



ESG Performance Report for Listed Companies in 2025

NONTHAVEJ HOSPITAL PUBLIC COMPANY LIMITED

Fiscal Year End 31 December 2025



Table of Contents

	page
Environment	
Environmental management	1
Energy management	4
Water management	9
Waste management	13
Greenhouse gas management	17
Social	
Human rights	21
Fair labor practice	24
Responsibility to customers/ consumers	33
Responsibility to community/ society	37
Corporate Governance and Economy	
Corporate Governance Policy	41
Corporate Governance Structure	57
Performance Report on Corporate Governance	87
Corporate Sustainability Policy	114
Sustainability risk management	119
Sustainable supply chain management	123
Innovation development	125

ESG Performance

Company Name : NONTHAVEJ HOSPITAL PUBLIC COMPANY LIMITED Symbol : NTV

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

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	: Yes
Environmental guidelines	: Electricity management, Fuel management, Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management, Air quality management, Noise pollution 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,	: Electricity management, Fuel management, Water

and/or goals 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 greenhouse gas or climate change management principles and standards

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

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

As assigned by Nonthavej Hospital, the Safety, Health, and Physical Environment Management (SHE&FMS) Committee has the authority and responsibility to manage the safety of building structures/facilities, equipment, facilities, the patient care environment, the work environment, and energy conservation. Its duties include:

- Defining policies and plans for occupational safety, health, and the working environment
- Providing safety training and implementation
- Monitoring, evaluating, continuously improving, and maintaining sustainability.

The committee, comprised of representatives from various disciplines, emphasizes teamwork and interdisciplinary collaboration to ensure the system covers all departments and key activities throughout the organization. The committee meets monthly to review progress and identify problems, collaboratively seeking solutions. Risk assessments are conducted across the hospital using Unit Risk Assessment to assign risk scores and prioritize risks, which are then used to plan and modify relevant programs effectively.

The committee's key objectives are: a safe building structure/facilities, equipment, facilities, and patient care environment conducive to caregiving; and the health and well-being of hospital personnel within a positive working environment. This is achieved through the following management practices:

- Safety Management
- Security Management
- Management of hazardous chemicals and hazardous waste
- Emergency management
- Fire safety management
- Management of medical instruments and equipment
- Public utility management
- Construction and renovation on site

Information on incidents related to legal violations or negative environmental impacts

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

	2023	2024	2025
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	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.

The company receives annual energy management report inspections and certifications from the Department of Alternative Energy Development and Conservation every year. In 2025, the certification was granted on February 23, 2026.

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 0.5% or 391,927.00 Kilowatt-Hours
Reduction of fuel consumption	2024 : fuel consumption 22,616.53 Litres	2025 : Reduced by 0.5% or 113.08 Litres

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

Performance and Energy Management Results

In 2025, the Company has the following data on fuel consumption, electricity consumption, water consumption, and waste management: Energy Management

1.1 Fuel Consumption For the management of fuel oil and natural gas, the Company has established measures and guidelines for energy use, as well as fuel reserve plans to ensure business continuity and compliance with legal requirements.

The Company has the following fuel consumption data:

	2566	2567	2568
Fuel (liters): Diesel	23,790.89	22,616.53	21,336.02
Natural gas (kilograms): Cooking gas	96,960	89,280	85,392
Total fuel and oil costs.	2,639,199.53	2,259,570.48	2,340,669.54

1.2 Electricity Usage

Energy conservation is achieved by establishing an energy management policy, communicating it to all levels of staff, and adhering to the hospital's established energy conservation measures. Furthermore, the hospital participated in a project to further develop its energy management practices in accordance with Thai law, in collaboration with the Department of Alternative Energy Development and Conservation, towards an international energy management system (ISO 50001). This makes it the first hospital and establishment in Thailand to successfully implement and obtain ISO 50001 certification. The hospital undergoes annual audits and receives certification for its energy management reports from the Department of Alternative Energy Development and Conservation every year. In 2025 Certification was achieved on February 23, 2026.

The company has the following electricity usage data:

	2023	2024	2025
Total Electricity Purchased (Kilowatt-Hours)	7,478,000	7,838,540	7,699,000
Total Electricity generated and used from renewable energy sources, from solar cells (Kilowatt-hours).	-	-	75,961
Total Electricity Cost (THB)	28,640,382.82	33,804,374.64	31,800,587.97
Usable Area (Square Meters)	41,958.70	41,958.70	41,958.70
Electricity Usage per Unit Area (Kilowatt-Hours/Square Meter)	178.22287153	186.81560677	183.41899555

Information on electricity management

Companys electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	7,478,000.00	7,838,540.00	7,774,961.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	7,478,000.00	7,838,540.00	7,699,000.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	0.00	75,961.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	5,318.63	5,602.96	5,521.99

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

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	178.22287153	186.81560677	183.41899555

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	28,640,382.82	33,804,374.64	31,800,587.97
Percentage of total electricity expense to total expenses (%) ^(**)	1.42	1.63	1.54
Percentage of total electricity expense to total revenues (%) ^(**)	1.15	1.35	1.33
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	20,370.12	24,163.24	22,585.64

