmental, Safety, and Occupational Health Policy:

1. A review of safety policies and plans covering fire hazards, disasters, medical equipment, hazardous chemicals, infections, utilities (water, electricity), occupational health, and the working environment.
2. A review of safety regulations, manuals, labor safety laws, and workplace safety standards to ensure the safety of service users, employees, contractors, and external personnel working in the hospital.
3. Promotion and support of health and safety activities, as well as cooperation with the community and relevant organizations in carrying out safety, occupational health, and environmental initiatives.
4. The responsibility for preventing, controlling, and maintaining safety and environmental conditions is assigned to all employees at every level to ensure the safety of themselves, the hospital, and service users.
5. Supervision, monitoring, inspection, planning, surveillance, and evaluation of safety, occupational health, and the working environment.
6. Implementing activities in line with the action plans and targets set, formulating measures and practices according to the energy management plan, overseeing the implementation results, and reporting performance outcomes.
7. Supervision of electrical equipment systems to meet standards as specified in energy management regulations and ensure efficient energy savings according to energy management standards.
8. Evaluating energy use, inspecting, and analyzing the overall energy consumption of the hospital, reviewing operations, and reporting results to management.
9. Organizing activities and training to raise awareness and provide knowledge to personnel within the organization.

#### 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, Fuel Management, Water resources and water quality management, Waste Management, Greenhouse Gas and Climate Change Management

The company places significant importance on climate change and the environment, and is committed to conducting business sustainably. Therefore, it has established an environmental management policy to define practices and management approaches in line with the ESG dimensions of the environment, society, and economy, ensuring alignment with sustainable development principles and fostering engagement with all stakeholders to manage climate change risks. This also contributes to reducing greenhouse gas emissions.

In 2024, the company implemented an environmental management policy, collected data, and studied approaches to address key environmental issues. Additionally, the company has set a target to reduce greenhouse gas emissions, which is currently being carried out in 2025."

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Compliance with waste management principles and standards

Information on incidents related to legal violations or negative environmental impacts

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

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

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

##### 1. Energy Management

###### 1.1 Fuel Usage

The company manages the use of fuel oil and natural gas by setting measures and operational guidelines for energy use, as well as having a fuel reserve plan to ensure continuous business operations. The company complies with all legal requirements regarding fuel use.

###### 1.2 Electricity Usage

The company promotes energy conservation by establishing an energy management policy, which is communicated to all employees at all levels, ensuring they follow the energy-saving measures set by the hospital. Additionally, the company has participated in a project to develop and enhance energy management practices in compliance with Thai regulations, in collaboration with the Department of Alternative Energy Development and Efficiency. This has led to the implementation of an international standard energy management system (ISO 50001). The hospital is the first in Thailand to successfully develop energy management practices and receive ISO 50001 certification.

### Information on setting goals for managing energy

#### Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management : Yes

#### Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2024 : purchased electricity for consumption 7,838,540.00 Kilowatt-Hours	2025 : Reduced by 5% or 391,927.00 Kilowatt-Hours
Reduction of fuel consumption	2024 : fuel consumption 22,616.53 Litres	2025 : Reduced by 5% or 1,000.00 Litres

### Information on performance and outcomes of energy management

#### Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Energy Management The reporting of energy management data reflects the efficiency of energy use, which is a crucial factor in business operations. Additionally, energy management data allows the company to develop and improve energy usage in a cost-effective manner and reduce energy loss, which is a significant cost in business processes. Electricity consumption is measured in kilowatt-hours (kWh), while fuel consumption is measured in liters. The units of energy consumption are aligned with the size and type of business.

The company has established an energy management policy covering both lighting systems and air conditioning systems. It includes the installation and maintenance of equipment that controls the operation of electrical systems to help reduce electricity consumption.

Furthermore, in 2024, the company plans to install solar panels, which are currently in progress and expected to

be completed by 2025. This initiative is aimed at reducing electricity costs.

The company has the following electricity usage data:

Item	2022		
	2023	2024	
Total Electricity Purchased (Kilowatt-Hours)			7,153,000
7,478,000	7,838,540		
Total Electricity Cost (THB)			23,932,118.11
28,640,382.82	33,804,374.64		
Usable Area (Square Meters)			
41,958.70	41,958.70	41,958.70	
Electricity Usage per Unit Area (Kilowatt-Hours/Square Meter)	170.47715968	178.22287153	186.81560677

## Information on electricity management

### Company's electricity consumption <sup>(\*)</sup>

	2022	2023	2024
<b>Total electricity consumption within the organization (Kilowatt-Hours)</b>	7,153,000.00	7,478,000.00	7,838,540.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	7,153,000.00	7,478,000.00	7,838,540.00
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)	5,083.87	5,318.63	5,602.96

Additional explanation : <sup>(\*)</sup> Exclude electricity consumption outside of the Company

### Electricity Consumption Intensity

	2022	2023	2024
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m <sup>2</sup> )	170.47715968	178.22287153	186.81560677

### Electricity Expense <sup>(\*)</sup>

	2022	2023	2024
Total electricity expense (Baht)	23,932,118.11	28,640,382.82	33,804,374.64
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	1.27	1.42	1.63
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	1.05	1.15	1.35
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	17,009.32	20,370.12	24,163.24

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on fuel management

### Company's fuel consumption

	2022	2023	2024
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	25,987.30	23,790.89	22,616.53
Gasoline (Litres)	0.00	0.00	0.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	88,033.00	96,960.00	89,280.00
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

### Company's fuel expense <sup>(\*)</sup>

	2022	2023	2024
Total fuel expense (Baht)	2,553,657.00	2,639,199.53	3,174,405.65
Percentage of total fuel expense to total expenses (%) <sup>(**)</sup>	0.14	0.13	0.15
Percentage of total fuel expense to total revenues (%) <sup>(**)</sup>	0.11	0.11	0.13

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> 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	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on water management plan

#### Water management plan

The Company's water management plan : Yes

#### 2. Integrated Water Management

The company manages to ensure a continuous water supply that meets demand 24 hours a day, 7 days a week, and provides access to potable water in high-risk areas. This is in place in case of water contamination or water supply failure. Additionally, plans are developed to mitigate the risks of such incidents. Regular monitoring of water quality is conducted, water sources are tested, and test results are recorded consistently.

### 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	2024 : Water withdrawal 106,352.00 Cubic meters	2025 : Reduced by 0.5% or 105,821.00 Cubic meters

### Information on performance and outcomes of water management

#### Performance and outcomes of water management

Performance and outcomes of water management : Yes

2.1 Water Management The reporting of water usage data reflects the efficiency of water resource management, which is a key factor in production. Additionally, water usage data helps the company develop and improve water resource management practices effectively to reduce business operating costs and minimize the risk of water scarcity with quality resources. The company has the following water usage data:

Item	2022	2023	2024
Total Tap Water Usage (Cubic Meters)	105,075	104,030	106,352
Total Water Cost (THB)	1,778,497.93	1,815,472.25	1,800,196.41
Usable Area (Square Meters)	41,958.70	41,958.70	41,958.70
Water Usage per Unit Area (Cubic Meters/Square Meter)	2.47934278	2.53468291	2.50424823

2.2 Wastewater treatment system water quality analysis: In 2024, the company conducted water quality analysis of its wastewater treatment system through the Department of Health's laboratory, Ministry of Public Health, and ALS Laboratory Group Co., Ltd. The results of the water quality analysis for the wastewater treatment system met the required standard values.

## Information on water management

### Water withdrawal by source

	2022	2023	2024
<b>Total water withdrawal (Cubic meters)</b>	105,075.00	104,030.00	106,352.00
Water withdrawal by third-party water (cubic meters)	105,075.00	104,030.00	106,352.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	0.00	0.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	74.68	73.99	76.02
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.05	0.04	0.04

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

### Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	105,075.00	104,030.00	106,352.00

### Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.04628587	0.04186767	0.04254234
Intensity of total water consumption (Cubic meters / m <sup>2</sup> )	2.50424823	2.47934278	2.53468291

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

### Water withdrawal expenses

	2022	2023	2024
<b>Total water withdrawal expense (Baht)</b>	1,800,196.41	1,778,497.93	1,815,472.25
Total water withdrawal expense from third-party water (Baht)	1,800,196.41	1,778,497.93	1,815,472.25
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00

	2022	2023	2024
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.10	0.09	0.09
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.08	0.07	0.07
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	1,279.46	1,264.93	1,297.69

Additional explanation : <sup>(\*)</sup> 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	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes

#### 3. Management of Used Raw Materials Disposal

The company segregates used raw materials into categories such as general waste, recyclable waste, infectious waste, and hazardous waste. Hazardous waste is further classified into chemical waste and sharp objects. There are designated waste storage rooms that meet safety standards, ensuring no impact on both the internal and external environment of the hospital. The disposal process is managed by the Nonthaburi Municipality, which collects general waste, recyclable waste, and infectious waste for proper and safe disposal following the procedures set by the Nonthaburi Public Health and Environment Office. This ensures that the management of used raw materials is safe for the community and promotes environmental quality for both the community and society.

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : Yes

#### Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste	2024 : non-hazardous waste 399,812.00 Kilograms	2025 : Reduced by 3% or 11,994.00 Kilograms	• Other : The company sends it to external agencies for processing.
Reduction of waste generation Waste type: Hazardous waste	2024 : hazardous waste 167,512.00 Kilograms	2025 : Reduced by 3% or 5,000.00 Kilograms	• Other : The company entrusts external agencies to carry out the processing.

### 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 segregates used raw materials into categories such as general waste, recyclable waste, infectious waste, and hazardous waste. Hazardous waste is further classified into chemical waste and sharp objects. There are designated waste storage rooms that meet safety standards, ensuring no impact on both the internal and external environment of the hospital.

The statistics for the waste weight in each year are as follows:

No.	Item	2022	2023	2024
1	General Waste (kg)	287,994	310,942	285,922

2	Recyclable Waste (kg)	74,966	69,814	113,890
3	Infectious Waste (kg)	164,183	166,426	160,512
4	Hazardous Waste (kg)	5,207	7,294	
7,000				
	Total Weight (kg)	532,350	554,476	567,324
	OPD+IPD Patients (cases)	561,205	561,164	562,944
	Waste Weight per Patient (kg/case)	0.95	0.99	1.00

## Information on waste management

### Waste Generation<sup>(\*)</sup>

	2022	2023	2024
<b>Total waste generated (Kilograms)</b>	457,384.00	484,662.00	453,434.00
<b>Total non-hazardous waste (kilograms)</b>	287,994.00	310,942.00	285,922.00
Non-hazardous waste – Others (kilograms)	287,994.00	310,942.00	285,922.00
<b>Total hazardous waste (kilograms)</b>	169,390.00	173,720.00	167,512.00
Hazardous waste – Others (kilograms)	169,390.00	173,720.00	167,512.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.20	0.20	0.18
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.13	0.13	0.11
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.07	0.07	0.07

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

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

### Waste reuse and recycling

	2022	2023	2024
<b>Total reused/recycled waste (Kilograms)</b>	74,966.00	69,814.00	113,890.00
<b>Reused/Recycled non-hazardous waste (Kilograms)</b>	74,966.00	69,814.00	113,890.00
Recycled non-hazardous waste (Kilograms)	74,966.00	69,814.00	113,890.00
Percentage of total reused/recycled waste to total waste generated (%)	16.39	14.40	25.12
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	26.03	22.45	39.83

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

## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : No

In 2024, the company implemented an environmental management policy, collected data, and studied approaches for addressing key environmental issues. The company also established goals to reduce greenhouse gas emissions, which are currently in progress and expected to be completed in 2025.

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : No

### Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : No

### Information on greenhouse gas management

#### The company's greenhouse gas emissions

#### Greenhouse Gas Emissions Intensity

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

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

Verification of the company's greenhouse gas emissions : No

### Information on reduction and absorption of greenhouse gas

#### Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

#### Absorption and removal of Greenhouse Gas

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

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## ESG Performance

Company Name : NONTHAVEJ HOSPITAL PUBLIC COMPANY LIMITED      Symbol : NTV

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

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### 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

##### Corporate Social Responsibility (CSR) Policy

The company's Board of Directors has a policy to ensure that the company operates with responsibility towards society, the environment, and all stakeholders, in accordance with the 8 principles. This is considered one of the organization's main strategies, as outlined in the vision, mission, corporate values, business ethics (Code of Conduct), and the practices for directors, executives, and employees. These guidelines must be followed strictly to lead the company toward sustainability.

The company has a policy to act with awareness and responsibility toward society and the community, considering it a core mission to create projects and activities that contribute to social and community development.

##### Guidelines for Implementation

1. Directors, executives, and employees should participate in and organize activities that benefit the public and contribute to the development and service of society and the community.
2. Directors, executives, and employees should consistently engage in activities that contribute to society, communities, and the environment.
3. Prevent accidents and control waste disposal to levels that meet acceptable standard criteria.
4. Respond quickly and effectively to events that impact the environment and community due to the company's operations, cooperating fully with government officials and relevant agencies.

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

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

Review of social and human rights policies, guidelines, and/or goals over the past year	:	Yes
Changes in social and human rights policies, guidelines, and/or goals	:	Employee Rights, Consumer/customer rights, Community and environmental rights

##### Respect for Human Rights

The company has a policy that promotes and encourages its directors, executives, and employees to respect and comply with laws, regulations, and governmental rules and regulations related to business ethics. This includes adhering to the company's internal rules and upholding human rights in its business operations. The policy is outlined as follows:

- Directors, executives, and employees must read, understand, and strictly adhere to the laws and regulations of all departments related to the company's business operations. This includes the requirements of the Stock Exchange of Thailand and the Securities and Exchange Commission.

- Directors, executives, and employees must respect the rights of stakeholders equally, without infringing on personal rights, and must honor dignity and integrity, without discrimination based on education, rank, ethnicity, nationality, religion, or gender.

#### 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, The UN Guiding Principles on Business and Human Rights

## Information on Human Rights Due Diligence : HRDD

### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

The company implements comprehensive Human Rights Due Diligence (HRDD), establishing policies and practices, including the review of human rights issues and the analysis of potential impacts and opportunities arising from non-compliance with these policies. This ensures that the company's operations do not result in human rights violations throughout the value chain. The company also sets out prevention and remediation measures for human rights impacts, tailored to the level of risk that may arise, and develops plans to monitor the effectiveness of prevention and remediation efforts. Additionally, the company prepares measures to provide redress to those who may be affected by human rights issues.

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

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

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

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	100.00

### Information on employees and labor management plan

#### Employees and labor management plan

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

Corporate Social Responsibility and Employee Welfare Policy The company places significant importance on the community, society, and the environment. It has established continuous employee development programs, fostering a culture of ethics in the workplace, and ensuring the welfare and well-being of its employees.

In 2024, the company organized training courses on business ethics, anti-corruption policies, safety and environmental policies, fire prevention and response plans, infection control, basic life support, energy conservation, as well as training on quality and safety standards for all employees and executives. Knowledge assessments were conducted, and all employees, executives, and medical staff were encouraged to participate in these training sessions. The company promotes a culture of teamwork among employees and executives at all levels, emphasizing mutual support with initiatives like "Helping to Improve 360 Degrees" and "Helping to Honor 360 Degrees." Mutual respect is encouraged, with employees treated equally and fairly. The company provides fair compensation in line with the knowledge, skills, responsibilities, and performance of each employee. The short-term compensation policy is based on performance evaluations and aligned with the company's overall performance, compared to the market and industry standards. For the long term, the company evaluates employee performance and potential, providing career development opportunities in alignment with the company's succession plan.

The company also offers a provident fund and various employee welfare programs, with a welfare committee responsible for ensuring the safety,

well-being, and appropriate benefits for employees. The following benefits are provided:

- Healthcare benefits for employees, including special discounts for employees' family members.
- Retirement celebration events for employees who have reached retirement age, along with retirement benefits.
- Annual health checkups for employees, including risk assessments by occupational health physicians, with health programs tailored to each employee group employees with abnormal health results are provided with further medical consultations and ongoing health guidance.
- Annual health checkups and flu vaccinations for all medical staff, executives, and employees.
- Encouraging employees to maintain good health, with information from health checkups used to educate employees on common health conditions.
- Campaigns to raise awareness of health issues such as diabetes, hypertension, high cholesterol, and office-related conditions (e.g., office syndrome), as well as promoting healthy eating habits.
- Encouraging regular exercise through a dedicated fitness room, with yoga, aerobics, and Zumba classes to help employees stay physically healthy.
- Promoting mental well-being through activities such as monthly merit-making ceremonies for employees' birthdays.
- Educational support for employees' children, including scholarships for employees' children.

### Information on setting employee and labor management goals

#### Setting employee and labor management goals

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

Target(s)	Indicator(s)	Base year(s)	Target year(s)
<ul style="list-style-type: none"> <li>Employee training and development</li> <li>Occupational health and safety in workplace</li> </ul>	<ul style="list-style-type: none"> <li>The percentage of employees who have received training according to the specified curriculum</li> <li>The percentage of employees who have received annual health check-ups</li> </ul>	2024: -	2025: - The percentage of employees who have received training according to the specified curriculum is greater than or equal to 90%. - The percentage of employees who have received annual health check-ups is 100%.