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

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

Information on fuel management

Company's fuel consumption

	2023	2024	2025
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	23,790.89	22,616.53	21,336.02
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)	96,960.00	89,280.00	85,392.00
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 ^(*)

	2023	2024	2025
Total fuel expense (Baht)	2,639,199.53	3,174,405.65	2,340,669.54
Percentage of total fuel expense to total expenses (%) ^(**)	0.13	0.15	0.11
Percentage of total fuel expense to total revenues (%) ^(**)	0.11	0.13	0.10

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

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

Information on total energy management (electricity + fuel)

Energy Consumption

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	8,865.86	9,123.57	9,001.07

Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) ^(*)	0.00356813	0.00364956	0.00377262
Intensity of total energy consumption within the organization (Megawatt-Hours / m ²)	0.21129968	0.21744168	0.21452214

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

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	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 531.76 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:

	2023	2024	2025
Total Tap Water Usage (Cubic Meters)	104,030	106,352	101,825
Total Water Cost (THB)	1,778,497.93	1,815,472.25	1,762,850.79
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	2.42679110

2.2 Wastewater treatment system water quality analysis:

In 2025, 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

	2023	2024	2025
Total water withdrawal (Cubic meters)	104,030.00	106,352.00	101,825.00
Water withdrawal by third-party water (cubic meters)	104,030.00	106,352.00	101,825.00
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)	73.99	76.02	72.32
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.04	0.04	0.04

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

Water discharge by destinations

	2023	2024	2025
Percentage of treated wastewater (%)	0.00	0.00	0.00
Total wastewater discharge (cubic meters)	0.00	0.00	0.00
Wastewater discharged to third-party water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	104,030.00	106,352.00	101,825.00

Recycled water consumption

	2023	2024	2025
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.04186767	0.04254234	0.04267797
Intensity of total water consumption (Cubic meters / m ²)	2.47934278	2.53468291	2.42679110

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

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	1,778,497.93	1,815,472.25	1,762,850.79
Total water withdrawal expense from third-party water (Baht)	1,778,497.93	1,815,472.25	1,762,850.79
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.09	0.09	0.09
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.07	0.07	0.07
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	1,264.93	1,297.69	1,252.02

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Company
Total number of disclosure boundaries	:	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 0.5% or 5,306.00 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 0.5% or 4,812.00 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	2023	2024	2025
1	General Waste (kg)	310,942	285,922	278,096
2	Recyclable Waste (kg)	69,814	113,890	116,410
3	Infectious Waste (kg)	166,426	160,512	156,109
4	Hazardous Waste (kg)	7,294	7,000	6,591
Total Weight (kg)		554,746	567,324	557,206
OPD+IPD Patients (cases)		561,164	562,944	540,341
Waste Weight per Patient (kg/case)		0.99	1.01	1.03

Diagram of performance and outcomes of waste management



Information on waste management

Waste Generation^(*)

	2023	2024	2025
Total waste generated (Kilograms)	484,662.00	453,434.00	440,796.00
Total non-hazardous waste (kilograms)	310,942.00	285,922.00	278,096.00
Non-hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Non-hazardous waste Others (kilograms)	310,942.00	285,922.00	278,096.00
Total hazardous waste (kilograms)	173,720.00	167,512.00	162,700.00
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste Others (kilograms)	173,720.00	167,512.00	162,700.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.20	0.18	0.18
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.13	0.11	0.12
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.07	0.07	0.07

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

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

Waste reuse and recycling

	2023	2024	2025
Total reused/recycled waste (Kilograms)	69,814.00	113,890.00	116,410.00
Reused/Recycled non-hazardous waste (Kilograms)	69,814.00	113,890.00	116,410.00
Reused non-hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled non-hazardous waste (Kilograms)	69,814.00	113,890.00	116,410.00
Reused/Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
Recycled hazardous waste (Kilograms)	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	14.40	25.12	26.41
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	22.45	39.83	41.86
Percentage of reused/recycled hazardous waste to hazardous waste (%)	0.00	0.00	0.00

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	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 : Yes

Information Regarding Greenhouse Gas Management

Company's Greenhouse Gas Management Plan

In 2025, the company appointed a Sustainability Committee to define climate change policies and energy and environmental management policies. This committee oversees the work of the Energy Management Committee and determines energy management measures, sustainability management, and climate change adaptation, particularly in the environmental sector. It also promotes efficient resource use, such as reducing paper consumption, conserving electricity, minimizing elevator use (using two stairs instead of three), reducing water consumption, and installing solar panels on patient wards. The goal is to reduce greenhouse gas emissions by 5% by 2028 compared to the baseline year of 2024. This aligns with the company's efforts to achieve carbon neutrality by 2050 and net-zero GHG emissions by 2065, in line with national greenhouse gas reduction targets.

In 2024: Greenhouse gas emissions 5,865,749.60 (KgCO₂e) In2025: 0.5% decrease. ,

In2025 greenhouse gas emissions will reach 5,628,512.53 (KgCO₂e), a decrease of 237,237.07 (KgCO₂e) or 4.04%.

Campaigns promoting efficient resource utilization include reducing paper usage, conserving electricity, minimizing elevator use (using stairs instead of elevators), reducing water usage, and maintaining essential machinery. In 2025, solar panels were installed on the patient ward building.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management : Yes
goals

Company's existing targets : Setting other greenhouse gas reduction targets

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1	2024 : Greenhouse gas emissions 199.63 tCO ₂ e	2028 : Reduced by 5% in comparison to the base year	2065 : Reduced by 0% in comparison to the base year
Scope 2	2024 : Greenhouse gas emissions 4,692.15 tCO ₂ e	2028 : Reduced by 2% in comparison to the base year	2065 : Reduced by 0% in comparison to the base year
Scope 3	2024 : Greenhouse gas emissions 973.97 tCO ₂ e	2028 : Reduced by 5% or 37.52 tCO ₂ e in comparison to the base year	2065 : Reduced by 0% tCO ₂ e in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

The company is committed to developing and adapting to the rapid changes in the economy, society, and technology, as well as driving business operations towards success and sustainable development with honesty, transparency, fairness, good ethics, and accountability, under the principles of good governance and corporate governance. This is based on social responsibility, consideration of human rights, and the benefits of all stakeholders.

In the past year, the company has developed information technology and artificial intelligence (AI) to be used in conjunction with sustainability management, according to the ESG dimensions and climate change adaptation, especially in the environmental sector, and promoting efficient resource use, such as reducing paper usage, reducing electricity consumption, reducing the use of elevators (using only one flight of stairs), reducing water usage, reducing waste, and installing solar panels on patient wards, etc.

The short-term goal is to reduce greenhouse gas emissions by 5% by 2028 compared to the baseline year of 2024.

The long-term goal is... To contribute to the collective effort towards carbon neutrality by 2050 and net-zero greenhouse gas emissions by 2065, in line with the country's greenhouse gas reduction goals.

Diagram of performance and outcomes in greenhouse gas management



Information on greenhouse gas management

The company's greenhouse gas emissions

	2023	2024	2025
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	0.00	5,865.75	5,628.52
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	0.00	199.63	185.23
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	0.00	4,692.15	4,606.83
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	0.00	973.97	836.46

Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.000000	0.002346	0.002359
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	4.19	4.00

	2023	2024	2025
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m ²)	0.00000000	0.13970818	0.13414400

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

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

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

Verification of the company's greenhouse gas : No
emissions

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

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

Absorption and removal of Greenhouse Gas

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

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

ESG Performance

Company Name : NONTHAVEJ HOSPITAL PUBLIC COMPANY LIMITED Symbol : NTV

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

Human rights

Information on social and human rights policies and guidelines

Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Consumer/customer rights, Community and environmental rights, Safety and occupational health at work, Supplier rights

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, Safety and occupational health at work, Supplier rights

The company considers itself a vital member of society, prioritizing participation and fostering positive relationships based on integrity, transparency, and fairness, leading to sustainable social development. This is achieved through regular public benefit activities focused on social and community development and service, contributing to the creation of a better society, community, and environment. The company also responds quickly and effectively to events impacting the environment and community.

In 2025, the company will continue to organize activities benefiting society, the community, and the environment as a result of its operations, fully cooperating with, promoting, and supporting government officials and relevant agencies.

Information on compliance with human rights principles and standards

Compliance with human rights principles and standards

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

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

Does the company have an HRDD process : 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 other social management

Plans, performance, and outcomes related to other social management

In the past year, the company has not encountered any incidents that violated laws, regulations, social norms, or human rights.

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

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

	2023	2024	2025

	2023	2024	2025
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 partners rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
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, Promoting employee relations and participation, Safety and occupational health at work

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 2025, 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 : Yes
and labor management goals?

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"> • Employee training and development • Promoting employee relations and participation • Safety and occupational health at work 	<ul style="list-style-type: none"> - Rate of personnel trained according to prescribed courses. - Rate of personnel who have undergone annual health check-ups. - Rate of employee well-being. 	2024: - The rate of personnel receiving training according to the prescribed curriculum is greater than or equal to 80%, achieved at 63.86%. - The rate of personnel receiving annual health check-ups is 100%. - The rate of employee well-being is greater than or equal to 80%, achieved at 77.27%.	2025: - The rate of personnel receiving training according to the prescribed curriculum is greater than or equal to 80%, achieved at 63.86%. - The rate of personnel receiving annual health check-ups is 100%. - The rate of employee well-being is greater than or equal to 80%, achieved at 77.44%.

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 : Yes
management

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 employees 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.