## 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

#### Fair Treatment of Employees

- The company treats board members, executives, and employees with dignity and respect for their individual rights and responsibilities.
- The company values its employees, promoting the development of knowledge, skills, ethics, and appropriate behavior for board members, executives, and staff.
- The company provides a safe working environment and ensures equal treatment for all employees.
- The company ensures fair employment conditions, offering appropriate compensation based on the employee's knowledge, skills, responsibilities, and performance, with opportunities for advancement on a fair basis.
- The company encourages employee feedback and listens to suggestions from all levels of staff, ensuring equality and fairness in the process.
- The company maintains confidentiality regarding the personal information of board members, executives, and employees. Disclosure or transfer of personal data to the public is only allowed with the consent of the concerned individual, unless required by company regulations or law.
- The company develops its personnel in alignment with the organization's direction, establishing career paths and succession plans for key positions. A positive working atmosphere is fostered to enhance employee morale and motivation.

## Information on employment

### Employment

	2022	2023	2024
Total employees (persons)	1,407	1,406	1,399
Male employees (persons)	217	222	212
Percentage of male employees (%)	15.42	15.79	15.15
Female employees (persons)	1,190	1,184	1,187
Percentage of female employees (%)	84.58	84.21	84.85

### Significant changes in the number of employees

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

### Employment of workers with disabilities

	2022	2023	2024
Total employment of workers with disabilities (persons)	1	1	1
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 (%)	0.07	0.07	0.07
Contributions to empowerment for persons with disabilities fund	Yes	Yes	Yes

### Information on compensation of employees

#### Employee remuneration by gender

	2022	2023	2024
Total employee remuneration (baht)	535,820,466.00	602,896,744.00	633,287,703.00
Average remuneration of employees (Baht / Person)	380,824.78	428,802.81	452,671.70

### Provident fund management policy

Provident fund management policy : Have

#### Policy on Pension Fund Management

The company and its employees jointly established a pension fund in accordance with the Pension Fund Act of 1990. The fund consists of contributions from both the employees and the company. The company has appointed TISCO Asset Management Company Limited to manage the fund. The fund will pay out money to employees in the event of their resignation or termination, according to the established regulations. The company has recorded its contribution to the pension fund as an expense in the comprehensive income statement. For the fiscal years ending on December 31, 2024 and 2023, the company's contribution amounted to THB 6.51 million and THB 5.77 million, respectively.

#### Provident fund for employees (PVD)

	2022	2023	2024
Number of employees joining in PVD (persons)	696	715	749
Proportion of employees who are PVD members (%)	49.47	50.85	53.54
Total amount of provident fund contributed by the company (baht)	5,008,052.00	5,786,339.00	6,525,407.00

	2022	2023	2024
Percentage of total amount of provident fund contributed by the Company to total employee remuneration (%)	0.93	0.96	1.03

## Information on employee development

### Employee training and development

	2022	2023	2024
Average employee training hours (Hours / Person / Year)	58.00	58.00	64.00
Total amount spent on employee training and development (Baht)	2,768,711.00	3,337,206.00	5,926,368.00
Percentage of training and development expenses to total expenses (%) <sup>(*)</sup>	0.001465	0.001653	0.002859
Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>	0.001220	0.001343	0.002371

Additional explanation : <sup>(\*)</sup> 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

	2022	2023	2024
Total number of lost time injury incidents by employees (Cases)	1	1	4
Total number of employees that lost time injuries for 1 day or more (Persons)	1	1	4
Percentage of employees that lost time injuries for 1 day or more (%)	0.07	0.07	0.29
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 : <sup>(\*)</sup> The company with the total number of employees over 100 or more

<sup>(\*\*)</sup> The company with the total number of employees less than or equal to 100

## Information on promoting employee relations and participation

### Employee engagement

	2022	2023	2024
Total number of employee turnover leaving the company voluntarily (persons)	275	255	194

	2022	2023	2024
Proportion of voluntary resignations (%)	19.55	18.14	13.87
	2022	2023	2024
Evaluation result of employee engagement	Yes	Yes	Yes

### Employee internal groups

Employee internal groups : Yes  
Types of employee internal groups : Welfare Committee

## 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, Company's measures for third parties' use of customer data, Security measures of personal data

#### Responsible sales and marketing policy and guidelines

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

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

- Policy and guidelines on communicating the impact of products and services to customers / consumers : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications for vulnerable groups, including children or youth under 12 years old, 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 : Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The company is committed to meeting customer needs and ensuring customer satisfaction by delivering high-quality services and maintaining safety standards. At the same time, the company focuses on developing a world-class quality management system, guided by its organizational values and the principle of being Customer-Centric. For example, the company adheres to international quality standards such as the JCI Hospital Accreditation System, HA Hospital Accreditation System, Medical Laboratory Quality Standards (ISO 15189, ISO 15190), and Food Safety Management System Standards for Patients (GHP/HACCP). These quality systems are used to continuously enhance the service processes. Additionally, the company has a structured process for collecting feedback and complaints from service users regarding the quality and delivery of services. The company is committed to responding promptly and taking appropriate actions. Suggestions received are used to plan, develop, and continuously improve service delivery.

### 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)
<ul style="list-style-type: none"> <li>• Development of customer satisfaction and customer relationship</li> <li>• Protection of customer personal information</li> </ul>	Customer Satisfaction Rate	2024: -	2025: Customer Satisfaction Rate Increase Compared to the Previous Year

## Information on performance and results of customer management

### Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

#### Awards Received in 2024

- Excellence in Medical Management Award: Awarded in the Central and Metropolitan Region by Bangkok Life Hospital Awards 2024, from Bangkok Life Assurance Public Company Limited. This award recognizes the company's exceptional management in providing necessary treatments and adhering to medical standards for patients with common, minor illnesses (Simple Diseases), as well as maintaining average length of stay in accordance with medical standards.

- Best Healthcare Service Award: Awarded for excellence in healthcare service delivery in the Ocean Life Hospital Award 2024, from Thai Samut Insurance Public Company Limited. This prestigious award highlights the company's outstanding achievements in elevating healthcare service standards for customer care and treatment.

### Customer satisfaction

	2022	2023	2024
Evaluation results of customer satisfaction	Yes	Yes	Yes

### Channels for receiving complaints from customers/consumers

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

Telephone : 02-596-7888

Fax : 02-589-8753

Email : contactus@nonthavej.co.th

Company's website : www.nonthavej.co.th

Address : 432 Ngamwongwan Rd. Bangkhen Nonthaburi 11000

## 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 implemented by the company over the past year : Education, Occupational health, safety, health, and quality of life, Water and sanitation management

#### Safety and Environmental Management

The company complies with laws related to environmental management, such as the Ministerial Regulation on the Disposal of Infectious Waste B.E. 2545, the Environmental Engineering Department of the Department of Health, Ministry of Public Health, the Bangkok Metropolitan Ordinance on the Collection, Transport, and Disposal of Waste B.E. 2544, and the Environmental Quality Promotion and Preservation Act B.E. 2535. Additionally, the Ministry of Natural Resources and Environment's announcement on classifying buildings as sources of pollution requiring control of wastewater discharge into public water bodies or the environment is also adhered to.

In 2024, the company conducted water quality analysis of its wastewater treatment system by the Department of Health Laboratory, Ministry of Public Health, and ALS Laboratory Group Co., Ltd. The results of the water analysis met the required standards.

#### Community and Social Development

As a responsible corporate member of society, the company prioritizes fostering good relationships between the company and the community, based on principles of integrity, transparency, and fairness, leading to sustainable social development. The company regularly organizes activities for the public good, contributing to social and community service development, as well as promoting a positive impact on the environment and the community. The company is committed to responding effectively to events that affect the environment and society. In 2024, the company continued to organize activities benefiting society, the community, and the environment in line with its operations. It cooperated, promoted, and fully supported government officials and relevant agencies in their efforts.

### 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

##### 2.1 Health Promotion Projects in 2024:

###### Health Education:

- "Anti-Aging Medicine... A New Option for Health Enthusiasts" by Dr. Phasita-don Muangnoi, an expert in anti-aging medicine.
- "Various Gynecological Issues" by Dr. Suphachai Ruengkaewmanee, a gynecologic oncology and laparoscopic surgery expert.
- "Don't Be Overconfident... Colorectal Cancer: Anyone Can Be at Risk" by Dr. Kachpong Techthuwanant, an expert in gastrointestinal diseases.
- "Don't Wait for Warning Signs: Reduce Risk... Avoid Lung Cancer" by Dr. Prachaya Passaranont, a specialist in respiratory diseases.
- "Check H. Pylori Bacteria: The Villain Before It Turns into Stomach Cancer" by Dr. Natthaphon Chaiyanuwat, an expert in gastrointestinal and liver

diseases.

- "Office Syndrome... A Risk Condition for Working People" by Dr. Aparat Suriyawongphongsa, a rehabilitation medicine expert.
- "Obesity! Knee Pain! Early Signs of Knee Joint Degeneration" by Dr. Korakot Panit, an expert in sports medicine and orthopedic surgery.
- "Sleep Matters: Don't Overlook This Close-At-Hand Issue" by Dr. Sirichai Kittichanthira, a neurologist and expert in sleep disorders.
- "Check Early! Before Heart Failure Occurs" by Dr. Watthanachai Ngampongphan, a cardiologist.
- "Muscle, Bone, and Joint Problems Common Among Seniors" by Dr. Korakot Panit, a specialist in sports medicine and orthopedic surgery, presented during the "National Life Insurance Day 2024" event with Thai Life Assurance at Central Westgate Mall.
- "Healthy Lady: Complete Your Check-ups to End All Risks" at the "Home and Garden Fair LIVING FESTIVAL 2024" with Dr. Walvisa Tharapaisan, an expert in reproductive medicine.
- "Osteoarthritis... A Risk Condition for All Ages" at the "Home and Garden Fair LIVING FESTIVAL 2024" with Dr. Korakot Panit.
- "Awareness Campaign: Six Warning Signs of Stroke" with Dr. Chanapat Patthamai, a neurologist from the Brain and Nervous System Center.
- "Uncontrolled Diabetes Can Lead to Chronic Kidney Failure" by Dr. Nantanach Janlertfah, a nephrologist.
- "Diabetes Destroys Bone Health: A Double Danger" by Dr. Korakot Panit.
- "Periodontal Disease and Diabetes: A Connection You Shouldn't Overlook" by Dr. Anusorn Limpionuntchai, a dental expert in gum disease.

#### 2.2 Knowledge Exchange and Community Donation Projects in 2024:

##### Knowledge Sharing:

- Conducted a workshop for staff from the Narcotic Control Division of the FDA, sharing knowledge on drug management and controlled substances.
- Hosted a learning exchange with 20 administrators from Rayong Hospital, sharing information on the hospital's information system.

##### Donations:

- Donated essential items for infants at the Pak Kret Child Welfare Home as part of the "Nonthavej for Society and Community" project.
- Donated medical equipment to the Panyanant Phikkhu Medical Center.
- Donated old calendars for Braille translation to the Technology Education Center for the Blind in Pak Kret, Nonthaburi.

#### 2.3 Safety, Occupational Health, Environmental and Social Projects in 2024:

- Blood Donation Campaign: "Just Give, It's Heartwarming" – Employees donated 73,350 milliliters of blood to the Thai Red Cross Blood Center.
- Global Handwashing Day Campaign: Promoted handwashing awareness to reduce illness and infection.
- Waste Sorting and Recycling Campaign: Promoted correct waste disposal, reduced foam container use for food packaging, and raised environmental awareness.
- Energy Conservation Campaign: Promoted energy-saving practices in the hospital.
- Encouraged the use of face masks, frequent handwashing, and physical distancing to reduce infection risk.
- Fire Safety Drill: Conducted a fire safety drill with the assistance of the Nonthaburi Disaster Relief Unit.

#### 2.4 Employee Training and Development in Safety, Occupational Health, and Environment in 2024:

##### Workplace Safety Training :

- Advanced Pediatric and Adult Life Support (PALS) training.
- Basic Firefighting Workshop.
- Emergency Fire Response Training.
- Fire Prevention and Control Drills (Code Fire).
- Basic Life Support (BLS) Training.
- Infection Control Policies and Procedures Training.
- Hospital Accreditation (HA/JCI 8th Edition) Preparation.
- Essential Nursing Standards and Documentation Training.
- International Patient Safety Goals (IPSG 1-6) and FMS Safety Training.

### **Benefit from implementing social development project**

Financial benefits

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

Non-financial benefits

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

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## ESG Performance

Company Name : NONTHAVEJ HOSPITAL PUBLIC COMPANY LIMITED      Symbol : NTV

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

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### Corporate Governance Policy

#### Information on overview of the policy and guidelines

##### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

##### 6.1 Corporate Governance Policy

Nonthavej Hospital Public Company Limited recognizes the importance of good corporate governance, which is a key factor in the company's success. It serves as a foundation for sustainable business growth, operational efficiency, and widespread recognition. Corporate governance ensures clarity, transparency, and the maximization of benefits for stakeholders. The company's board of directors regularly reviews and updates its corporate governance policies in accordance with the 2017 principles of good corporate governance for listed companies to align with the changing economic and social circumstances. The board of directors has also reviewed its charter, ensuring that its contents align with the guidelines for good corporate governance and compliance with the Securities and Exchange Act. The board firmly believes that adhering to good corporate governance principles is essential for the company's stable and sustainable growth while also fostering confidence among stakeholders and all parties involved. This policy serves as the operational framework for the company's board of directors.

##### 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, Board Performance Evaluation

#### Nomination of Directors

##### Recruitment and Appointment of Directors and Top Executives

##### 1. Recruitment of Directors

The appointment of directors is overseen by the Nomination and Remuneration Committee, which consists of the Chairman of the Board (who is not an executive and is an independent director). This committee is responsible for selecting and screening individuals who meet the qualifications outlined in the company's regulations. The committee proposes candidates with the necessary qualifications to ensure a professional and diverse board, offering recommendations to the Board of Directors for approval. Once approved, the list of nominees is submitted to the shareholders' meeting for election based on the established criteria.

The Nomination and Remuneration Committee considers the nature of the business and future plans to define the qualifications of directors, focusing on individuals with knowledge relevant to the company's industry. The committee also ensures that both directors and shareholders are involved in proposing qualified candidates. Furthermore, additional director candidates are also considered from the company's director registry.

##### 2. Recruitment of Top Executives

The recruitment process for top executives (e.g., Chief Executive Officer) is initially handled by the Nomination and Remuneration Committee, which screens and selects individuals who possess the necessary qualifications, expertise, skills, and experience beneficial to the company's operations. The committee then submits its recommendations for approval by the Board of Directors, ensuring that the appointed executives are well-suited to contribute effectively to the company's success.

#### Determination of Director Remuneration

##### Compensation for Directors and Executives

The Board of Directors has established a Nomination and Remuneration Committee to be responsible for selecting individuals for director positions and proposing the compensation for directors. These proposals are then submitted to the Board of Directors and subsequently presented to the shareholders' meeting for approval.

## Director Development

### Director and Executive Development

The company has developed a Board of Directors' handbook, which consolidates relevant laws, regulations, and guidelines pertaining to the role and responsibilities of directors. This is provided to ensure that all directors are fully informed about their duties, principles, and practices associated with their positions. For newly appointed directors, the company provides essential information to support their role, including details about the business operations, company strategies, and the Board of Directors' handbook. Additionally, the company regularly supports the development of directors and executives through various training and seminar programs. These programs are organized by organizations such as the Thai Institute of Directors (IOD), the Stock Exchange of Thailand (SET), and the Securities and Exchange Commission (SEC), aimed at enhancing the knowledge and skills of the board and executives.

### Director and Executive Succession and Development Plan

The Board of Directors places great importance on the development of directors and executives, with a continuous program aimed at enhancing their knowledge, skills, and competencies to align with their roles. This is done to promote the effectiveness and efficiency of both the directors and executives. The company supports directors in enrolling in the Director Certification Program (DCP) and other relevant programs offered by the Thai Institute of Directors (IOD). The Nomination and Remuneration Committee is tasked with the responsibility of recruiting and selecting executives who possess the necessary knowledge, skills, and experience to manage the company. The appointment of executives follows the company's regulations. Additionally, directors must receive approval from the Board of Directors and subsequently be presented for approval at the shareholders' meeting. For succession planning, the Board has developed a strategy to prepare for the eventual retirement or unavailability of any director or senior executive. This ensures that the company's management can continue to function smoothly, maintaining sustainable growth and development.

## Board Performance Evaluation

### Performance Evaluation

The Board of Directors should conduct a self-assessment at least once a year in writing. The evaluation results should be reviewed with the Chairman of the Board to acknowledge the feedback and implement any necessary improvements. This process aims to enhance the effectiveness of the Board's performance.

## Policy and guidelines related to shareholders and stakeholders

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

## Shareholder

The company is committed to conducting its business in a way that maximizes benefits for shareholders and ensures continuous growth with transparency and reliability. The company has a dividend policy to distribute 60% of net profit to shareholders. This policy has been consistently followed and implemented by the company.

## Employee

The company is committed to continuously developing the knowledge and capabilities of its employees, fostering a culture and ethics in the workplace. In 2024, the company organized training courses on business ethics, anti-corruption policies, safety and environmental policies, fire prevention and suppression plans, infection control, first aid and CPR, energy conservation, and quality and safety standards for employees and executives at all levels. Employees are also tested on their knowledge and understanding, with encouragement for all employees, executives, and doctors to participate in the training. The company fosters a culture of teamwork and mutual support, promoting the values of "360-degree assistance to help each other excel" and "360-degree respect for one another." It treats employees equally and fairly, providing appropriate compensation based on each individual's knowledge, abilities, responsibilities, and performance. The short-term compensation policy is based on performance evaluation results and aligns with the company's performance and the industry benchmark. In the long term, the company measures employee performance and potential, offering career growth (Career Path) in line with the company's succession plan. In addition, the company provides a provident fund and various employee benefits. The welfare committee oversees the welfare and safety of employees, ensuring that the following benefits are provided: Healthcare benefits for employees, with special discounts for employee family members. A retirement celebration event for employees who have reached retirement age, along with reserved retirement benefits for

retiring employees. Regular annual health checks for employees, with risk assessments conducted by occupational medicine physicians. Health check programs are tailored to each employee group, and employees with abnormal health check results are provided with education and follow-up consultations to maintain their health. In 2024, all employees at every level are required to undergo annual health checks. The company provides influenza vaccinations to all medical personnel, executives, and employees. Promotes the health and fitness of employees by using the results of health checks to provide education on common health issues such as diabetes, hypertension, high cholesterol, and workplace-related conditions (Office Syndrome). The company also encourages employees to maintain a healthy lifestyle by providing educational resources on proper nutrition and inviting employees to exercise regularly. A fitness room is available, with instructors for yoga, aerobics, and Zumba classes to ensure employees maintain good physical health. The company promotes mental well-being by organizing merit-making activities for employees on their birthdays at all levels. The company offers educational support for employees' children by providing scholarships to employees' children.