Diagram of performance and outcomes for employee and labor management



Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	1,406	1,399	1,408
Percentage of employees to total employment (%)	100.00	100.00	100.00
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
Total employees (persons)	1406	1399	1408

	2023	2024	2025
Male employees (persons)	222	212	221
Percentage of male employees (%)	15.79	15.15	15.70
Female employees (persons)	1184	1187	1187
Percentage of female employees (%)	84.21	84.85	84.30
Total of workers who are not employees (Person)	0	0	0
Male workers who are not employees (Person)	0	0	0
Percentage of male non-employee workers (%)	0.00	0.00	0.00
Female workers who are not employees (Person)	0	0	0
Percentage of female non-employee workers (%)	0.00	0.00	0.00

Significant changes in the number of employees

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

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	1	1	1
Percentage of disabled workers to total employment (%)	0.07	0.07	0.07

	2023	2024	2025
Total number of employees with disabilities (Persons)	1	1	1
Total male employees with disabilities (persons)	1	1	1
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.07	0.07	0.07
Total number of workers who are not employees with disabilities (persons)	0	0	0
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
Contributions to empowerment for persons with disabilities fund	Yes	Yes	Yes

Information on compensation of employees

Employee remuneration by gender

	2023	2024	2025
Total employee remuneration (baht)	602,896,744.00	633,287,703.00	632,473,820.00
Average of remuneration of employees (Baht/persons)	428,802.81	452,671.70	449,200.16

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

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, 2025 and 2024, the company's contribution amounted to THB 6.69 million and THB 6.53 million, respectively.

Overview of methods for determining employee and employer contribution Rates

The company sets the employee contribution rate. Employees can choose from several rates: 3%, 5%, 7%, 10%, 12%, and 15%.

The employer contribution rate is a single rate of 3%.

Implementation of Investment Governance Code for : Yes
 Institutional Investors ("I Code") by Company's
 Provident Fund Committee

Participation in provident fund membership

Details of provident fund participation

Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	1406	1399	1408
Number of employees joining in PVD (persons)	715	749	723
Number of PVD members / Total employees (%)	50.85	53.54	51.35
Number of PVD members / Total eligible employees (%)	50.85	53.54	51.35

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	5,786,339.00	6,525,407.00	6,692,857.00
Total amount of provident fund contributed by employee (baht)	0.00	0.00	0.00

Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
NONTHAVEJ HOSPITAL PUBLIC COMPANY LIMITED	Yes	1,408	1,408	723	51.35	51.35

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

Policy and guidelines on promoting savings through the provident fund for non-participating employees (PVD) : Facilitating automatic PVD enrollment for new employees, Initiatives to encourage employees to achieve sufficient retirement savings

Facilitating automatic PVD enrollment for new employees

The company requires the Human Resources department, during the new employee orientation, to inform new employees about the provident fund policy, provide knowledge and understanding of the policy, and facilitate the preparation of documents for providing fund membership for both new and existing employees at the end of each year. Furthermore, the department will communicate to employees the possibility of adjusting their contribution rates to the provident fund.

Initiatives to encourage employees to achieve sufficient retirement savings

The company organized a training activity for employees on financial planning, investment, and saving for retirement. This was done in cooperation with the bank, which provided knowledge and understanding to the employees.

Information on employee development

Employee training and development

	2023	2024	2025
Average employee training hours (Hours / Person / Year)	58.00	64.00	91.00
Total amount spent on employee training and development (Baht)	3,337,206.00	5,926,368.00	3,367,538.00

	2023	2024	2025
Percentage of training and development expenses to total expenses (%) ^(*)	0.001653	0.002859	0.001631
Percentage of training and development expenses to total revenue (%) ^(*)	0.001343	0.002371	0.001411

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

Information on safety, occupational health, and work environment

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	1	4	1
Total number of employees that lost time injuries for 1 day or more (Persons)	1	4	N/A
Percentage of employees that lost time injuries for 1 day or more (%)	0.07	0.29	N/A
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	N/A
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	N/A

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

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

Information on promoting employee relations and participation

Employee engagement

	2023	2024	2025
Total number of employee turnover leaving the company voluntarily (persons)	255	194	211
Proportion of voluntary resignations (%)	18.14	13.87	14.99

	2023	2024	2025
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
- Reference link for responsible sales and marketing policy and guidelines :
- Page number of the reference link :

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

- Policy and guidelines on communicating the impact of products and services to customers / consumers : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications 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"> • Development of customer satisfaction and customer relationship • Protection of customer personal information 	Customer Satisfaction Rate	2024: Target > 95% Achievable 98.98%	2025: Customer Satisfaction Rate Increase Compared to the Previous Year Target > 95% Achievable 98.99%

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

Awards for outstanding achievements and pride of Nonthavej Hospital.

- Awards and Recognition for Highest Quality Hospital: Hospital Quality Award 2009, 2011, 2014 (Platinum Award for medical care and service systems from American International Assurance Limited (AIA)).
- Awards for Excellent Service, Coordination, and Health Check-up Services (AACP Best Customer Service Award 2008-2009, 2011; AACP Most Admired Award 2013; Allianz Ayudhya Excellent Check Up Award 2013; Allianz Ayudhya Most Admired Award in the Allianz Ayudhya Hospital Service Awards 2015 project; Allianz Ayudhya Most Admired Award, Group A; and Allianz Ayudhya Excellent Check Up Award, Group A) in the Allianz Ayudhya Hospital Service Awards 2018 project from Allianz Ayudhya Life Insurance Public Company Limited.
- Good Provider Award 2005-2007 for excellent hospital standards in medical care and service. For three consecutive years, the hospital has received numerous accolades from Bupa Health Insurance Company Limited:
- The Best of Network Co-Operation Award in the Muang Thai Life Assurance MODERN Hospital Award 2015 from Muang Thai Life Assurance Public Company Limited.

- The Best of Customer Satisfaction Award (First Place) for large hospitals, recognizing speed, quality, and understanding customer needs, in the "Muang Thai Life Assurance Hospital Award 2016".
- It is one of the hospitals declared a "Green Group Hospital" by the Department of Internal Trade, Ministry of Commerce (hospitals that charge fair prices for medicines and provide information to help the public make informed decisions about their care).
- The Caring Gold Award for excellent care in the Muang Thai Life Assurance Hospital Awards 2021, in the large private hospital category.
- The Best Claim Management Award at the AIA Hospital Awards 2023, presented to hospitals excelling in health insurance claims management and providing accurate, complete, and comprehensive medical information to serve their insurance customers.
- The Leading Large Hospital Award. "Received the 'Caring Bronze Award' in the Muang Thai Life Assurance Hospital Awards 2023 for excellence in caregiving. Nonthavej Hospital achieved the highest level of customer and policyholder satisfaction by providing attentive care and minimizing waiting times for discharge.
- Received the 'Outstanding Medical Management Award' in the Central and Metropolitan Region in the Bangkok Life Hospital Awards 2024 from Bangkok Life Assurance Public Company Limited. This award recognizes management, necessary treatment, and medical standards for patients with minor illnesses and conditions, as well as average hospital stays meeting medical standards.
- Received the 'Best Healthcare Service' award for excellence in service delivery in the Central Life Hospital Award 2024 from Thai Samut Life Assurance Public Company Limited. This prestigious award recognizes the hospital's commitment to elevating healthcare service standards for its clients.
- Received a certificate of outstanding billboard tax payment for the fiscal year." In 2024, from the Nonthaburi City Municipality Office,
- they received the ASEAN Building Fire Safety Awards 2025 from Ir. Simon Yeong Chin Chow, IEM (Malaysia), AER Head Commissioner, on Thursday, November 13, 2025, at The Grand Fourwings Convention Hotel, Srinakarin, Bangkok.

Diagram of performance and outcomes of customer management



Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

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

Telephone : 02-596-7888

Fax : 02-589-8753

Email : contactus@nonthavej.co.th

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

Address : 432 Ngamwongwan Rd. Bangkok 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 : Occupational health, safety, health, and quality of life implemented by the company over the past year

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 2025, 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 2025, 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 : Yes

Details of community and social management goal setting

Target(s)	Indicators(s)	Base year(s)	Target year(s)
• Occupational health, safety, health, and quality of life	The success rate of health promotion programs among patients or communities.	2024: 80%	2025: 95%

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

The company organizes projects and activities for the benefit of society, the community, and the environment.

2.1 Health Promotion Projects as follows:

- Providing health education on Anti-Aging Medicine A New Choice for Health-Conscious People by Dr. Phasitadol Muangnoi, a specialist in anti-aging medicine, and on Various Gynecological Problems by Dr. Supachai Rueangkeawmani, a specialist in gynecological oncology and laparoscopic surgery.
- Providing health education on Dont be complacent Colon cancer affects everyone by Dr. Kajapong Techathuwanan, a specialist in gastrointestinal diseases.
- Providing health education on Dont wait for warning signs Reduce risk Avoid lung cancer by Dr. Prachya Phassaranon, a specialist in respiratory diseases.
- Providing health education on Check for H. pylori, the dangerous bacterial!
- Health education on "Before it Becomes Stomach Cancer" by Dr. Nattapol Chainuwat, Gastroenterologist and Hepatologist.
- Health education on "Office Syndrome...A Risk Factor for Working Adults" by Dr. Aparat Suriyawongphongsa, Rehabilitation Medicine Specialist.
- Health education on "Obesity! Knee Pain! Signs of Premature Osteoarthritis" by Dr. Korakod Panich, Sports Medicine Surgeon, Arthroscopic Knee and Shoulder Surgery Specialist.
- Health education on "Sleep: A Close Matter Not to Be Overlooked" by Dr. Sirichai Kittichanthera, Neurologist and Sleep Disorder Specialist.
- Health education on "Check Quickly! Before Heart Failure" by Dr. Wattanachai Ngampongphan, Cardiologist.
- Joint lecture on "Common Muscle, Bone, and Joint Problems in the Elderly" to raise awareness and understanding of bone diseases in the elderly and proper movement. In conjunction with appropriate exercise, Dr. Korakod Panich, a specialist surgeon in sports medicine, arthroscopic knee and shoulder surgery, participated in the "National Life Insurance " event with Thai Life Insurance Public Company Limited on the 1st floor of Central Westgate Shopping Mall.
- Participated in a knowledge-sharing seminar on women's health, titled "Healthy Lady: Complete Check-ups Eliminating All Risks," at the "Baan & Suan Fair LIVING FESTIVAL," by Dr. Wanwisa Tharpaisan, an obstetrician-gynecologist specializing in reproductive medicine, infertility, and laparoscopic surgery. Gynecological Endoscopic Surgery Center
- Participated in a seminar providing knowledge on bones and joints, on the topic of "Osteoarthritis of the Knee...A Risk Disease for All Ages," at the "Baan & Suan Fair LIVING FESTIVAL ," by Dr. Korakod Panich, a specialist surgeon in sports medicine and arthroscopic knee and shoulder surgery, Bone and Joint Center.
- Participated in a campaign to raise awareness of the 6 warning signs of stroke. By Dr. Chanapat Patramai, a specialist physician in brain and nervous system disorders, Brain and Nervous System Center, along with inviting patients to complete a stroke risk assessment.
- Provided health knowledge on the topic of "Uncontrolled Diabetes May Lead to Chronic Kidney Failure," by Dr. Nantanat Chanlertfa, a specialist in nephrology.