## Customer

The company is committed to providing high-quality, standardized services, focusing on meeting customer needs and expectations by placing the customer at the center. The company conducts surveys to assess customer expectations and satisfaction to improve service processes. A customer relations department is established to handle and follow up on complaints and suggestions, ensuring that customer needs are met and satisfaction is enhanced.

## Business competitor

The company promotes and supports a policy of fair and free market competition.

### Treatment of Business Competitors

Directors, executives, and employees must treat business competitors fairly, with consideration of ethics in business practices.

#### Guidelines for Conduct:

1. Directors, executives, and employees must act within the framework of fair competition rules.
2. Directors, executives, and employees must not seek confidential information from competitors using dishonest or inappropriate methods.
3. Directors, executives, and employees must not harm the reputation of competitors by making malicious accusations.

## Business partner

### Partners/Allies/Creditors

The company builds trust with its partners, allies, and creditors by adhering to integrity and strictly following the terms of contracts and agreements made with them.

The company has consistently made payments to partners, allies, and creditors on time, accurately, and completely. Furthermore, the company does not conceal any information or facts that could harm its partners, allies, or creditors.

In the past year, the company invited its partners, allies, and creditors to learn about business ethics (Code of Conduct) and the anti-corruption policy. Additionally, the company has disseminated its business ethics and anti-corruption policy through its website, ensuring that both the company and its partners, allies, and creditors who engage in business with the company can have confidence in their dealings.

## Community and society

### Society, Community, and Environment

The company recognizes its role as part of society and its responsibility to help and support community welfare activities. The company focuses on health promotion and provides knowledge on basic first aid to its employees. It also conducts health promotion activities with the local community in Nonthaburi Province and within the vicinity of the hospital. Additionally, the company participates in disaster response drills, including fire safety drills, in collaboration with the disaster relief units of the Nonthaburi municipal government and nearby communities. These activities have been carried out annually.

In the past year, the company has supported social contributions by facilitating study visits for knowledge exchange, including: A delegation from the Narcotics Control Division of the Food and Drug Administration (FDA) visited to learn about the management of narcotics control. A team from the Computer Center of Rayong Hospital visited to exchange knowledge on the hospital's internal information system and information management. A group from the Faculty of Education, King Mongkut's University of Technology North Bangkok, visited to learn about the management of electronic health records.

Additionally, the company organized the "Just Giving Brings Joy" blood donation campaign in 2024 to contribute to

the Thai Red Cross Blood Center, donating a total of 73,350 milliliters of blood to help save lives.

#### Environmental Responsibility

The company is committed to promoting environmental policies and reducing energy consumption to help mitigate greenhouse gas emissions. In 2024, the company established an energy management policy, including campaigns on waste management, waste separation, and proper disposal to promote employee health. It also promoted handwashing campaigns to reduce infections within the hospital and actively participated in environmental protection. The company ensures that wastewater released into the community meets standards lower than acceptable limits. Additionally, energy conservation efforts are promoted through education, activities, and communication with employees to raise awareness and encourage everyone to participate in reducing energy consumption and minimizing greenhouse gas emissions.

## Information on business code of conduct

### Business code of conduct

Business code of conduct : Yes

#### Business Ethics

The company's Board of Directors has established a business ethics framework, which all directors, executives, and employees at every level are required to adhere to, ensuring that the company operates in accordance with ethical principles. The company respects the rights of stakeholders and treats them equally, fairly, and transparently. The areas covered by this ethics framework include the following:

1. Compliance with laws and adherence to human rights principles.
2. Political rights and engagement.
3. Conflicts of interest and related party transactions.
4. Confidentiality, data protection, and the use of internal information.
5. Receiving and giving gifts, assets, or other benefits.
6. Intellectual property, use of information technology systems, and telecommunications.
7. Treatment of shareholders.
8. Behavior of directors, executives, and employees.
9. Treatment of customers.
10. Purchasing, sourcing, and treatment of suppliers.
11. Treatment of competitors.
12. Responsibility towards the community and society.
13. Occupational health and safety, and environmental protection.
14. Internal control and internal auditing.
15. Anti-corruption.

### 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 assets usage and protection, Information and IT system security, Environmental management, Human rights, Safety and occupational health at work

### Prevention of Conflicts of Interest

The company has a clear policy in place to manage transactions that may give rise to conflicts of interest. The process for conducting transactions between the company and individuals who may have conflicts of interest must undergo a screening process by the management and receive approval from the Board of Directors. In cases where a director has a personal interest in any agenda, that director will not have the right to vote on the matter. The company has an Audit Committee responsible for overseeing and ensuring that conflicts of interest do not occur. Regarding the management of internal information, the company has a policy prohibiting directors, executives, or employees in departments with access to inside information from disclosing such information to external parties or individuals who are not involved in the matter. Additionally, they are prohibited from trading the company's securities within one month before the quarterly or annual financial statements are publicly disclosed, and within 24 hours after the financial statements are made public (Blackout Period). Executives are also required to report any changes in their securities holdings to the Securities and

Exchange Commission (SEC).

## Anti-corruption

### Anti-Corruption Policy

The company operates with integrity, upholding responsibility to society and all stakeholders, in accordance with good corporate governance principles. It establishes appropriate practices to prevent corruption in all business activities.

#### Guidelines

1. Directors, executives, and employees must not be involved in any form of corruption, whether directly or indirectly.
2. If directors, executives, or employees observe actions that could be considered corruption related to the company, they must report it to their supervisor or the responsible person and cooperate in investigating the facts. If there are any doubts or questions, they should consult their supervisor.
3. Individuals engaged in corrupt activities will be subject to disciplinary action according to the company's regulations. Additionally, they may face legal penalties if their actions are illegal.
4. Directors, executives, and employees must not offer any benefits to government officials, customers, labor unions, or any third parties to influence them to act improperly.

## Whistleblowing and Protection of Whistleblowers

### Whistleblower Policy

Nonthavej Hospital Public Company Limited values good corporate governance with transparency and accountability. The company operates with integrity, in accordance with the principles of good corporate governance, and is committed to its responsibilities to society and all stakeholders. The company has established a procedure for reporting wrongdoing and handling complaints to provide a channel for directors, executives, employees, and all stakeholders to report any irregularities in business operations, violations, illegal activities, unethical behavior, or actions suggesting corruption. Reports or complaints can be made through a dedicated channel, and the company has implemented policies to protect and ensure fairness for whistleblowers. Additionally, the information and matters reported will be kept confidential to prevent the violation of rights and protect individuals from harm.

## Prevention of Misuse of Inside Information

### Confidentiality, Data Retention, and Use of Internal Information

The company will ensure that confidential information is protected from being leaked to unrelated parties, especially information that could have an impact on the company or its stakeholders. The company prohibits its directors, executives, and employees from using internal information for personal gain or for the benefit of others. This policy aims to ensure fairness and equality for all stakeholders.

## Gift giving or receiving, entertainment, or business hospitality

Receiving and Giving Gifts, Property, or Other Benefits The company has established guidelines regarding the receiving and giving of gifts, presents, or other benefits, as well as hosting or being hosted. Such actions are permissible within reasonable limits, but they must not influence or affect the company's decision-making process.

## Compliance with laws, regulations, and rules

### Compliance with Laws and Adherence to Human Rights Principles

The company complies with all relevant laws, regulations, government rules, and ethical standards related to business operations, as well as the company's own internal rules and regulations. The company respects cultural traditions, customs, and adheres to universal human rights principles in the conduct of its business.

## Information and assets usage and protection

### Assets, Intellectual Property, and Use of Information Technology and Telecommunications Systems

The company has the responsibility to utilize its assets effectively and ensure that they are not lost or used for personal or third-party benefit. The company provides information technology and telecommunications systems for business operations. Directors, executives, and employees are required to use these systems properly, efficiently, and in compliance with the law and the company's information technology policies to maximize the company's benefits. Furthermore, the company is committed to using intellectual property cautiously and respecting the copyrights of others.

## Information and IT system security

## Information Security Policy

Nonthavej Hospital Public Company Limited recognizes the importance of using information technology to drive the company's operations efficiently. This technology helps the company operate effectively and securely. Therefore, the company considers its network systems, computer systems, patient information, and other information assets as critical to its operations. Measures have been established to ensure the security of the hospital's information systems, focusing on the prevention, use, access, storage, and disclosure of patient data and information.

These policies comply with laws, regulations, and relevant quality standards as follows:

1. Network Security Policy All personnel must be cautious when using the computer systems and network in the hospital.

Unauthorized individuals should not be allowed to access the hospital's systems or network.

Personnel must not use IP addresses other than those assigned by the Computer Operations department.

2. Wireless Network Security Policy A registration system for network access must be implemented to verify the identity of users before they can use the network. Network connection devices must be regularly checked and maintained.

3. Physical Security of IT Resources Policy The fire suppression system and alarm equipment must be inspected and maintained at least once a year. Access control systems, such as fingerprint scanners, must be installed, and access should only be granted to authorized personnel, such as the CEO, Deputy Director for Administration, IT Manager, and Computer Operations staff.

4. Workstation and Device Security Policy Passwords must be set up on computers to prevent unauthorized access. Personnel must keep their passwords confidential and not share them with others. They must also avoid accessing unfamiliar websites that could potentially harm the system.

5. Security Administration of Restricted Systems Policy Intrusion detection and prevention systems (IDS/IPS) must be installed to secure information systems and data within the hospital's internal network. When sending patient test results to doctors remotely, an OTP (One-Time Password) is required to confirm the identity of the individual.

6. Email Security Policy Employees are prohibited from using the hospital's computer systems to send spam, personal business emails, or unrelated activities. Only the hospital's designated email accounts should be used for official communications related to hospital business. Specific guidelines must be followed when sending patient information, including securing passwords and ensuring the confidentiality of sensitive data. Users are responsible for actions taken through their email accounts. System administrators must review email access rights at least once a year.

7. Mobile Device Security Policy The company allows employees to use personal mobile devices only for approved applications, such as the Approve Doctor Order program and hospital-related email communications.

8. Social Network Usage Policy Employees are responsible for safeguarding intellectual property and must not disclose, reproduce, modify, or use it without permission. Any inventions or developments made during employment must be disclosed and attributed to the company, whether or not they are protected by law. Employees are prohibited from sharing information or posting comments on social media that could harm individual privacy rights, cause defamation, or impact the hospital's reputation. Employees must not share patient health information on social media except in cases such as referrals to other hospitals or reporting infectious disease outbreaks to relevant authorities. Any social media posts that could be interpreted as representing the hospital must include a disclaimer that the opinion expressed is personal and not the hospital's official stance. Employees should be cautious when discussing sensitive topics like politics, religion, or ethnicity on social media.

### System Access Control and Usage

Policy Each user must have their own unique username and password, and sharing passwords is prohibited.

Users are responsible for any actions taken under their usernames, even if the actions are not directly caused by them.

Passwords must be secure and include at least eight characters, including letters, numbers, or symbols.

Passwords must be changed at least every six months.

Users must authenticate their identity before accessing information systems and log off when systems are not in use.

Users are prohibited from using company systems for illegal activities or purposes that could harm the company or others.

Users are prohibited from installing unauthorized software on company computers.

Requests for new accounts or access rights must be approved by the appropriate management level (at least the department manager).

### Measures for Violating the Information Security Policy

IT and telecommunications equipment is the property of the company, and all employees must ensure the equipment is properly maintained and free from damage or loss.

Any damage or loss should be reported immediately to the IT department for resolution.

The company will evaluate violations and impose disciplinary actions based on the severity of the damage, in accordance with company regulations and labor law.

In cases of civil or criminal litigation arising from an employee's actions, the employee will be responsible for any damages.

## Environmental management

The company places great importance on climate change and environmental issues and is committed to conducting its business sustainably. Therefore, it has established an environmental management policy to set guidelines for practices and management according to the ESG (Environmental, Social, and Governance) dimensions. This includes sustainability principles and creating engagement with all stakeholders to manage climate change risks. The company aims to contribute to reducing greenhouse gas emissions as part of its environmental responsibility.

## Human rights

Compliance with Laws and Adherence to Human Rights Principles

The company complies with all relevant laws, regulations, and government directives, as well as ethical standards in business operations, including the company's internal rules and regulations. It respects cultural traditions and customs and adheres to international human rights principles in its business practices.

## Safety and occupational health at work

Safety, Occupational Health, and Environment

The company is committed to conducting its business with a focus on safety, occupational health, and environmental impact. It has established an internationally recognized management system, giving priority to and strictly complying with the laws, policies, standards, and regulations related to safety, occupational health, and the environment in each area of its operations.

## 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

Code of Ethics for Directors, Executives, and Employees

The Board of Directors of the company has established a code of ethics for directors, executives, and employees to ensure that the personnel of the company operate correctly according to ethical principles, respect rights, and treat stakeholders equally and fairly. The following are the key principles:

### 1. Compliance with Laws and Human Rights Principles

The company has policies that encourage directors, executives, and employees to respect and comply with laws, regulations, government rules, and business ethics, including the company's internal policies, as well as human rights principles.

Guidelines:

1. Directors, executives, and employees must read, understand, and comply with all applicable laws and regulations in every department that is related to the company's business operations, including the rules of the Stock Exchange of Thailand and the Securities and Exchange Commission.

2. Directors, executives, and employees must respect the rights of stakeholders equally without violating personal rights, including respecting dignity and not discriminating based on education, rank, ethnicity, nationality, religion, or gender.

### 2. Political Rights

The company supports the right of directors, executives, and employees to exercise their rights as citizens under the law, with the following practices:

Guidelines:

1. Directors, executives, and employees can exercise their rights as citizens under the Constitution and other related laws.

2. They are allowed to engage in political activities outside of working hours but not in the name of the company.

3. The use of company assets to support any political party is prohibited.

4. They are not allowed to engage in activities that could create the impression that the company is involved in supporting any political party.

5. Political and religious discussions should be avoided during working hours.

### 3. Conflict of Interest and Self-dealing

The company has set out guidelines to prevent directors, executives, and employees from engaging in activities that conflict with the company's business interests or pursue personal gains.

Guidelines:

1. Directors, executives, and employees must avoid conflicts between personal and company interests when interacting with partners and other individuals. If a conflict arises, the company's interests must take precedence.
2. Directors, executives, and employees must not engage in outside business activities that could create a conflict of interest, either directly or indirectly.
3. Directors or employees taking up a position in another organization must not affect their duties within the company and must get approval from the CEO, while directors must get approval from the Board of Directors.
4. Transactions with related parties must follow the rules and regulations set by the Stock Exchange of Thailand and/or the Securities and Exchange Commission, with full disclosure as required.
5. Any conflicts of interest related to personal investments or business activities must be reported in writing to the CEO or the Board of Directors.

### 4. Confidentiality, Data Protection, and Insider Trading

The company considers it the responsibility of directors, executives, and employees to properly use and maintain the company's confidential information.

Guidelines:

1. Directors, executives, and employees must not disclose confidential information that may harm the company, even after their employment ends.
2. They must not use inside information for trading company stock or sharing it with others for personal benefit.
3. They must safeguard customer confidentiality and not use it for personal gain or improper purposes.
4. They should not share non-public information with outsiders, except for authorized personnel.

### 5. Accepting and Giving Gifts, Property, or Other Benefits

Directors, executives, and employees must be cautious when accepting or giving gifts, money, or other benefits that may influence business decisions or promote personal interests.

Guidelines:

1. Directors, executives, and employees must not solicit, accept, or offer inappropriate or excessive gifts, money, or benefits from anyone involved with the company.
2. They must avoid accepting or giving gifts or benefits from business partners, except for business-related purposes or customary occasions.
3. Gifts above 5,000 Baht must be reported to a supervisor and forwarded to the company.
4. If they receive gifts or benefits exceeding 5,000 Baht during business events, they must report it to the supervisor and return the gift to the company.

### 6. Intellectual Property and Use of Technology and Communication Systems

Directors, executives, and employees are responsible for protecting and maintaining the company's intellectual property and using communication systems correctly and legally.

Guidelines:

1. Directors, executives, and employees must use the company's assets for business purposes only and protect them from misuse.
2. Any intellectual property developed during employment belongs to the company.
3. Electronic and information technology resources must be used for the company's benefit only.
4. They must ensure that they use licensed software and avoid installing unauthorized programs.
5. Confidential passwords should be kept secure and internet usage must be safe for the company's systems.

### 7. Treatment of Shareholders

The company is committed to operating with integrity, respecting shareholders' rights, and ensuring fair treatment for all shareholders.

Guidelines:

1. Directors, executives, and employees must act with integrity, ensuring decisions are made for the benefit of all shareholders.
2. Regular and accurate reports on the company's status and financial results must be provided to shareholders.

### 8. Conduct of Directors, Executives, and Employees

Directors, executives, and employees must respect each other's personal rights and dignity and work cooperatively in a respectful manner.

Guidelines:

1. Directors, executives, and employees should conduct themselves appropriately as representatives of the company, including behavior, manners and appearance.

2. They must not incite or participate in any disputes or divisive activities.
3. Supervisors must act respectfully toward subordinates, who must also respect their supervisors.
4. They must avoid any form of discrimination or harassment, whether verbal, physical, or psychological.
5. Directors, executives, and employees must work diligently to improve the company's performance and development.

#### 9. Treatment of Customers

Directors, executives, and employees must prioritize customer safety and satisfaction, offering services that are of high quality and respect the rights of patients.

Guidelines:

1. Directors, executives, and employees must deliver high-quality service to customers.
2. Any failure to meet agreed-upon terms with customers must be communicated promptly for resolution.
3. Interactions with customers must be respectful and trustworthy. There should be systems in place to address customer complaints about service quality.

#### 10. Procurement and Vendor Relationships

The company treats all vendors equally and fairly, focusing on mutual benefits and avoiding conflicts of interest.

Guidelines:

1. Vendors must be evaluated and selected fairly, without any undue influence.
2. Directors, executives, and employees must maintain neutrality in dealings with vendors and adhere to ethical guidelines regarding conflicts of interest.
3. Contracts with vendors should be fair and clear, including confidentiality agreements where applicable.
4. All agreements with vendors must be honored, and any inability to fulfill obligations must be communicated in advance for resolution.

#### 11. Dealing with Business Competitors

Board members, executives, and employees must treat business competitors fairly, considering ethical business practices.

Guidelines for Practice:

1. Board members, executives, and employees must act within the framework of fair competition.
2. Board members, executives, and employees must not seek confidential information from competitors through dishonest or inappropriate methods.
3. Board members, executives, and employees must not damage the reputation of competitors by making malicious accusations.

#### 12. Responsibility to the Community and Society

The company has a policy and is committed to its responsibility to society and the community, regarding it as a core mission to create projects and activities that benefit the development of society and the community at large.

Guidelines for Practice:

1. Board members, executives, and employees should participate in and organize public benefit activities for the development and service of society and the community.
2. Board members, executives, and employees must regularly engage in activities that contribute to creating a better society, community, and environment.
3. Prevent accidents and control waste emissions to remain below acceptable standard levels.
4. Respond quickly and effectively to incidents that impact the environment and community due to the company's operations, cooperating fully with government officials and relevant agencies.

#### 13. Safety, Health, and Environment

Board members, executives, and all employees must recognize the importance of management systems for quality assurance, safety, health, and the environment.

Guidelines for Practice:

1. Board members, executives, and employees working in high-risk areas must study work methods carefully to ensure safety.
2. If any procedure poses safety risks, they should consult experts immediately and report it to their supervisor.
3. Board members and executives are responsible for establishing and disseminating safety guidelines to prevent workplace accidents for employees and stakeholders.
4. Board members, executives, and employees must consistently and actively work towards conserving energy, natural resources, and the environment, and encourage the efficient use of energy and resources.
5. Board members, executives, and employees must cooperate with actions aimed at preventing or reducing environmental impacts according to relevant standards or agreements.

#### 14. Internal Control and Internal Audit

The company acknowledges the importance of effective, accurate, and reliable internal controls and audits. The company has policies to ensure a sound internal control system, appropriate risk management, and continuous monitoring and assessment in line with international standards and audit committee guidelines.

Guidelines for Practice:

1. Board members, executives, and employees must strictly comply with operational manuals, laws, regulations, and applicable requirements related to their duties and cooperate with internal audits.
2. Board members, executives, and employees must operate within the scope of laws, regulations, and standards related to the company, its operations, and responsibilities, consistently and continuously.
3. Board members, executives, and employees must support auditing efforts and provide accurate, truthful information to internal auditors and external auditors.
4. Board members, executives, and employees must verify the accuracy of operations and report any errors immediately.

#### 15. Anti-Corruption

The company conducts its business ethically and adheres to its responsibilities to society and all stakeholders according to good corporate governance principles. The company has established appropriate practices to prevent corruption in all business activities.

Guidelines for Practice:

1. Board members, executives, and employees must not be involved in corruption, whether directly or indirectly.
2. Board members, executives, and employees who witness actions related to corruption involving the company must report them to their supervisor or the responsible person and cooperate with the investigation of the facts. If in doubt or have questions, they should consult their supervisor.
3. Those engaged in corrupt activities will face disciplinary actions according to company regulations and may face legal penalties if their actions are unlawful.
4. Board members, executives, and employees must not offer any benefits to government officials, customers, labor unions, or any external parties to encourage unethical behavior.

### 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

In 2024, the Board of Directors and its sub-committees reviewed and assessed the adequacy and appropriateness of the charters at least once a year and obtained approval through the Board of Directors' meeting. The key change was the amendment to the charters of the Board of Directors and the Corporate Governance, Risk Management, and Sustainability Committee to align with developments in sustainability practices (ESG).

#### Implementation of the CG Code for listed companies

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

#### Corporate Governance Policy

Nonthavej Hospital Public Company Limited recognizes the importance of good corporate governance, which is a key factor in the company's success. It serves as a foundation for sustainable business growth, efficiency, and general acceptance, ensuring transparency and benefiting all stakeholders. The Board of Directors has continuously reviewed and updated its policies according to the Good Corporate Governance principles for listed companies of 2017, in alignment with the changing economic and social conditions. This is to ensure that the company's operations comply with good corporate governance practices. Therefore, the company has set out key principles consisting of eight main categories as

follows:

Principle 1: Recognize the role and responsibilities of the board as leaders in creating sustainable value for the organization.

Principle 2: Define objectives and goals that promote sustainable value creation.

Principle 3: Enhance the effectiveness of the board.

Principle 4: Recruit and develop senior executives and manage human resources effectively.

Principle 5: Promote innovation and conduct business responsibly.

Principle 6: Ensure effective risk management and internal control systems.

Principle 7: Maintain financial credibility and ensure transparency in disclosures.

Principle 8: Support engagement and communication with shareholders.

### **Other corporate governance performance and outcomes**

Through continuous improvement in the organization of shareholder meetings, in 2024, the company received an evaluation score of 96% for the quality of the Annual General Meeting (AGM), which is considered "Excellent" in the annual evaluation of AGM quality. Additionally, the company was awarded a CG Scoring level 3 by the Thai Investors Association. Based on these results, the company recognizes the importance of developing its corporate governance in alignment with the sustainability principles of ESG to ensure that the business operates under the framework of good corporate governance practices.

# Corporate Governance Structure

Information on corporate governance structure

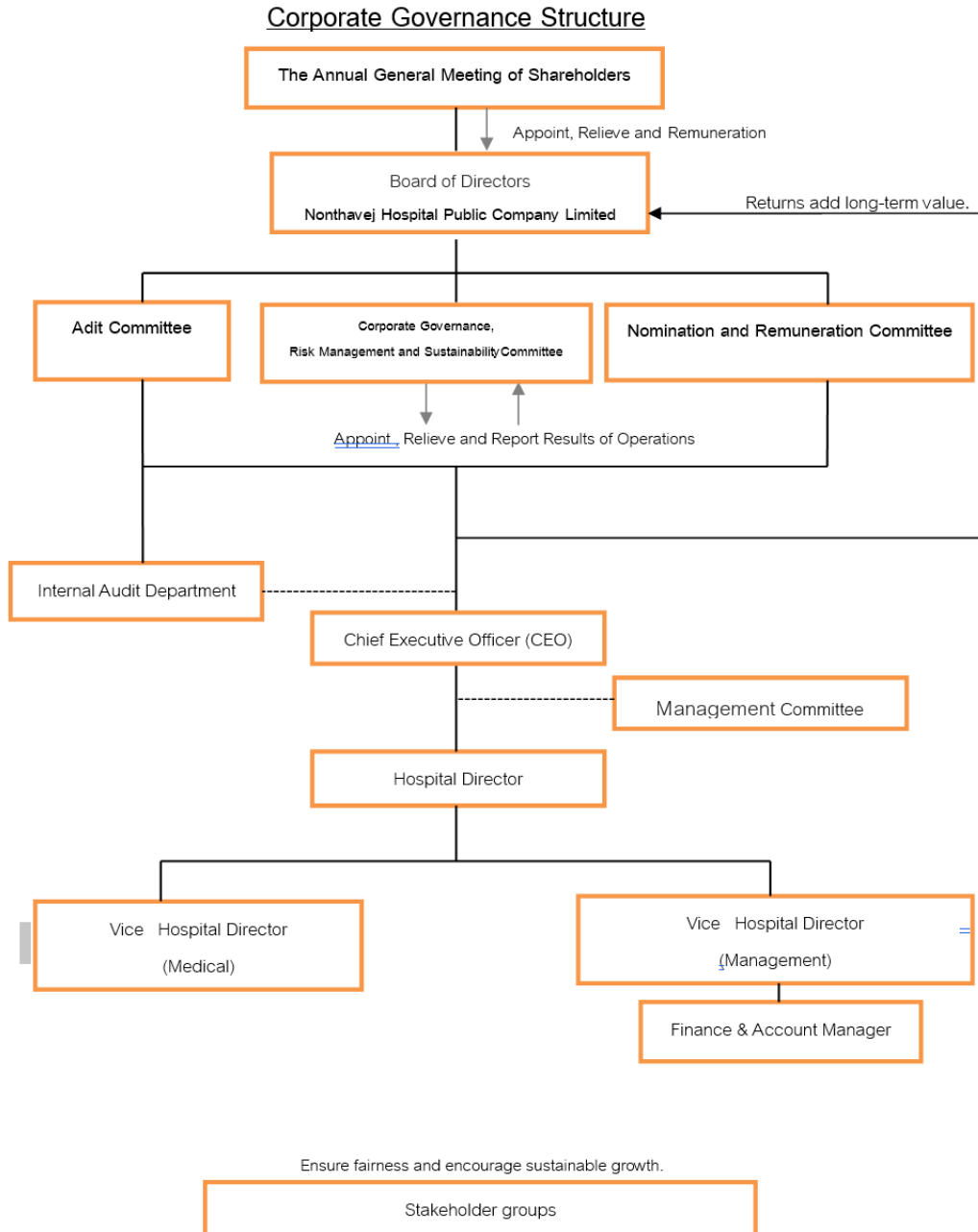
Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2024

## Corporate governance structure diagram

The organization charts of the company as of December 31, 2024 are as follows.



Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2024	
	Male (persons)	Female (persons)
<b>Total directors</b>	7	
	5	2
Executive directors	4	
	4	0
Non-executive directors	3	
	1	2
Independent directors	3	
	1	2
Non-executive directors who have no position in independent directors	0	
	0	0

	2024	
	Male (%)	Female (%)
<b>Total directors</b>	100.00	
	71.43	28.57
Executive directors	57.14	
	57.14	0.00
Non-executive directors	42.86	
	14.29	28.57
Independent directors	42.86	
	14.29	28.57
Non-executive directors who have no position in independent directors	0.00	
	0.00	0.00

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

	2024	
	Male (years)	Female (years)
<b>Average age of board of directors</b>	69	
	70	68

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. Mrs. UTHAI TANLAMAI  Gender: Female  Age : 72 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : Yes</p>	<p>Chairman of the Board of Directors  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	6 Aug 2020	Accounting
<p>2. Mr. SARAVUT SONTIKAEW  Gender: Male  Age : 72 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 : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p>	<p>Director  (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	13 Nov 2008	Health Care Services

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. PRAWIT NINSUVANNAKUL  Gender: Male  Age : 81 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Accounting  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : Yes  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 (shares) : 0 Shares (0.000000 %)</li> </ul> <p><u>Indirect shareholding details</u></p> <p>None</p>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	29 Apr 2009	Accounting, Audit
<p>4. Mr. PIYASIL CHANPOO  Gender: Male  Age : 60 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 : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p>	<p>Director  (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	30 Apr 2019	Health Care Services

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. M.L. SAWIKA UNAHANANDH  Gender: Female  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 : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p>	<p>Director  (Non-executive directors,  Independent director)</p> <p>Authorized directors as per the company's certificate of registration : No</p> <p>Type of director : Existing director</p>	22 Apr 2021	Marketing
<p>6. Mr. KAMALES SANTIVEJKUL  Gender: Male  Age : 73 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p>	<p>Director  (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Existing director</p>	6 May 2021	Accounting, Economics, Finance
<p>7. Mr. CHIRAPHONG UKACHOKE  Gender: Male  Age : 66 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 : Doesn't Have  Legal offenses in the past 5 years : Doesn't Have  DAP course : No  DCP course : Yes</p>	<p>Director  (Executive Directors)</p> <p>Authorized directors as per the company's certificate of registration : Yes</p> <p>Type of director : Newly appointed director to replace the ex-director</p>	24 Feb 2022	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.

## List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the company's certificate of registration
1. Mrs. UTHAI TANLAMAI	Chairman of the Board of Directors		✓	✓		
2. Mr. SARAVUT SONTIKAEW	Director	✓				✓
3. Mr. PRAWIT NINSUVANNAKUL	Director		✓	✓		
4. Mr. PIYASIL CHANPOO	Director	✓				✓
5. M.L. SAWIKA UNAHANANDH	Director		✓	✓		
6. Mr. KAMALES SANTIVEJKUL	Director	✓				✓
7. Mr. CHIRAPHONG UKACHOKE	Director	✓				✓
<b>Total (persons)</b>		<b>4</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>4</b>

## Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Economics	1	14.29
2. Health Care Services	3	42.86
3. Marketing	1	14.29
4. Accounting	3	42.86
5. Finance	1	14.29
6. Audit	1	14.29

## Information about the other directors

	2024
The chairman of the board and the highest-ranking executive are from the same person	No
The chairman of the board is an independent director	Yes
The chairman of the board and the highest-ranking executive are from the same family	No
Chairman is a member of the executive board or taskforce	No
The company appoints at least one independent director to determine the agenda of the board of directors' meeting	No

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

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

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

### Combining or Separating Positions

The Chairman of the Board represents the major shareholders of the total shares. The Chairman of the Board is not the same person as the Chief Executive Officer (CEO). Both are representatives of the same group of major shareholders. However, the structure of the board includes independent directors making up more than one-third of the total board members, which ensures a balance of power and governance oversight.

## Information on the roles and duties of the board of directors

Board charter : Have

### Board of Directors Charter Purpose

The Board of Directors' Charter is created to ensure that the company's directors and all levels of employees understand the objectives, scope of duties, responsibilities, as well as the guidelines for operation and performance of the board of directors of Nonthavej Hospital Public Company Limited. This charter is structured in line with the principles of good corporate governance and operations in accordance with the Securities and Exchange Act B.E. 2535. The company believes that by adhering to these principles, it can achieve stable and sustainable growth, creating confidence among stakeholders and all parties involved.

#### 1. Definitions

"Charter" refers to the Board of Directors Charter of Nonthavej Hospital Public Company Limited.

"Company" refers to Nonthavej Hospital Public Company Limited.

"Board" refers to the Board of Directors of Nonthavej Hospital Public Company Limited.

"Chairman of the Board" refers to the Chairman of the Board of Directors of Nonthavej Hospital Public Company Limited.

"Director" refers to a director of Nonthavej Hospital Public Company Limited.

"Securities and Exchange Act" refers to the Securities and Exchange Act B.E. 2535.

#### 2. Composition and Term of Office of the Board of Directors

2.1 Composition of the Board of Directors Appointment , The details are summarized as follows:

2.1.1 The company shall have a board of directors consisting of no less than 5 members, and at least half of the total number of directors must reside in the Kingdom of Thailand.

2.1.2 The shareholders' meeting is responsible for appointing the directors. The Nomination and Compensation Committee selects and proposes candidates with suitable qualifications for approval by the board of directors, according to the prescribed criteria and methods as follows: Each shareholder has one vote per share. Each shareholder must use all their votes as specified in point 1) to elect either one or multiple directors. However, the shareholder cannot divide their votes among candidates. The individuals receiving the highest votes, in descending order, will be elected as directors in the number required or to be elected at that time. In the event of a tie for the last position, the chairman will have the casting vote.

2.1.3 At each annual general meeting, one-third of the total number of directors must retire by rotation. The retiring directors are eligible for re-election.

2.1.4 The shareholders' meeting may resolve to remove a director from their position before the end of their term, with a vote of no less than three-quarters of the shares present at the meeting and entitled to vote, and no less than half of the total shares held by shareholders present and entitled to vote.

2.1.5 Any director wishing to resign from their position must submit a resignation letter to the company. The resignation will take effect from the date the resignation letter is received by the company.

#### 3. Responsibilities of the Board of Directors

3.1 General Responsibilities The Board consists of qualified individuals with experience in various fields. All directors contribute to determining the company's vision, mission, strategy, goals, business plan, and budget, and oversee the management's implementation of these plans effectively and efficiently to maximize value and security for shareholders. The Board meets quarterly to review management's performance.

3.2 Key Roles of the Board The Board plays an important role in supervising, evaluating, and ensuring that the

company's operations are in line with the established plans and policies. The company must have no fewer than 5 directors, consisting of executive, non-executive, and independent directors to maintain a balance in decision-making and supervision.

3.3 Committees The Board has established sub-committees, including the Audit Committee, Governance, Risk Management and Sustainability Committee, and the Nomination and Remuneration Committee, each with clearly defined duties and responsibilities.