- Provided health knowledge on the topic of "Diabetes": Double the Danger in "Bone" Damage, by Dr. Korakod Panich, a specialist surgeon in sports medicine and arthroscopic knee and shoulder surgery.
- Provided health knowledge on the topic of "Periodontal Disease and Diabetic Patients." A Relationship Not to Be Overlooked By Dr. Anusorn Limpianananchai, Dentist specializing in Periodontal Disease Treatment

2.2 Knowledge Exchange and Social Donation Projects as follows:

- Providing knowledge and conducting study visits with a delegation from the Narcotics Control Division, Food and Drug Administration (FDA), transferring knowledge on the management of narcotics and psychotropic substances to over 20 public health officials from more than 13 provinces. This serves as a guideline for inspecting healthcare facilities in the project to drive and develop a network system for narcotics and psychotropic substances in the regions.
- Providing knowledge and conducting study visits with a delegation of 20 executives from Rayong Hospital to visit and study the internal information system of Nonthavej Hospital.
- Contributing to the donation of essential equipment and supplies for infants at the Pakkret Infant Home under the "Nonthavej for Society and Community" project, to help and contribute to improving the quality of life for children in orphanages.
- Contributing to the donation of medical equipment to the Panyanantabhikkhu Irrigation Medical Center.
- Contributing to the donation of old calendars for Braille translation to visually impaired people at the Technology Education Center for the Blind, Pakkret District. Nonthaburi Province

2.3 Safety, Occupational Health, Environment and Social Projects as follows:

- In 2025, the company organized the "Giving Brings Happiness" project, a blood donation drive to contribute to the National Blood Center of the Thai Red Cross Society, helping to save lives. A total of 68,400 milliliters of blood was donated by employees.
- Participated in the "Global Handwashing Day 2025" campaign to raise awareness and remind people of the benefits of handwashing in reducing illness and infectious diseases. Doctors, nurses, Nonthavej Hospital staff, and patients participated.
- Participated in a campaign to promote waste sorting and proper disposal, reducing and eliminating the use of foam food containers for employee health and environmental protection.
- Participated in a campaign to communicate energy conservation and reduce energy consumption in the hospital.
- Participated in a campaign to promote wearing face masks, frequent hand washing, and social distancing to reduce and prevent infection.
- Conducted a fire prevention drill at the hospital in collaboration with the Nonthaburi Municipality Disaster Relief Unit.

2.4 Training and Development for Employees Regarding Safety, Occupational Health, and the Environment: The company places great importance on the community, society, and the environment. Training and development programs on safety, occupational health, and the environment have been established for all employees and management levels, included in the annual training plan as follows:

- Advanced Life Support (PALS) training for children and adults
- Basic Firefighting training
- Emergency response training for fire incidents
- Fire prevention and suppression plan drills (Fire Code)
- Basic cardiopulmonary resuscitation (CPR) training
- Policy and procedure training on prevention and control. Infection Prevention and Control
- Training on preparing for hospital and healthcare service accreditation (HA/JCI 8th Edition)
- Training on 9 key standards and nursing documentation
- NTV Safety training (International Patient Safety Goals IPSG1-6 (SIMPLE) & FMS)
- Upgrading fire safety standards to international levels
- Training on HP, WP, and WI standards according to JCI standards: MMU, QPS, MOI, PCC, PCI, FMS, GHI, ASC, SQE
- Conducted a fire prevention drill in the hospital in collaboration with...

Diagram of performance and outcomes in community and social management



Benefit from implementing social development project

Financial benefits

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

Non-financial benefits

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

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

ESG Performance

Company Name : NONTHAVEJ HOSPITAL PUBLIC COMPANY LIMITED Symbol : NTV

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

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

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 68,400 milliliters of blood to help save lives.

Environmental Responsibility

The company is committed to promoting environmental policies, installing solar panels on the 16-story building and reducing energy consumption to help mitigate greenhouse gas emissions. In 2025, 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, Anti-unfair competitiveness, 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.

Anti-unfair competitiveness

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.

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 themselves before accessing the information system every time and must log out of the program when 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 employees 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 for Practice:

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 for Practice:

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 for Practice:

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 for Practice:

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 for Practice:

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 for Practice:

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 for Practice:

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 for Practice:

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 for Practice:

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 for Practice:

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.

Diagram of promotion of compliance with the business code of conduct



Participation in anti-corruption networks

Participation or declaration of intent to join anti-corruption networks : Yes

Anti-corruption networks or projects the company has joined or declared intent to join : Thai Private Sector Collective Action Against Corruption (CAC)
CAC membership certification status : Not certified
Certification document of CAC membership status : -

Diagram of participation in anti-corruption networks

Certified Companies of Thai Private Sector
Collective Action Against Corruption (CAC)


Company Title: Search Expired All

0-9 | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z

Total Search Result(s) : 1

Symbol	Company	Status	Declaration Since	Declaration Expire	Sector	Certified Date	Expire Date
NTV	NONHAVEJ HOSPITAL PUBLIC COMPANY LIMITED	Expired	25 Nov 2014				

<< Previous
1
of 1
Next >>



CAC
COLLECTIVE ACTION AGAINST
CORRUPTION

WHO WE ARE

About CAC

Our Members

WHY CAC

JOIN US

Process Overview

Declare

FAQ

Contact Us

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 2025, 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

Nonhavej 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

Report on Key Performance Indicators in Corporate Governance

Good Corporate Governance

The Company recognizes the importance of good corporate governance and has therefore established rules and regulations to guide business operations. These include the Corporate Governance Policy, Governance Structure, Code of Conduct, and Anti-Corruption Policy. The Board of Directors has assigned the Corporate Governance, Risk Management, and Sustainability Committee to oversee the Company's corporate governance, risk management, and sustainability activities. This includes setting policies and guidelines, monitoring the performance of the Board of Directors and management in accordance with the Company's corporate governance policy, evaluating compliance with the corporate governance, risk management, and sustainability policy, and regularly reviewing practices to ensure their suitability for business operations and alignment with national corporate governance, risk management, and sustainability practices annually. Corporate governance, risk management, and sustainability are considered a key agenda item in Board of Directors meetings. In 2025, the Company complied with its corporate governance policy, summarized as follows:

1. Shareholder Rights

The company places great importance on the rights of all shareholders, both major and minor. Shareholder rights encompass fundamental rights as investors in securities and as owners of the company. Shareholders have the right to determine the company's business direction or make decisions that significantly impact the company. Shareholder meetings are therefore a crucial forum for shareholders to express their opinions, ask questions, vote, and elect a board of directors to oversee the company on their behalf. Thus, shareholders have the legitimate right to attend shareholder meetings and have sufficient time to consider and be informed of the meeting's results. In 2025, the company implemented various measures to promote and facilitate the exercise of shareholder rights in attending annual shareholder meetings, as follows:

1.1 Shareholder Meeting Schedule

The Company has scheduled an Annual General Meeting of Shareholders once a year, within four months of the end of the Company's fiscal year. In cases of urgent need to propose special agenda items affecting or related to shareholder interests, or requiring approval from shareholders under specific conditions, rules, or laws, the Company will convene an Extraordinary General Meeting of Shareholders. In 2025, the Company held its Annual General Meeting of Shareholders on Friday, April 25, 2025, at 10:00 AM at the Nonthavej Conference Room, Nonthavej Hospital. The meeting room was arranged with seating spaced at least one meter apart, with a maximum of 60 seats, and strictly

adhered to the guidelines of the Department of Disease Control, Ministry of Public Health. The Company also conducted an Electronic General Meeting (E-AGM) for shareholders residing abroad. The Company did not convene any Extraordinary General Meetings of Shareholders during the year.

1.2 Advance Notice of Meeting

In 2025, at the Board of Directors meeting No. 1/2025 held on February 17, 2025, it was resolved to hold the Annual General Meeting of Shareholders on Friday, April 25, 2025. The resolution, meeting date, agenda, and announcement were disclosed on the website of the Stock Exchange of Thailand to inform shareholders in advance of the Board's resolution. Prior to this, the Thailand Securities Depository Co., Ltd., the company's securities registrar, sent out official meeting invitation letters containing the agenda, essential supporting information for the Board's decision/opinion, complete minutes of previous meetings, the annual report, supporting documents, and proxy documents. In case shareholders could not attend in person, the company allowed them to appoint an independent director or any other person as a proxy, with clear instructions provided in the letters sent to shareholders more than 14 days prior to the meeting. The meeting invitation letters were sent out on April 10, 2025, and were published in daily newspapers for three consecutive days (April 17-19, 2025) before the meeting. To provide sufficient advance notice for shareholders to prepare for the meeting, the Company has made the invitation letter and supporting documents available on the Company's website 30 days prior to the meeting (starting from March 27, 2025).