#### 4. Scope of Authority and Responsibilities of the Board of Directors

The board of directors has authority and responsibilities as specified in the Securities and Exchange Act, B.E. 2535 (1992) and other related regulations, in accordance with the principles of good corporate governance and the company's code of ethics as follows:

4.1 Manage the company's operations in compliance with the law, the company's objectives, and regulations, and act in accordance with the resolutions of the shareholders' meeting with honesty, caution, safeguarding the company's interests, and consistently being accountable to shareholders by: Performing duties with responsibility, caution, and prudence (Duty of Care). Performing duties with honesty and loyalty (Duty of Loyalty). Complying with the law, the company's objectives, regulations, board resolutions, and shareholder meeting resolutions (Duty of Obedience). Disclosing information to shareholders accurately, completely, transparently, verifiably, and on time (Duty of Disclosure).

4.2 Define the vision, mission, business strategies, policies, and operational direction of the company. Review and approve these regularly every year and oversee the management's implementation of these policies efficiently and effectively.

4.3 Continuously monitor the company's operations and ensure compliance with laws and contracts related to the company to ensure effective business operations.

4.4 Organize shareholders' meetings and comply with the required practices for conducting shareholder meetings of listed companies to ensure transparency, fairness, and benefits to all shareholders.

4.5 Be responsible for the company's financial reporting and general information to shareholders and investors, ensuring accuracy, completeness, and transparency.

4.6 Oversee and develop the company's corporate governance to serve as a framework for business operations and ensure that corporate governance and business ethics principles are adhered to as a model for conduct.

4.7 Promote ethical awareness and moral responsibility among all employees and ensure compliance with corporate governance principles, business ethics, and the company's anti-corruption policies. Additionally, oversee the establishment of an appropriate internal control and internal audit system to reduce the risk of fraud and the misuse of power, as well as prevent illegal activities.

4.8 Protect the interests of both major and minority shareholders in a fair manner and encourage shareholders to exercise their rights to protect their interests, while ensuring the timely provision of accurate, complete, transparent, and verifiable information.

4.9 Acknowledge the roles and responsibilities of the board of directors, respect the rights of shareholders and other stakeholders, and ensure fairness and transparency in the board's actions. Oversee the processes and channels for receiving and addressing complaints from whistleblowers or stakeholders, providing clear opportunities for stakeholders to contact or report concerns directly to the board.

4.10 Review the development plan for senior executives and the succession plan for the CEO, and oversee the evaluation of the senior executives' performance regularly every year. Also, ensure that there is a suitable compensation system for senior executives that aligns with performance to motivate both short-term and long-term results.

4.11 Evaluate the performance of the board of directors annually, including assessing the board as a whole, individual self-assessments, and tracking the results of evaluations from the board and its subcommittees for joint consideration by the board.

4.12 Oversee the process of selecting and electing board members transparently, ensuring that the compensation for the board members and subcommittee members is appropriate.

4.13 Continuously develop knowledge and competencies, attend relevant training or courses related to board duties, and participate in seminars aimed at enhancing knowledge for effective board performance. If necessary, the board may seek advice from external independent consultants or experts in other professional fields.

4.14 Establish sub-committees by selecting members from the board of directors as follows:

4.14.1 Audit Committee: Reviews the accuracy of the financial statements and ensures the company has adequate and appropriate internal control systems, complies with relevant laws related to the company, and reports to the board of directors.

4.14.2 Nomination and Compensation Committee: Defines the methods and criteria for nominating directors and determining compensation for directors and senior executives, as well as reviewing the appointment, transfer, or dismissal of senior management and reporting the outcomes to the board of directors.

4.14.3 Corporate Governance, Risk Management, and Sustainability Committee: Recommends best practices for

corporate governance, risk management, and sustainability, ensuring adherence to the company's policies in these areas and reporting the outcomes to the board.

4.15 Appoint a company secretary to manage and organize the board's and subcommittees' meetings, shareholders' meetings, and prepare meeting reports, annual reports, and maintain records as required by law. The company secretary will also provide advice to the board and management on regulatory matters related to being a listed company on the Stock Exchange of Thailand and ensuring good corporate governance practices.

5. Board Meetings The Board schedules at least six regular meetings per year to review financial reports, set policies, and track performance. Special meetings may be called as necessary. The Board is provided with meeting agendas and documents 5-7 days in advance.

6. Remuneration of Directors and Executives The Board has established a Nomination and Remuneration Committee to select and propose the remuneration of directors, which is then approved by the shareholders' meeting.

7. Roles and Responsibilities of the Chairman of the Board

7.1 Consider and set the agenda for the board meeting together with the CEO, ensuring that the board members receive accurate, complete, clear, and timely information before the meeting, so that the board can make appropriate decisions.

7.2 Be the leader of the board and preside over the board meetings.

7.3 Conduct the board meetings in accordance with the agenda, the company's regulations, and applicable laws.

7.4 Allocate sufficient time, encourage all board members to discuss and exchange views freely and independently, and exercise careful judgment while considering all stakeholders comprehensively.

7.5 Summarize the meeting resolutions and any subsequent actions clearly.

7.6 Lead the shareholders' meeting to follow the company's agenda, regulations, and the law by allocating appropriate time, providing an equal opportunity for shareholders to express opinions, and ensuring that shareholder inquiries are answered appropriately and transparently.

7.7 Support and serve as a good role model for adhering to corporate governance principles and the company's Code of Conduct.

7.8 Foster good relationships between the board and management, and support the CEO and management in carrying out their duties in line with the company's policies.

7.9 Oversee transparency in the disclosure of information and management in cases of conflicts of interest.

7.10 Oversee the board's structure and composition to ensure its appropriateness.

7.11 Oversee the overall effectiveness of the board's operations, including sub-committees and individual board members, ensuring efficiency and effectiveness.

7.12 Oversee the evaluation of the overall performance of the board, individual board members, the chairman, and sub-committees, using the results to improve operations and enhance the knowledge and capabilities of the board and sub-committees.

8. Selection and Appointment of Directors and Executives

8.1 Selection of Directors The Nomination and Remuneration Committee, which includes an independent director, is responsible for selecting qualified candidates for the Board, considering the company's business and future plans.

8.2 Selection of Senior Executives The Committee is also responsible for the selection of the CEO and other senior executives, ensuring that candidates have the necessary qualifications, knowledge, and skills.

9. Development of Directors and Executives

The company provides a directors' manual and supports continuous education and training for directors and executives to enhance their knowledge and performance.

10. Development and Succession Plans for Directors and Executives

The company has a succession plan in place to ensure the continued growth and stability of the company by preparing the next generation of leaders. This translation captures the essence of the original document, providing clarity about the responsibilities and operations of the Board of Directors of Nonthavej Hospital.

11. Reporting

11.1 Reporting to the Board of Directors

The Audit Committee must report its activities to the Board at least quarterly, which should include: The review and opinion on the financial reports, internal audit results, and any findings or issues that might impact the internal control systems. Any conflicts of interest or suspicions of fraud, leaks, or significant irregularities.

The Governance, Risk Management, and Sustainability Committees must also report to the Board at least once a year. The report should highlight significant risks, future impacts, and governance issues.

The Nominating and Remuneration Committees must report to the Board at least once annually.

11.2 Reporting to Shareholders and General Investors

The Board should report on annual activities signed by the Chairperson and disclose it in the company's annual report for transparency.

11.3 Reporting of Securities Holdings and Changes Directors and senior executives are required to report their holdings of securities when they assume their positions and any subsequent changes in those holdings at least one day in advance to the company secretary. These changes should be reported to the SEC within three working days of the transaction.

#### 12. Performance Evaluation

The Board should conduct a self-assessment annually in writing, review it with the Chairperson, and use the feedback for improvement in its operations.

#### 13. Review of the Charter

The Board should review and assess the adequacy and appropriateness of its charter at least once a year.

### Information on subcommittees

### Information on subcommittees

### Information on roles of subcommittees

### Roles of subcommittees

#### Board of Directors

##### Role

- Audit of financial statements and internal controls
- Risk management
- Director and executive nomination
- Remuneration
- Corporate governance
- Sustainability development
- Climate-related risks and opportunities governance

##### Scope of authorities, role, and duties

The Scope of Authority and Duties of the Board of Directors

The Board of Directors has authority and duties as specified in the Securities and Exchange Act, B.E. 2535, and other related regulations, in order to align with the principles of good corporate governance and the company's code of ethics as follows:

1. Manage the company's operations in accordance with the law, objectives, and articles of association of the company, and adhere to the resolutions of the shareholders' meeting with integrity, prudence, protecting the company's interests, and being accountable to shareholders consistently by:
  - Performing duties with responsibility, caution, and care (Duty of Care).
  - Performing duties with loyalty and integrity (Duty of Loyalty).
  - Complying with the law, the company's objectives, articles of association, the resolutions of the Board of Directors, and the resolutions of the shareholders' meeting (Duty of Obedience).
  - Disclosing accurate, complete, transparent, verifiable, and timely information to shareholders (Duty of Disclosure).
2. Set the vision, mission, values, business ethics, and strategies for the company's operations, along with policies and direction for business operations, which are reviewed and approved annually, and oversee that management implements the policies efficiently and effectively.
3. Continuously monitor the company's operations and be aware of compliance with laws and contractual regulations related to the company to ensure the effective operation of the business.
4. Ensure the convening of shareholder meetings and comply with the practices for organizing shareholder meetings of listed companies to ensure transparency, fairness, and benefits to all shareholders.
5. Be responsible for the company's financial and general information reports to shareholders and investors, ensuring accuracy, completeness, and transparency.
6. Oversee and develop the company's corporate governance practices as a guideline for business operations, ensuring adherence to corporate governance principles and business ethics.
7. Promote awareness of ethics and morality at all levels of employees, ensuring adherence to corporate governance principles, business ethics, and the company's anti-corruption policies, and oversee the establishment of an appropriate internal control system and internal auditing process to reduce the risks of fraud and abuse of power, as well as prevent violations of the law.
8. Safeguard the rights of both major and minority shareholders fairly and encourage shareholders to exercise their rights to protect their interests and receive correct, complete, transparent, verifiable, and timely information.

9. Recognize the role and responsibility of the Board of Directors, respect the rights of, and act fairly and transparently toward, shareholders and other stakeholders, and oversee processes and channels to receive and address complaints from whistleblowers or stakeholders. Open opportunities for all stakeholders to contact or report any issues directly to the Board of Directors.
10. Consider the development plans for senior executives and the succession plan for the CEO, ensuring the evaluation of senior management's performance regularly every year and establishing an appropriate compensation system for senior executives, aligning it with company performance to motivate both short-term and long-term incentives.
11. Regularly assess the Board of Directors' performance every year, including evaluations in three forms: the overall performance of the Board of Directors (As a Whole), individual self-assessment (Self-Assessment), and monitoring the evaluation results of the Board of Directors and sub-committees for joint consideration by the Board of Directors.
12. Oversee the process of nominating and electing directors in a transparent manner and ensure that the compensation for directors and sub-committees is appropriate.
13. Continuously develop knowledge and competence in performing duties, attend training programs or participate in seminars related to director duties or activities that enhance knowledge for ongoing improvement in the execution of board duties. The Board may seek advice from external independent consultants or other professional experts if necessary and appropriate.
14. Establish sub-committees by selecting members from the Board of Directors as follows:
- Audit Committee: Reviews the accuracy of financial statements and ensures the company has sufficient and appropriate internal controls, complies with relevant laws and regulations, and reports operational results to the Board of Directors.
  - Nomination and Remuneration Committee: Defines the recruitment and remuneration criteria for directors and senior executives, and considers appointments, transfers, or dismissals of executive-level employees, reporting the results to the Board of Directors.
  - Corporate Governance, Risk Management, and Sustainability Committee: Recommends best practices for corporate governance, risk management, and sustainability, ensuring compliance with sustainability policies and supporting the company's sustainability efforts in environmental, social, and economic dimensions, and reports operational results to the Board of Directors.
15. Appoint a Company Secretary to manage and oversee the Board of Directors' and sub-committees' meetings, shareholder meetings, prepare board meeting minutes, shareholder meeting minutes, annual reports, and maintain records as required by law. Additionally, the Company Secretary provides advice to the Board of Directors and senior management on regulations related to being a listed company on the Stock Exchange of Thailand and maintaining good corporate governance.

**Reference link for the charter**

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## Audit Committee

### Role

- Audit of financial statements and internal controls
- Risk management
- Others
  - Consider and propose the appointment external auditor and propose the compensation for the auditor.

### Scope of authorities, role, and duties

#### Rights, Duties, and Responsibilities

- 3.1 Review the accuracy, completeness, and reliability of the company's financial reporting and ensure sufficient disclosure of information.
- 3.2 Review the company's internal control system, risk management system, and internal audit system to ensure they are adequate, appropriate, and effective.
- 3.3 Review the company's compliance with good corporate governance policies and business ethics to ensure they are properly and effectively implemented.
- 3.4 Review the company's compliance with the Securities and Exchange Act, the Stock Exchange regulations, or laws relevant to the company's business operations.
- 3.5 Consider and propose the appointment of the company's external auditor and propose the compensation for the auditor.
- 3.6 Consider transactions involving related parties or those that may present conflicts of interest or potential fraud that could impact the company's operations, ensuring compliance with the law and the regulations of the Stock Exchange of Thailand to ensure that they are reasonable and beneficial to the company.
- 3.7 Review and discuss with management regarding the company's significant risks and the measures taken by management to monitor and control these risks.
- 3.8 Oversee the internal audit function, including reviewing and approving the audit charter, independence, and scope of work of the internal audit department.
- 3.9 Approve the annual internal audit plan and assess the quality of the internal audit function on an annual basis.
- 3.10 Provide recommendations regarding the budget, staffing, and resources necessary for the internal audit function, including the consideration of appointing, transferring, promoting, or reassigning the internal audit manager, and jointly evaluating the internal audit manager's performance.
- 3.11 Evaluate the performance, issues, and obstacles of the internal audit department, and provide recommendations for improving the internal audit system and the capabilities of internal auditors at least once a year to the Board of Directors.
- 3.12 Review and assess the results of audits and recommendations from both the external auditor and the internal audit department, ensuring that management has sufficiently and effectively addressed these recommendations within an appropriate timeframe.
- 3.13 Invite relevant executives or employees to report or present information, attend meetings, or submit documents as deemed necessary and relevant.
- 3.14 Prepare the Audit Committee's report, which includes the committee's information and opinions in various aspects, and disclose it in the company's annual report. This report must be signed by the Chairman of the Audit Committee.
- 3.15 Review and update the Audit Committee's charter at least annually to ensure it is current and appropriate for the organization's environment, and present it to the Board of Directors for approval.
- 3.16 Carry out other duties as assigned by the Board of Directors with the approval of the Audit Committee.

### Reference link for the charter

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**Role**

- Risk management
- Sustainability development
- Climate-related risks and opportunities governance

**Scope of authorities, role, and duties**

Scope of Authority, Duties, and Responsibilities of the Governance, Risk Management, and Sustainability Committee Governance

1. Define policies and practices for good corporate governance and submit them to the Board of Directors for approval.
2. Provide guidance on the principles of good corporate governance to the Board of Directors.
3. Review the company's corporate governance practices by comparing them with international standards and the Stock Exchange of Thailand's corporate governance principles, and submit them to the Board for consideration and approval of necessary updates regularly.
4. Perform other duties as assigned by the Board of Directors.

Risk Management

1. Define risk management policies to be applied throughout the hospital.
2. Establish strategies and approaches for risk management in the hospital, ensuring alignment with the overall risk management policy, and enabling the assessment, monitoring, and management of the hospital's risk exposure to an appropriate level.
3. Oversee and monitor compliance with the approved risk management policy under the direction and approval of the Board of Directors of Nonthavej Hospital Public Company Limited.
4. Review and approve the risk appetite and present it to the Board of Directors for acknowledgment.
5. Supervise the ongoing development and implementation of risk management policies and frameworks to ensure the hospital has an effective risk management system and consistent implementation across the organization.
6. Report regularly to the Board of Directors regarding key risks and risk management activities.
7. Provide guidance and advice to the risk management committee and consider appropriate strategies for correcting or improving risk management system information.
8. Consider the appointment of additional or replacement personnel for the risk management committee as appropriate, and define roles and responsibilities to support the achievement of objectives.
9. Perform any other tasks related to risk management as assigned by the Board of Directors.
10. Communicate and exchange information and coordinate with the Audit Committee regarding good governance and risk management at least once a year.

Sustainability

1. Define sustainability development policies to be implemented throughout the hospital.
2. Establish strategies and approaches for managing sustainability within the hospital, considering environmental, social, and economic aspects, ensuring alignment with sustainability development policies.
3. Oversee and support sustainability management activities under the approved framework and policies of the Board of Directors of Nonthavej Hospital Public Company Limited.

**Reference link for the charter**

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## Nomination and Remuneration Committee

### Role

- Director and executive nomination
- Remuneration

### Scope of authorities, role, and duties

Scope of Authority, Duties, and Responsibilities of the Nomination and Remuneration Committee

Consider a list of suitable candidates to serve as directors of the company, audit committee members, and other directors, and submit them to the Board of Directors for consideration, to be proposed to the shareholders' meeting.

Screen suitable candidates for the positions of Chairman/Vice-Chairman and other directors in the event of a vacancy.

Consider the appointment, transfer, or dismissal of senior management employees of the company.

Propose a succession plan for the positions of directors and senior executives to the Board of Directors for approval.

Define the procedures and criteria for the recruitment of directors to ensure transparency.

Consider and propose the remuneration package for directors, board committees, meeting allowances, benefits, and other compensations, both monetary and non-monetary, to the shareholders' meeting.

Establish methods and criteria for determining remuneration for directors that are fair and reasonable, and present the proposal to the shareholders' meeting for approval.

Evaluate the performance of the Nomination and Remuneration Committee, including both the overall committee performance and individual self-assessments.

### 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
<p>1. Mr. PRAWIT NINSUVANNAKUL<sup>(*)</sup>  Gender: Male  Age : 81 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Accounting  Thai nationality : Yes  Residence in Thailand : Yes  Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee  (Non-executive directors, Independent director)   Director type : Existing director</p>	13 May 2009	Accounting, Audit
<p>2. Mrs. UTHAI TANLAMA<sup>(*)</sup>  Gender: Female  Age : 72 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Expertise in accounting information review : Yes</p>	<p>Member of the audit committee  (Non-executive directors, Independent director)   Director type : Existing director</p>	6 Aug 2020	Accounting
<p>3. M.L. SAWIKA UNAHANANDH  Gender: Female  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  Expertise in accounting information review : No</p>	<p>Member of the audit committee  (Non-executive directors, Independent director)   Director type : Existing director</p>	6 May 2021	Marketing

Additional explanation :

(\*) Directors with expertise in accounting information review

## Other Subcommittees

Subcommittee name	Name list	Position
Corporate Governance, Risk Management Sustainably Committee	Mrs. UTHAI TANLAMA	The chairman of the subcommittee (Independent director)
	Mr. KAMALES SANTIVEJKUL	Member of the subcommittee
	Mr. SARAVUT SONTIKAEW	Member of the subcommittee

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	M.L. SAWIKA UNAHANANDH	The chairman of the subcommittee (Independent director)
	Mr. PIYASIL CHANPOO	Member of the subcommittee
	Mr. CHIRAPHONG UKACHOKE	Member of the subcommittee

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
<p>1. Mr. KAMALES SANTIVEJKUL  Gender: Male  Age : 73 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	<p>CHIEF EXECUTIVE OFFICER  (The highest-ranking executive)</p>	19 Feb 2020	Accounting, Economics, Finance
<p>2. Mr. SARAVUT SONTIKAEW  Gender: Male  Age : 72 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Medicine  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	Hospital Director	13 Nov 2008	Health Care Services
<p>3. Mr. PIYASIL CHANPOO  Gender: Male  Age : 60 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Medicine  Thai nationality : Yes  Residing in Thailand : Yes  Highest responsibility in corporate accounting and finance : No  Accounting supervisor : No</p>	Vice Hospital Director (Medical)	30 Apr 2019	Health Care Services
<p>4. Mrs. Kingkamol Wongfak<sup>(*)</sup>  Gender: Female  Age : 52 years  Highest level of education : Master'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 : No</p>	Accounting and Financial Manager (CFO)	1 Jan 2022	Accounting

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

(\*\*) Accounting supervisor

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

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

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

### Remuneration policy for executive directors and executives

#### 7.4.2 Compensation Policy for Directors and Executives

##### 7.4.2.1 Compensation for Directors

###### 1) Cash Compensation

The Nomination and Remuneration Committee has set the compensation for directors based on the size of the business and the responsibilities of the board. This compensation is compared to that of listed companies in the stock exchange with a similar market capitalization to the company. Additionally, the board's performance is reviewed annually, and the proposed compensation is presented at the Board of Directors meeting before being submitted for approval at the Annual General Meeting of Shareholders.

The total compensation for the directors for the year 2024 is summarized as follows:

Annual compensation for the company's board of directors (THB)	: 3,878,000
Annual compensation for the audit committee (THB):	600,000
Meeting allowances (THB):	1,290,000
Other	
benefits:	-None-
Total compensation paid (THB):	5,768,000
2) Non-monetary compensation and other benefits:	- None-

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

The Nomination and Remuneration Committee will be responsible for determining the amount and structure of compensation for directors. This will be based on the assessment of the directors' performance, business achievements, and a comparison with other listed companies in the stock exchange. The proposal will be presented to the Board of Directors for approval. For senior executives, the Chairman of the Board has delegated the responsibility to the Chief Executive Officer (CEO) to assess the appropriateness of individual compensation based on each executive's performance. This includes adjustments to salaries and annual bonuses, which will align with the economic conditions and the company's performance.

### Remuneration of executive directors and executives

#### Monetary remuneration of executive directors and executives

	2022	2023	2024
Total remuneration of executive directors and executives (baht)	10,512,000.00	12,298,400.00	13,382,890.00
Total remuneration of executive directors (baht)	10,512,000.00	12,298,400.00	13,382,890.00
Total remuneration of executives (baht)	0.00	0.00	0.00

The company has paid monetary compensation to the executive directors, which includes salary and bonuses.

#### Other remunerations of executive directors and executives

	2022	2023	2024
Company's contribution to provident fund for executive directors and executives (Baht)	0.00	0.00	0.00
Employee Stock Ownership Plan (ESOP)	No	No	No

	2022	2023	2024
Employee Joint Investment Program (EJIP)	No	No	No

The company has a policy to provide additional benefits to executives, which includes medical care benefits and insurance premiums, among others.

### Outstanding remuneration or benefits of executive directors and executives

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

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

### Other significant information

### Other significant information

### Assigned person

#### List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Usanee Charoenphong	usanee.c@nonthavej.co.th	025967888 ต่อ 2525

#### List of the company secretary

General information	Email	Telephone number
1. Mrs. Kingkamol Wongfak	kingkamol.w@nonthavej.co.th	02-5967888 ต่อ 2516

#### List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Suree Sangkornpanich	suree.s@nonthavej.co.th	025967888 ต่อ 2515

### Head of investor relations

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

#### List of the head of investor relations

General information	Email	Telephone number
1. Mrs. Kingkamol Wongfak	kingkamol.w@nonthavej.co.th	02-5967888 ต่อ 2516

### Company's auditor

#### Details of the company's auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
DR. VIRACH AND ASSOCIATES COMPANY LIMITED WAT THA PHRA BANGKOK YAI Bangkok 10600 Telephone number 093-130- 8984,093-130-8986,0-2125-0029	1,165,000.00	-	1. Mr. CHAIYAKORN AUNPITIPONGSA Email: virach5183@yahoo.com Telephone number: 02-125- 0029,093-130-8984, 093-130-8986 License number: 3196  2. Mr. APIRUK ATI-ANUWAT Email: virach5183@yahoo.com Telephone number: 02-125-0029, 093-130-8984, 093-130-8986 License number: 5202  3. Ms. RATCHNEEKON VIJAKSILP Email: virach5183@yahoo.com Telephone number: 02-125-0029 ,093-130-8984 ,093- 130-8986 License number: 5801  4. Ms. KORNGAEW DABKAEW Email: virach5183@yahoo.com Telephone number: 02-125-0029, 093-130-8984, 093- 130-8986 License number: 8463

### Assigned personnel in case of a foreign company

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

# Performance Report on Corporate Governance

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

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

Report on the Performance of the Board of Directors In 2024

The company held a total of 8 Board of Directors meetings, where key operations were reviewed and approved, such as the approval of financial statements and financial reports, the approval of the company's vision, mission, and corporate values, the approval of strategic plans and performance indicators, the approval of quality improvement plans, and the approval of the annual budget plan. Additionally, the Board regularly monitored and acknowledged the performance of each sub-committee and management teams every quarter. The Board set the risk management guidelines covering all aspects, such as strategic risks, operational risks, financial risks, legal/regulatory risks, technology risks, environmental hazards, life and property safety risks, and human capital risks, in alignment with the ESG (Environmental, Social, and Governance) framework on sustainability. The Board also reviewed the corporate governance policy and the charters of the Board and its sub-committees to ensure they comply with the criteria and recommendations from the Stock Exchange of Thailand. Moreover, the Board reviewed the succession plan for senior management positions, considered the evaluation criteria and results from the Board, sub-committees, and CEO, and approved the payment of bonuses. Furthermore, the Board determined the agenda and date for the annual general meeting of shareholders and planned the annual meetings for the Board in advance.

In 2024, the Board of Directors held a total of 8 meetings, with an attendance rate of 100%. Additionally, only the non-executive directors, without management involvement, held a meeting to exchange views on economic trends that could impact the hospital business and the company's operations. In 2024, the company focused on important areas such as the development of service-oriented personnel, the introduction of advanced medical equipment, and the development of information technology to provide faster service, respond to customer needs, and ensure patient safety, among others. Lastly, I would like to express my sincere gratitude to the management, staff, and all stakeholders who have contributed their support and trust to the company, leading to the successful achievement of our goals. The Board of Directors will continue to carry out its duties to the best of our ability to ensure the hospital maintains sustainable trust in the future.

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

#### Information about the selection of the board of directors

##### List of newly appointed director to replace the ex-director

List of directors	Position	First appointment date of director	Skills and expertise
Mr. CHIRAPHONG UKACHOKE	Director	24 Feb 2022	Health Care Services

### Selection of independent directors

#### Criteria for selecting independent directors

Define executives in the meaning of the company.

- The executive director is the director who has the position of executive. Which has a regular salary in the company To manage the company as assigned by the Board of Directors
- Non-executive director means the director who is the only director who is not an executive.
- Independent director means a director who holds shares not exceeding 1.0 percent, not an executive or employee of the company as well as not related persons of executives and major shareholders.

**Definition of Independent Director of the Company.**

Independent Director of the Company Qualified according to the requirements of the Securities and Exchange Commission And the Stock Exchange (SEC) as follows.

1. Holding shares not exceeding 1.0 percent of the total number of shares with voting rights of the company, parent company, subsidiary company, associated company.

2. Not being or used to be a director who is involved in administration, employee, staff, advisor who receives a regular salary or the person who has control over the company, the parent company, the subsidiary company, the associated company, the same subsidiary company major shareholder or controlling person of the company unless it has been terminated for not less than 2 years. However, such prohibited characteristics do not include the case that an independent director used to be a government official or advisor of a government agency that is a major shareholder or the controlling person of the company.

3. Is not a person who has a relationship by blood or by legal registration in a manner that is the father, mother, spouse, sibling and child, including spouse of the children of the executive, the major shareholder. The person who has control or the person who is proposed to be the executive or the person with the power to control the company or subsidiary.

4. No or have had a business relationship with the company, parent company, subsidiary company, associate company, major shareholder or the controlling person of the company in a manner that may be a hindrance using his own independent judgment, including not being or having been a significant shareholder or controlling person of those who have a business relationship with the company, parent company, subsidiary company, associate company, major shareholder or the controlling person of the company unless it has been terminated for not less than 2 years.

5. Not being or having been an auditor of the company, parent company, subsidiary company, associate company, major shareholder or the controlling person of the company. And not being a significant shareholder controlling person or partner of the audit office which has the auditor of the company, the parent company, subsidiary company, associate company, major shareholder or the controlling person of the company under unless it has been terminated for not less than 2 years.

6. Not being or having been a professional service provider which includes providing services as a legal advisor or financial advisor which receives a service fee of more than two million baht per year from the company, the parent company, subsidiary company, associated company, major shareholder or the controlling person of the company. And not being a significant shareholder controlling person or a partner of that professional service provider unless it has been terminated for not less than 2 years.

7. Not being a director appointed to represent the company director major shareholder or shareholders who are related to major shareholders.

8. Not operating in a business that has the same conditions and is a significant competition with the business of the company or subsidiary or not a significant partner in the partnership or being a director who is involved in management, employees, employees, consultants who receive regular salary or holding more than one percent of the shares with all voting rights of other companies which operates a business that has the same conditions and is a significant competition with the business of the company or subsidiary.

9. There is no other characteristic that makes it impossible to give an independent opinion about the operations of the company.

## **Business or professional relationships of independent directors over the past year**

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

## **Selection of directors and the highest-ranking executive**

### **Method for selecting directors and the highest-ranking executive**

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

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

## **Rights of minority shareholders on director appointment**

### **Equal Treatment of Shareholders**

The company is committed to ensuring equal treatment for all shareholders, regardless of whether they are major shareholders, minority shareholders, institutional investors, or foreign shareholders. The company has implemented the following measures:

#### **Proposing Additional Agenda Items and Nominating Individuals for Director Appointment**

The company has established criteria and procedures for granting minority shareholders the right to propose additional agenda items and/or nominate individuals for director appointments in advance. These proposals are

considered by the Board of Directors to be included in the Annual General Meeting of Shareholders' agenda. This process allows shareholders to participate in the governance of the company and to select individuals who possess the necessary qualifications and can effectively perform their duties for the best interests of shareholders and all stakeholders. Shareholders, whether individually or collectively holding shares for a continuous period of at least 1 year from the date of holding shares until the date of proposing the agenda or nominating a director, are granted this right. For the Annual General Meeting of Shareholders in 2024, the company has published these criteria on the company's website and notified the public via the Stock Exchange of Thailand's website from October 1, 2023, to December 31, 2023. This was to allow shareholders to propose agenda items and/or nominate individuals for director appointments in advance. However, during this period, no shareholders proposed any agenda items, and no individuals were nominated for director positions, as reported by the company secretary to the Board of Directors.

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

Qualifications, knowledge, or experience	Skill and expertise
Business Management	Health Care Services, Marketing, Accounting, Risk Management, Business Administration

## 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. Mrs. UTHAI TANLAMAI (Chairman of the Board of Directors)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2023: Role of the Chairman Program (RCP)</li> <li>• 2005: Director Accreditation Program (DAP)</li> <li>• 2005: Director Certification Program (DCP)</li> <li>• 2005: Financial Statements for Directors (FSD)</li> </ul>
2. Mr. SARAVUT SONTIKAEW (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 1996: Director Certification Program (DCP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2016: Anti-Corruption : The Practical Guide</li> </ul>
3. Mr. PRAWIT NINSUVANNAKUL (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2004: Director Certification Program (DCP)</li> <li>• 2003: Director Accreditation Program (DAP)</li> <li>• 2000: Role of the Chairman Program (RCP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2008: Chartered Director Class (CDC)</li> <li>• 2006: Audit Committee Program (ACP)</li> </ul>
4. Mr. PIYASIL CHANPOO (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2019: Director Certification Program (DCP)</li> </ul>
5. M.L. SAWIKA UNAHANANDH (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2022: Director Certification Program (DCP)</li> </ul>
6. Mr. KAMALES SANTIVEJKUL (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 1996: Director Certification Program (DCP)</li> </ul> Other <ul style="list-style-type: none"> <li>• 2024: Introduction to Anti-Corruption (CAC)</li> </ul>
7. Mr. CHIRAPHONG UKACHOKE (Director)	Participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> <li>• 2022: Director Certification Program (DCP)</li> </ul>

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

Self-assessment by the Board of Directors

The Board of Directors had conducted performance assessment of the entire to accordance with SET guideline which requires to be conducted on a yearly basis which divided by principle as follows:

The Board of Directors and all Sub-committees comprising of the Audit Committee, Corporate Governance and Risk Management Committee, and Nomination and Remuneration Committee had conducted performance assessment as follows:

1. Performance assessment of the Board as a group under the subjects as follows:
  - 1.1 Structure and Characteristics of the Board
  - 1.2 Roles and Responsibilities of the Board
  - 1.3 Board meetings attendance
  - 1.4 Duties performance of the Boards
  - 1.5 Relationship with management
  - 1.6 Self-development of Directors and executives development
2. The Board of Director's individual self-assessments under the subjects as follows:
  - 2.1 Structure and Characteristics of the Board
  - 2.2 Roles and Responsibilities of the Board
  - 2.3 Board meetings attendance
3. Performance assessment of each Sub-committee as a group under the subjects as follows:

- 3.1 Structure and Characteristics of Sub-committee
- 3.2 Roles and Responsibilities of Sub-committee
- 3.3 Sub-committee meetings attendance
- 3.4 Duties performance of Sub-committee
- 3.5 Relationship with management
- 3.6 Self-development of Sub-committee
- 4. Sub-committee's individual self-assessments under the subjects as follows:
  - 4.1 Structure and Characteristics of Sub-committee
  - 4.2 Roles and Responsibilities of Sub-committee
  - 4.3 Sub-committee meetings attendance

All Directors and Sub-committees had proposed the results of both group and individual self-assessments to the Board of Directors to consider and apply these results as guideline for further improvement and development of their performances and competences and each.

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

In 2024, the Board approved the use of the evaluation form from the Securities Exchange of Thailand, which is a self-assessment form that has 2 sections, for collective and individual appraisals. The levels are rated as a percentage from the full points of each item, with a score of over 90% = Excellent, over 85% = Very good, over 75% = Good, over 55% = Satisfactory and under 55% = Needs improvement.

The results can be summarized as follows: Collective assessment The collective self-assessment form comprised 6 sections:

- (1) Role, duties and responsibilities of the Board of Directors consisting of risk management, internal control, legal and ethical duties and monitoring performance.
- (2) Structure, components and independence of directors
- (3) Setting meeting agendas and director participation
- (4) Relations with the executive division
- (5) Director evaluation and remuneration
- (6) Assessing results and remuneration, including management succession planning.

In summary, the results show that the Board has performed in accordance with the principles of corporate governance, business ethics and The Company's code of conduct, has a major role in setting policy, vision and the business plan and annual budget. The structure and composition of the Board is appropriate. The organization of Board meetings is efficient. The average score was 97% which is rated as Excellent. The Board felt that revisions are required for the prompt reporting to the Board of serious situations, problems or obstacles that may cause The Company's performance to fall short of targets, as well as revisions of the directors' development plan and management development and succession plan to give them greater scope and completeness.

### Individual self-assessment

The individual appraisal comprised 5 sections:

- (1) Strategic thinking and corporate governance
- (2) Knowledge and competence in the business and personal abilities
- (3) Independence
- (4) Preparation as a director
- (5) Self-development as a director

Most of the scores in the individual appraisal were 100% which shows that the directors are appropriately qualified and have performed their duties and responsibilities to the fullest and in accordance with the best practices for directors

### Committee Appraisal

In 2024, the Board introduced evaluation for the standing committees, namely the audit committee, the Corporate Governance, Risk Management and Sustainability Committee the nomination committee and the remuneration committee. This appraisal was a self-assessment through an evaluation form consistent with the principles of good corporate governance and the specific duties of each committee and which consisted of 4 topics:

- (1) Structure and composition of the committee
- (2) Role, duties and responsibilities
- (3) Committee meetings
- (4) Committee members' performance

The results of the appraisal show that the audit committee, the nomination committee and the remuneration committee have an appropriate composition and have performed their duties according to the charter specified by the Company, with average scores as follows:

Audit Committee	100%
Nomination and Remuneration Committee	100%
Corporate Governance ,Risk Management and Sustainability Committee	100%

The evaluation of the audit committee's performance, which is carried out annually, is a collective appraisal using the form from the SEC's Audit Committee Handbook. This comprises 2 parts: 1) Overall performance and 2) Specific tasks.

In the results of the appraisal for 2024, there were no answers of "No" or "Not done". The results of the evaluation were reported to the Board for acknowledgement at meeting no. 8/2024 on December 19, 2024, with the conclusion that the composition, qualifications and performance of the audit committee was consistent with SET guidelines, international best practices and with the tasks assigned by the Board in the audit committee charter.

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

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	100	100
	Self-assessment	100	100
	Cross-assessment (assessment of another director)	None	None
Corporate Governance, Risk Management Sustainability Committee	Group assessment	100	100
	Self-assessment	100	100
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	100	100
	Self-assessment	100	100
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	100	100
	Self-assessment	100	100
	Cross-assessment (assessment of another director)	None	None

### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

#### Annual Performance Evaluation of the Chief Executive Officer (CEO)

The Board of Directors organized an annual performance evaluation of the CEO, following the guidelines of the Stock Exchange of Thailand. The evaluation form was sent to the Board of Directors for assessment, which included the following evaluation criteria:

1. Leadership
2. Strategy development
3. Strategy implementation

4. Financial planning and performance
5. Relationship with the Board of Directors
6. External relationships
7. Management and relationship with personnel
8. Succession planning
9. Knowledge of products and services
10. Personal attributes

The CEO's performance for the year 2024 was evaluated by all 6 members of the Board of Directors (excluding the CEO). In all 10 areas, the performance was rated as "Excellent."

The evaluation concluded that the CEO possesses the necessary qualifications and has effectively planned, supported, promoted, and executed the company's management tasks. As a result, the company's performance in 2024 successfully aligned with the strategies and objectives set for the year. The CEO also led the company to achieve national HA (Health Accreditation) certification and international JCI (Joint Commission International) accreditation, in addition to various quality standards, all of which help maintain high quality standards while ensuring the safety of both service recipients and personnel.

## Information on meeting attendance and remuneration payment to each board member

### Meeting attendance and remuneration payment to each board member

#### Meeting attendance of the board of directors

#### Meeting attendance of the board of directors

Number of the board of directors meeting over the past year : 8  
(times)  
Date of AGM meeting : 25 Apr 2024  
EGM meeting : No

#### Details of the board of directors' meeting attendance

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mrs. UTHAI TANLAMAI (Chairman of the Board of Directors, Independent director)	8	/	8	1	/	1	N/A	/	N/A
2. Mr. SARAVUT SONTIKAWEW (Director)	8	/	8	1	/	1	N/A	/	N/A
3. Mr. PRAWIT NINSUVANNAKUL (Director, Independent director)	8	/	8	1	/	1	N/A	/	N/A
4. Mr. PIYASIL CHANPOO (Director)	8	/	8	1	/	1	N/A	/	N/A
5. M.L. SAWIKA UNAHANANDH (Director, Independent director)	8	/	8	1	/	1	N/A	/	N/A

List of directors	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
6. Mr. KAMALES SANTIVJEKUL (Director)	8	/	8	1	/	1	N/A	/	N/A
7. Mr. CHIRAPHONG UKACHOKE (Director)	8	/	8	1	/	1	N/A	/	N/A

## Remuneration of the board of directors

### Types of remuneration of the board of directors

Compensation for Directors

#### 1) Cash Compensation

The Nomination and Remuneration Committee has set the compensation for directors based on the size of the business and the responsibilities of the board. This compensation is compared to that of listed companies in the stock exchange with a similar market capitalization to the company. Additionally, the board's performance is reviewed annually, and the proposed compensation is presented at the Board of Directors meeting before being submitted for approval at the Annual General Meeting of Shareholders.

The total compensation for the directors for the year 2024 is summarized as follows:

Annual compensation for the company's board of directors (THB) : 3,878,000

Annual compensation for the audit committee (THB): 600,000

Meeting allowances (THB): 1,290,000

Other benefits: -None-

Total compensation paid (THB): 5,768,000

#### 2) Non-monetary compensation and other benefits: - None-

## 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. Mrs. UTHAI TANLAMAI (Chairman of the Board of Directors)			884,000.00		N/A
Board of Directors	120,000.00	554,000.00	674,000.00	No	
Audit Committee	0.00	120,000.00	120,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Corporate Governance, Risk Management Sustainability Committee	90,000.00	0.00	90,000.00	No	
<b>2. Mr. SARAVUT SONTIKAEW (Director)</b>			<b>764,000.00</b>		<b>N/A</b>
Board of Directors	120,000.00	554,000.00	674,000.00	No	
Corporate Governance, Risk Management Sustainability Committee	90,000.00	0.00	90,000.00	No	
<b>3. Mr. PRAWIT NINSUVANNAKUL (Director)</b>			<b>1,034,000.00</b>		<b>N/A</b>
Board of Directors	120,000.00	554,000.00	674,000.00	No	
Audit Committee	0.00	360,000.00	360,000.00	No	
<b>4. Mr. PIYASIL CHANPOO (Director)</b>			<b>734,000.00</b>		<b>N/A</b>
Board of Directors	120,000.00	554,000.00	674,000.00	No	
Nomination and Remuneration Committee	60,000.00	0.00	60,000.00	No	
<b>5. M.L. SAWIKA UNAHANANDH (Director)</b>			<b>854,000.00</b>		<b>N/A</b>
Board of Directors	120,000.00	554,000.00	674,000.00	No	
Audit Committee	0.00	120,000.00	120,000.00	No	
Nomination and Remuneration Committee	60,000.00	0.00	60,000.00	No	
<b>6. Mr. KAMALES SANTIVEJKUL (Director)</b>			<b>764,000.00</b>		<b>N/A</b>

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	120,000.00	554,000.00	674,000.00	No	
Corporate Governance, Risk Management Sustainability Committee	90,000.00	0.00	90,000.00	No	
<b>7. Mr. CHIRAPHONG UKACHOKE (Director)</b>			<b>734,000.00</b>		<b>N/A</b>
Board of Directors	120,000.00	554,000.00	674,000.00	No	
Nomination and Remuneration 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	840,000.00	3,878,000.00	4,718,000.00
2. Audit Committee	0.00	600,000.00	600,000.00
3. Corporate Governance, Risk Management Sustainability Committee	270,000.00	0.00	270,000.00
4. Nomination and Remuneration Committee	180,000.00	0.00	180,000.00

#### Summary of the remuneration of the board of directors

	2024
Meeting allowance (Baht)	1,290,000.00
Other monetary remuneration (Baht)	4,478,000.00
Total (Baht)	5,768,000.00

#### Remunerations or benefits pending payment to the board of directors

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

#### Information on corporate governance of subsidiaries and associated companies

## Corporate governance of subsidiaries and associated companies

### Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated companies : No  
Mechanism for overseeing subsidiaries and associated companies : No / In progress

The company has no subsidiaries or 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

##### Conflict of Interest Prevention

The Company has a clear policy for preventing conflict of interest. The procedure for entering into transaction between the Company and person who may have conflict of interest must go through screening process by the management and approved by Board of Directors. In addition, in case of having director who has interest in any agenda, that director may not vote in such agenda. There is an audit committee to examine to prevent conflict of interest.

#### Number of cases or issues related to conflict of interest

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

#### Prevention of the use of inside information to seek benefits

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

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

The prevention of using insider information for personal gain.

The company manages the use of insider information in accordance with good corporate governance principles, as outlined in the company's Business Ethics and Code of Conduct for directors, executives, and employees. All employees are required to sign an acknowledgment upon starting their employment, acknowledging the key policies as summarized below:

The company requires directors, executives, and employees to sign an acknowledgment regarding the announcement from the Securities and Exchange Commission (SEC), which mandates directors and executives to report any changes in their securities holdings to the SEC under Section 59 of the Securities and Exchange Act B.E. 2535. The report must be submitted within three days of any change in holdings. Additionally, the directors and executives must inform the company's secretary, who will record the changes and summarize the securities holdings of each director and executive to be presented at the next board meeting. The company also informs about the penalties for non-compliance with these regulations.

For the usage of internal information, the Company has a policy to prohibit director, executive or employee in the unit who are aware of internal information from disclosing the information to third party, or person who has no relevant duty, and from buying within 1 month before the disclosure of quarterly and annual financial statements and within 24 hours after the disclosure of the financial statements (Blackout Period) before the financial statement would be announced publicly, and the executive shall report any change to securities holding to SEC and SET.

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

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

## Anti-corruption action

### Operations in anti-corruption in the past year

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

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Assessment and identification of corruption risk, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy, Review of the completeness and adequacy of the process by the Audit Committee or auditor

### Fraud Prevention and Control

The company's board of directors recognizes that fraud is a significant risk, and therefore, has established measures to control fraud as follows:

- Preventive Measures: The company has structured its organization to ensure proper control and management of its business operations. There is an Audit Committee and an Internal Audit Department responsible for reviewing and evaluating the internal control system. Additionally, the Corporate Governance, Risk Management and Sustainability Committees are responsible for overseeing that all departments manage risks appropriately. The company has established a Business Ethics Code and an Anti-Corruption Policy in writing and encourages strict adherence to these policies. The company has also implemented a whistleblowing system to report any issues, ensuring continuous improvement and corrective actions.

- Audit Measures: The Audit Committee and Internal Audit Department, which are independent of senior management, are tasked with auditing, reviewing, and assessing organizational risks. They also assess the effectiveness of the Risk Management Committee's actions to ensure that the company has an effective internal control system that prevents potential risks, including fraud risks.

- Fairness: The company has established a whistleblowing procedure and process to ensure fairness for the accused party while also providing proper protection for the whistleblower. This process ensures that all parties involved are treated fairly, and that the information provided is handled with integrity.

## Number of cases or issues related to corruption

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

## Whistleblowing

### Operations related to whistleblowing over the past year

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

### Whistleblower Policy

Nonthavej Hospital Public Company Limited places great importance on corporate governance with transparency and accountability. The company operates with integrity, adhering to principles of good corporate governance, and is

committed to social responsibility and the interests of all stakeholders. The company has established guidelines for whistleblowing and receiving complaints to provide a channel for directors, executives, employees, and all stakeholders to report any irregularities in business operations, violations, or actions that are illegal, unethical, or indicative of fraud or corruption. The company has established a special reporting channel and policy to protect and ensure fairness for the whistleblower or complainant. All information reported will be kept confidential to prevent violations of rights and minimize potential harm to the reporting party. The following procedures have been outlined to ensure the effectiveness of the whistleblower policy:

### Number of cases or issues related to whistleblowing

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

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

#### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 5

List of Directors	Meeting attendance of audit committee		
	Meeting attendance (times)	/	Meeting attendance rights (times)
1 Mr. PRAWIT NINSUVANNAKUL (Chairman of the audit committee)	5	/	5
2 Mrs. UTHAI TANLAMAI (Member of the audit committee)	5	/	5
3 M.L. SAWIKA UNAHANANDH (Member of the audit committee)	5	/	5

### The results of duty performance of the audit committee

#### Report of the Audit Committee

The Audit Committee of Nonthavej Hospital Public Company Limited consists of three independent directors: Dr. Prawit Ninsuvannakul, Ph. D., Chairman of the Audit Committee, Professor Emeritus Dr. Uthai Tanlamai director the Audit Committee, and Assistant Professor M.L. Sawika Unahanandh director of the Audit Committee, Ms. Suree Sangkorpanich serves as the secretary of the Audit Committee. All members are independent directors who meet the qualifications required by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET).

In 2024, the Audit Committee held a total of 5 meetings and participated in one meeting with the Corporate Governance, Risk Management, and Sustainability Committee to ensure the effectiveness and efficiency of audits, risk management, and corporate governance. The committee also met with management, auditors, and internal auditors as appropriate. The key highlights are summarized as follows:

1. Review of Financial Statements: The Audit Committee reviewed the preliminary financial statements, including quarterly and annual financial reports for 2024, to ensure that the company complies with generally accepted accounting standards and the regulations set by the SEC and SET. The committee ensured that financial statements were properly disclosed in a timely manner, benefiting investors and users of the financial reports in making investment decisions. The committee invited the auditors to attend each meeting, and any observations from the auditors were used to improve the company's operations and financial reporting to enhance the quality of financial statements.

2. Review of Internal Control Systems: The Audit Committee reviewed the internal control systems according to the approved internal audit plan, ensuring that the company's operations had sufficient internal controls to safeguard resources, reduce errors and fraud, and comply with laws and regulations. The committee concluded that the company has adequate and appropriate internal controls, with no significant issues or deficiencies identified.

3. Compliance with Corporate Governance Principles: The Audit Committee reviewed the company's adherence to

corporate governance principles and found that the company’s practices were in line with good governance standards. The committee ensured that sufficient disclosures were made in the company’s annual report and encouraged continuous development in governance processes.

4. Collaboration with the Corporate Governance, Risk Management, and Sustainability Committee: The Audit Committee met with the Corporate Governance, Risk Management, and Sustainability Committee to exchange knowledge and discuss the necessary support from each committee, ensuring effective risk management and governance practices.

5. Oversight of Internal Auditing: The Audit Committee reviewed the internal audit plan, considering business risks, staffing, and employee development needs. The committee ensured that the internal audit was conducted in accordance with professional standards, utilizing risk assessment and internal control systems based on COSO standards. The committee also reviewed internal audit findings and provided feedback to the board of directors to ensure prompt corrective action when necessary.

6. Legal Compliance: The Audit Committee ensured that the company complied with securities laws, SET regulations, and other relevant laws. The committee found that the company complied with all applicable regulations and legal requirements.

7. Consideration of External Auditors: The Audit Committee recommended the appointment of external auditors and their professional fees for 2024. The selection process took into account the auditor’s performance, ethical conduct, and the appropriateness of fees. The Audit Committee proposed the appointment of Mr. Chaikyong Unpitpongsa, Mr. Apirak Attianuwat, Ms. Krorkaew Dapkaew, or Ms. Ratchanikorn Wijakssilp from Dr. Virat & Associates Co., Ltd. as the company’s auditors.

8. Ongoing Monitoring and Risk Management Discussions: The Audit Committee regularly met with management to discuss operational issues that could impact the company’s financial condition and performance. Any issues with significant potential impact would be reported to the board of directors for corrective action. If no action is taken, the Audit Committee will report to the SEC or SET.

9. Review of Audit Results and Recommendations: The Audit Committee met with external auditors and internal auditors to discuss objectives, plans, and results of audits. The committee provided recommendations to improve the audit process and ensure its effectiveness.

The Audit Committee has performed its duties and responsibilities as outlined in its charter with sufficient independence. It has provided feedback and recommendations that benefit all stakeholders equally.

The committee believes that the company has prepared its financial reports accurately and in compliance with generally accepted accounting standards. The company has effective risk management systems, appropriate internal control, and complies with relevant laws and regulations, ensuring the company’s continuous, stable, and sustainable development.

On behalf of the Audit Committee  
(DR. PRAWIT NINSUVANNAKUL) Ph. D.,  
C.P.A., Chartered Director (I.O.D.)  
ASEAN Chartered Professional Accountant  
Chairman of the Audit Committee

## Information on summary of the results of duty performance of subcommittees

### Meeting attendance and the results of duty performance of subcommittees

#### Meeting attendance of Corporate Governance, Risk Management Subtustainability Committee

Meeting Corporate Governance, Risk Management Subtustainability Committee (times) : 6

List of Directors	Meeting attendance of Corporate Governance, Risk Management Subtustainability Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 Mrs. UTHAI TANLAMAI (The chairman of the subcommittee)	6	/	6

List of Directors	Meeting attendance of Corporate Governance, Risk Management Sustainability Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
2 Mr. KAMALES SANTIVEJKUL (Member of the subcommittee)	6	/	6
3 Mr. SARAVUT SONTIKAEW (Member of the subcommittee)	6	/	6

## The results of duty performance of Corporate Governance, Risk Management Sustainability Committee

In 2024, the Corporate Governance, Risk Management and Sustainability Committee held a total of 6 meetings. All committee members attended every meeting, and the key outcomes of the meetings are summarized as follows:

### Corporate Governance

1. Developed policies and practices for good corporate governance to be presented to the Board of Directors for consideration and approval.
2. Provided guidance on good corporate governance principles to the Board of Directors.
3. Reviewed the company's corporate governance practices by comparing them with international standards and the corporate governance principles of the Stock Exchange of Thailand.
4. Proposed updates to the Board of Directors for consideration and approval to ensure continuous alignment with current standards. Performed other duties as assigned by the Board of Director.

### Risk Management

1. Established risk management policies to be implemented across the entire hospital.
2. Developed strategies and approaches for the hospital's risk management to align with the risk management policies, ensuring the ability to assess, monitor, and control the hospital's risk levels to remain within acceptable limits.
3. Supervised and monitored the implementation of the risk management policies under the guidelines and policies approved by the Board of Directors of Nonthavej Hospital Public Company Limited.
4. Reviewed and approved the acceptable risk levels (Risk Appetite) and presented them to the Board of Directors for acknowledgment.
5. Oversaw the continuous development and implementation of the risk management policies and framework to ensure an effective risk management system across the organization, with consistent adherence.
6. Regularly reported to the Board of Directors on key risks and risk management activities.
7. Provided advice and consultation to the Risk Management Committee, and reviewed appropriate approaches for addressing information related to the development of the risk management system.
8. Considered the appointment or replacement of personnel in the Risk Management Committee as needed, and defined roles and responsibilities to support the achievement of objectives.
9. Carried out any other risk management-related activities as assigned by the Board of Directors.
10. Communicated and exchanged information with the Audit Committee regarding corporate governance and risk management at least once a year.

### Sustainability

1. Established sustainability development policies to be implemented across the entire hospital.
2. Developed strategies and approaches for managing sustainability in the hospital's operations, focusing on environmental, social, and economic dimensions, to align with the sustainability development policies.
3. Oversaw and supported sustainability management operations under the guidelines and policies approved by the Board of Directors of Nonthavej Hospital Public Company Limited.

The Corporate Governance, Risk Management and Sustainability Committee performed its duties as outlined in the charter and other assigned responsibilities. The committee remained committed to supporting the company's operations with responsibility in accordance with good corporate governance principles. The committee delivered high-quality services to all stakeholders, including the community, society, and the environment, to build confidence and trust for long-term sustainability.

## Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 4  
Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee		
	Meeting attendance (times)	/	Meeting attendance right (times)
1 M.L. SAWIKA UNAHANANDH (The chairman of the subcommittee)	4	/	4
2 Mr. PIYASIL CHANPOO (Member of the subcommittee)	4	/	4
3 Mr. CHIRAPHONG UKACHOKE (Member of the subcommittee)	4	/	4

## The results of duty performance of Nomination and Remuneration Committee

In 2024, the Nomination and Remuneration Committee held a total of 4 meetings, with all committee members attending every meeting.

The key outcomes of the meetings are summarized as follows:

1. Established the methods and criteria for nominating the Board of Directors.
2. Defined the methods and criteria for nominating the Chief Executive Officer (CEO).
3. Nominated and presented a list of suitable candidates for the position of Board of Directors and submitted it to the Board of Directors for approval.
4. Nominated and presented a list of suitable candidates for the position of CEO and submitted it to the Board of Directors for approval.
5. Developed criteria and policies for determining remuneration and presented appropriate compensation for the Board of Directors and sub-committees for the Board's consideration and approval.
6. Presented appropriate compensation for the CEO to the Board of Directors for approval.
7. Presented a list of directors whose terms were expiring and proposed reappointment for the next term, to be submitted for approval by the Board of Directors and presented at the shareholders' meeting in the first quarter of 2025.

The Nomination and Remuneration Committee performed its duties as defined in the charter and other tasks assigned by the Board of Directors, considering the company's performance and economic conditions, aiming to benefit shareholders and stakeholders genuinely.

M.L. SAWIKA UNAHANANDH

Chairman of the Nomination and Remuneration Committee

# Corporate Sustainability Policy

## Information on policy and goals of sustainable management

### Sustainability Policy

Sustainability Policy : Yes

The company operates according to sustainable development principles and has established a corporate governance policy to promote sustainability. This policy sets the framework for organizational management based on sustainable development principles and fosters stakeholder engagement across all groups. It also focuses on maintaining a balance and controlling the economic, social, and environmental impacts. The responsibilities of the Board of Directors down to the operational level are clearly defined in managing and driving the organization to enhance its sustainable development capabilities.

Furthermore, the company reviews its corporate governance policy for sustainability management annually, considering internal and external factors such as trends, changes, and sustainability issues, along with applicable standards and regulations. The review also takes into account all stakeholders, supporting the organization in achieving its vision, strategic direction, and goals effectively, as well as responding to sustainable development goals.

### Sustainability management goals

Does the company set sustainability management goals : Yes

The company has established policies and goals for sustainability management that align with its business operations or organizational strategies, reflecting its commitment to developing the business with consideration for environmental, social, and governance (ESG) issues. In addition, the company has aligned its policies with the United Nations' Sustainable Development Goals (SDGs).

In 2024, the company has set policies and goals for sustainability management.

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 8 Decent Work and Economic Growth, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action

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

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

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

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

The company places significant importance on climate change and the environment and is committed to conducting business sustainably. Therefore, it has established an environmental management policy to define practices and management approaches according to the ESG dimensions of the environment, society, and economy, covering the principles of sustainable development and fostering stakeholder engagement to manage risks related to climate change. This also contributes to reducing greenhouse gas emissions.

In 2024, the company implemented an environmental management policy, collected data, and studied approaches for addressing key environmental issues. Additionally, the company has set a target to reduce greenhouse gas emissions, which will be executed in 2025.

## Information on impacts on stakeholder management in business value chain

### Business value chain

The company manages its supply chain to deliver safe medical products and services to customers. It has established purchasing policies and guidelines for managing sustainability risks throughout the supply chain. The aim is to ensure that the purchasing process is transparent, in line with international standards, and meets product quality and service requirements. Additionally, the company works to prevent environmental and social risks while fostering strong relationships with customers and service recipients effectively.

The company's purchasing policy promotes fair and equitable treatment of suppliers, with the aim of achieving the maximum benefit for the company while ensuring fair returns for both parties. It avoids situations that may lead to conflicts of interest, complies with contractual obligations, provides truthful information and accurate reports, and conducts negotiations based on sound business relationships.

The company mandates that the purchasing department follow the purchasing and sourcing policy when acquiring medical and non-medical goods and services. It also ensures that ethical business practices and codes of conduct are communicated to all suppliers. This ensures that the purchasing process is conducted correctly, including the maintenance of commercial confidentiality, and aligns with governance practices for sustainable development.

## 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>			
<ul style="list-style-type: none"> <li>• Board of director</li> <li>• Shareholders</li> <li>• Employees</li> </ul>	-	-	<ul style="list-style-type: none"> <li>• Internal Meeting</li> <li>• Annual General Meeting (AGM)</li> <li>• Employee Engagement Survey</li> <li>• Training / Seminar</li> </ul>
<u>External stakeholders</u>			
<ul style="list-style-type: none"> <li>• Creditor</li> <li>• Competitors</li> <li>• Suppliers</li> <li>• Customers</li> <li>• Society</li> </ul>	-	-	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Social Event</li> <li>• Online Communication</li> <li>• Complaint Reception</li> <li>• Satisfaction Survey</li> <li>• Training / Seminar</li> </ul>

## Information on organization's material sustainability topics

### Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

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

### Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
ESG	<ul style="list-style-type: none"> <li>• Environmental Management Standards Policy and Compliance</li> <li>• Energy Management</li> <li>• Water Management</li> <li>• Waste and Waste Management</li> <li>• Human Rights</li> <li>• Fair Labor Practices</li> <li>• Customer / Consumer Responsibility</li> <li>• Community / Social Responsibility</li> <li>• Good Governance</li> <li>• Sustainability Risk Management</li> <li>• Sustainable Supply Chain Management</li> </ul>

## Information on sustainability report

### Corporate sustainability report

Corporate sustainability report : Doesn't Have data

### Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or : IFRS Sustainability Disclosure Standards  
guidelines

## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

The company has applied the principles of risk management under the risk management process according to international standards, The Committee of Sponsoring Organizations (COSO) and Enterprise Risk Management (ERM) The function Risk Management Structure, There is a systematic and continuous organizational process to help the organization minimize the root cause of each potential damage so that the level of damage that will occur is within an organization's acceptable, assessable, controllable and systematic review by taking into account the achievement of the objectives or goals of the organization as important by the following risk factors are just some of the major risk factors that may affect negative to the company there may be other risk factors that the company is not currently aware of and there may be risk factors somethings that the company that it is not important these risk factors may affect the company's business operations in the future.

The company has established a risk management system to manage and control activities, as well as various operational processes, in order to reduce the causes of potential risks, minimizing both the risk level and the size of the possible damage in the future. This applies to clinical, service, management, and other aspects to an acceptable level, considering the achievement of the hospital's goals as outlined in the strategy. Therefore, the following risk management policy has been established:

1. The Corporate Governance, Risk Management, and Sustainability Committee has been appointed by the Board of Directors to oversee risk management activities at various levels within the organization. This ensures that management, which is responsible for risk management, implements the risk management system effectively, covering all types of risks. The committee also oversees adherence to good governance practices to ensure the organization operates in line with high standards of governance.
2. The Risk Management Committee is responsible for establishing risk management policies, studying and monitoring issues, collecting data, and analyzing preliminary risks that impact operations. This includes internal control systems and proposing ways to improve or resolve obstacles. The committee develops a risk management and internal control plan and reports the risk assessment results to the Corporate Governance and Risk Management Committee.
3. The risk assessment criteria in various areas are developed by the Risk Management Committee. These are reviewed and updated annually and approved by the Corporate Governance, Risk Management, and Sustainability Committee for implementation.
4. Risk management should be integrated and systematically and continuously managed, in alignment with the achievement of the department's key performance indicators, strategies of the department, and the hospital's overall strategy.
5. The risk management system should be implemented as part of daily operations, becoming an organizational culture and an integral part of normal operations.

The policy requires that risk management be overseen by the Risk Management Committee (RMC), covering the risk program defined by the hospital. This includes the following areas: Risk Identification: Identifying potential risks. Risk Assessment: Assessing the level and impact of risks. Risk Prioritization: Prioritizing risks based on their severity. Risk and Incident Reporting: Reporting risks and incidents. Risk and Incident Analysis: Analyzing risks and incidents. Risk and Incident Management: Managing risks and incidents effectively. Risk Urgency: Defining and addressing urgent risks. Sentinel Events: Identifying and managing sentinel events. Complaint Management: Managing complaints. Legal Litigation: Handling legal actions or lawsuits. Communication with Patients and Families: Communicating with patients and families when adverse incidents or sentinel events occur. Additionally, there should be proactive management of current and emerging risks and incidents.

### 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 Strategic Risk

Related risk factors	:	<u>Strategic Risk</u> <ul style="list-style-type: none"><li>• Behavior or needs of customers / consumers</li><li>• Government policy</li><li>• Changes in technologies</li><li>• Competition risk</li><li>• Economic risk</li><li>• ESG risk</li><li>• Pandemic risk</li><li>• Climate change and disasters</li></ul> <u>Operational Risk</u> <ul style="list-style-type: none"><li>• Reliance on employees in key positions</li><li>• Shortage or reliance on skilled workers</li><li>• Information security and cyber-attack</li></ul> <u>Compliance Risk</u> <ul style="list-style-type: none"><li>• Change in laws and regulations</li><li>• Violations of laws and regulations</li><li>• Legal risk</li></ul>
ESG risk factors	:	Yes

### Risk characteristics

#### 2.2 Risk Factors Affecting the Company's Business Operations

##### 2.2.1 Strategic Risk

###### 2.2.1.1 Risk in Business Competition

The hospital and medical service business face intense competition from both public and private sectors, with all parties continuously improving their services. To mitigate the risk of competition, the company has a policy to maintain its position as a leading hospital with excellent service quality. This includes stringent healthcare systems and the implementation of various quality standards, such as: Hospital Accreditation (HA) Joint Commission International Accreditation (USA) Laboratory Quality Standards ISO15189, ISO15190 International Food Safety Quality Standards GMP/HACCP. Additionally, the company continuously develops medical technology to improve service efficiency and enhances the knowledge and skills of healthcare professionals to provide excellent services. This aims to create the highest level of satisfaction and a memorable experience for patients.

###### 2.2.2.2 Risk Related to Medical Equipment

The organization has invested in acquiring medical equipment and has implemented a medical equipment management program to ensure the procurement of quality medical tools and devices that comply with Joint Commission International (JCI) standards and Hospital Accreditation (HA) standards. This helps reduce maintenance, repair, and calibration costs for medical equipment. Additionally, the organization monitors the performance of these activities on a quarterly basis.

##### 2.2.3 IT Risk

The company has upgraded its IT infrastructure to enhance data processing efficiency and ensure the security of its information systems. Additionally, the company has implemented external network attack protection devices (Firewall) and set up a backup server room to ensure the stability and security of the information systems, allowing for continuous service to patients. Furthermore, measures have been established to protect data security when using mobile devices, preventing the risk of data loss or accidental data leakage. The company also ensures the use of legal software. Both management and those responsible for overseeing IT have jointly developed policies and measures for control and protection, which have been communicated to all employees, who are required to adhere to them strictly.

##### 2.2.4 Legal Risk Factors

2.2.4.1 Risk from Changes in Standards or Regulations Applicable to the Company Currently, the government has increased its role in regulating and overseeing the operations of private hospitals. For example, the government has set prices for medicines, medical supplies, and healthcare services, as well as policies such as "Emergency Critical Illness – Right to Treatment Anywhere" and "Free COVID-19 Treatment for Thai People," which have an impact on the hospital's revenue. Therefore, the company cannot guarantee that changes in regulations, the enactment of new laws, or new policy announcements affecting the company's business operations in the future will not impact the company's operations and business opportunities.

2.2.4.2 Risk from Violations of Privacy Rights Under the Personal Data Protection Act The company is

highly aware of the risks associated with personal data and has prepared to ensure its operations comply with the Personal Data Protection Act (PDPA), effective from May 27, 2019. The company has implemented the following measures: Training staff and personnel on data protection. Appointing a Data Protection Officer (DPO). Establishing guidelines to prevent harm related to the collection, use, and disclosure of personal data.

2.2.5 Risk Factors from Legal Disputes In the hospital business, a significant risk is being sued for damages to mitigate this risk, the company has implemented a risk management system for medical care, utilizing various hospital quality standards, such as: JCI Hospital Accreditation by the Joint Commission International (USA). HA (Hospital Accreditation). Laboratory Quality Standards ISO 15189, ISO 15190. These standards are enforced as practices to ensure that medical services are of high quality, safe, and comply with established standards. This will help the company effectively manage potential risks.

2.2.6 Risk Factors from Climate Change The ongoing environmental issue of climate change and its contribution to global warming is a significant factor. The company recognizes the importance of this and has established an environmental management policy to guide its practices and management of environmental, social, and economic (ESG) dimensions. This policy aligns with sustainable development principles and engages all stakeholders to manage the risks associated with climate change. It is also part of the company's effort to reduce greenhouse gas emissions.

#### **Risk-related consequences**

The impact of operational risks in 2024 for the hospital business will involve high competition from both the public and private sectors. This may affect revenue growth and result in a decline in net profit compared to the previous year.

### **Information on business continuity plan (BCP)**

#### **Business Continuity Plan (BCP)**

Business Continuity Plan (BCP) : Yes

The company is committed to maintaining its status as a leading hospital with excellent service quality by rigorously adhering to healthcare standards. This includes implementing Hospital Accreditation (HA), Joint Commission International Accreditation (JCI) from the USA, ISO 15189 and ISO 15190 laboratory quality standards, international food quality standards such as GMP/HACCP, and various professional medical standards. These quality systems are continuously utilized to ensure the highest standards of care and service.

## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management policy and guidelines : Yes

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management plan : Yes

#### Managing Impacts on Stakeholders in the Business Value Chain

##### 1. Business Value Chain

The company manages its supply chain to deliver safe medical products and services to customers. A procurement policy and risk management approach are in place to address potential sustainability risks throughout the supply chain, ensuring that the procurement process is transparent, aligns with international standards, and meets the required product and service quality specifications. The company also works to mitigate environmental and social risks while developing effective relationships with customers and service recipients.

The company has a policy of equitable and fair treatment of suppliers, focusing on the best interests of the company and ensuring fair compensation for both parties. It avoids situations that may lead to conflicts of interest, adheres to agreements, provides accurate information, and resolves issues based on business relationships.

The company directs the procurement department to source both medical and non-medical products and services in accordance with the procurement policy. Business ethics and supplier codes of conduct are communicated to all suppliers to ensure the procurement process is conducted correctly. Additionally, confidentiality agreements are upheld, and corporate governance is followed to support sustainable development.

##### 2. Stakeholder Analysis in the Business Value Chain

The company builds trust with its suppliers, partners, and creditors by adhering to honesty and strict compliance with the terms of contracts and agreements. Payments to suppliers, partners, and creditors have been made correctly, punctually, and in full at all times. Furthermore, the company does not conceal information or facts that may harm its stakeholders.

In the past year, the company invited its suppliers, partners, and creditors to join discussions on business ethics (Code of Conduct) and anti-corruption policies. The company also published its business ethics and anti-corruption policies on its website to reassure potential and current business partners, suppliers, and creditors that they can confidently engage with the company.

### Information on new suppliers undergoing sustainability screening criteria

#### New suppliers undergoing sustainability screening criteria

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

### Information on supplier code of conduct

#### Supplier code of conduct

Supplier code of conduct : Yes

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

#### Key suppliers acknowledging compliance with the supplier code of conduct

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

	2022	2023	2024
Percentage of key suppliers acknowledging compliance with the supplier code of conduct over the past year (%)	100.00	100.00	100.00

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

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

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

	2022	2023	2024
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	0.00	0.00

### Information on organization's innovation culture development and promotion process

#### Process of developing and promoting the company's innovation culture

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

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

#### Benefits of innovation development

##### Financial benefits

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

##### Non-financial benefits

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

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