1.3 Conducting Shareholder Meetings

Before the commencement of each shareholder meeting, the chairman shall assign the company secretary to introduce the board of directors, the chairman, the sub-committees, and the company's auditors, who act as impartial representatives, to the meeting. This includes explaining the voting process for shareholders on each agenda item as per the company's regulations, and clearly outlining the exercise of voting rights for each agenda item. After providing information on the agenda, the chairman will allow attendees to express opinions, suggestions, and ask questions on each item, allocating sufficient time for discussion. The chairman and management will then answer questions clearly, concisely, and with due consideration to each question before the meeting votes on that agenda item. For the election of directors, the chairman will conduct the vote individually. The chairman will proceed with the meeting according to the agenda items and will not add agenda items without prior notice to shareholders, unless the meeting resolves to change the order of the agenda items with a vote of not less than two-thirds of the shareholders attending the meeting, or shareholders holding at least one-third of the total issued shares may request the meeting to consider matters other than those specified in the meeting notice. Once the meeting has considered the agenda items as stipulated in the company's regulations, there will be no changes to the order of the agenda items, and no requests will be made to consider matters not specified in the meeting notice for the 2025 Annual General Meeting of Shareholders. At every meeting, accurate and complete minutes are recorded, followed by a vote and counting of votes. Each shareholder meeting takes approximately 1-2 hours. The Annual General Meeting of Shareholders for 2025 is scheduled for 10:00 AM, with registration beginning at 8:00 AM. At the opening of the meeting, the company secretary welcomed shareholders both in person and those participating electronically (E-AGM) and announced that 16 shareholders were present in person, holding 75,408,541 shares, and 16 shareholders were present by proxy, holding 23,271,209 shares. This totaled 32 shareholders holding 98,679,750 shares out of a total of 160,000,000 shares, representing 61.67%, which is more than one-third of the company's total issued shares and thus constitutes a quorum according to the company's regulations. Registration continued outside the meeting room. The company held an electronic annual general meeting (E-AGM) for shareholders residing overseas. Shareholders participating via E-AGM verified their attendance and voted on each agenda item electronically throughout the meeting. Following this, the Board of Directors, chairpersons of sub-committees, executives, auditors, and legal advisors were introduced. The voting and counting procedures were then explained. After shareholders' questions were answered, the chairman thanked the shareholders for their time and valuable suggestions for the hospital's management and adjourned the meeting at 12:14 PM.

In summary, 30 shareholders attended in person, and 16 shareholders attended by proxy, totaling 46 shareholders. This represents a total of 98,889,950 shares, or 61.81% of the total issued shares. The company has verified the votes cast.

1.4 Disclosure of Shareholder Meeting Results

In 2025, the Company will submit a summary report of the voting results at the shareholder meeting to the Stock Exchange of Thailand and the SET Board of Directors in the evening after the meeting concludes (Friday, April 25, 2025). The minutes of the shareholder meeting, which include detailed recordings of the meeting minutes, voting records, and shareholder questions for each agenda item, will be submitted to the Stock Exchange of Thailand and the SET Board of Directors within 14 days (Thursday, May 8, 2025). The minutes will also be published on the Company's website.

(1) In cases where shareholders are unable to attend the meeting in person, they may exercise their right to appoint an independent director or any other person to attend the meeting and vote on their behalf using one of the proxy forms provided by the Company with the meeting notice. Alternatively, shareholders can download the proxy form from the Company's website.

(2) To facilitate the meeting for shareholders, the Company has implemented a computerized registration system and provided voting cards for each agenda item to ensure quick and accurate registration and vote counting. A representative of the Company's auditors will witness the vote counting. Shareholders can request to review the details of the vote count after the meeting concludes.

(3) Before commencing the agenda items, the Chairman assigned the Company Secretary to introduce the Board of Directors, the Chairman and the sub-committees, and the Company's auditors, who acted as impartial intermediaries, to the meeting, including the method of counting the votes of shareholders who must vote on each agenda item according to the Company's regulations, as well as the clear exercise of voting rights on each agenda item. During the shareholders' meeting, the Chairman gave all shareholders the opportunity to offer suggestions, ask questions, and provide opinions on every agenda item. The Chairman and executives will give importance to every question and answer clearly and directly.

(4) The company secretary was assigned to introduce the Board of Directors, the Chairman, the sub-committees, and the company's auditors, who acted as impartial representatives, to the meeting, including the method of counting shareholder votes for each agenda item in accordance with the company's regulations, as well as the clear exercise of voting rights for each agenda item. During the shareholders' meeting, the chairman provided opportunities for all shareholders to offer suggestions, ask questions, and offer opinions on every agenda item. The chairman and management gave importance to every question and answered clearly and directly. (4) The company secretary recorded the meeting minutes accurately and completely, and disclosed the resolutions of the Annual General Meeting of Shareholders to the public, including the voting results for each agenda item, through the SETLink website of the Stock Exchange of Thailand. The minutes of the shareholders' meeting were submitted to the Stock Exchange of Thailand within 14 days after the meeting and published on the company's website to allow shareholders quick access and verification. Furthermore, the company focuses on providing all shareholders with accurate, timely, equal, and transparent information sufficient for their investment decisions. Through continuous improvement in shareholder meetings, the company achieved a 100% score in the 2025 Annual General Meeting (AGM) quality assessment, classified as "Excellent," in the 2025 Annual General Meeting (AGM) quality assessment project and a level 4 in the CG Scoring project, conducted by the Thai Investors Association. Based on these assessments, the company recognizes the importance of developing corporate governance in line with ESG sustainability guidelines, ensuring that the company conducts its business under good corporate governance practices.

Corporate Governance Structure

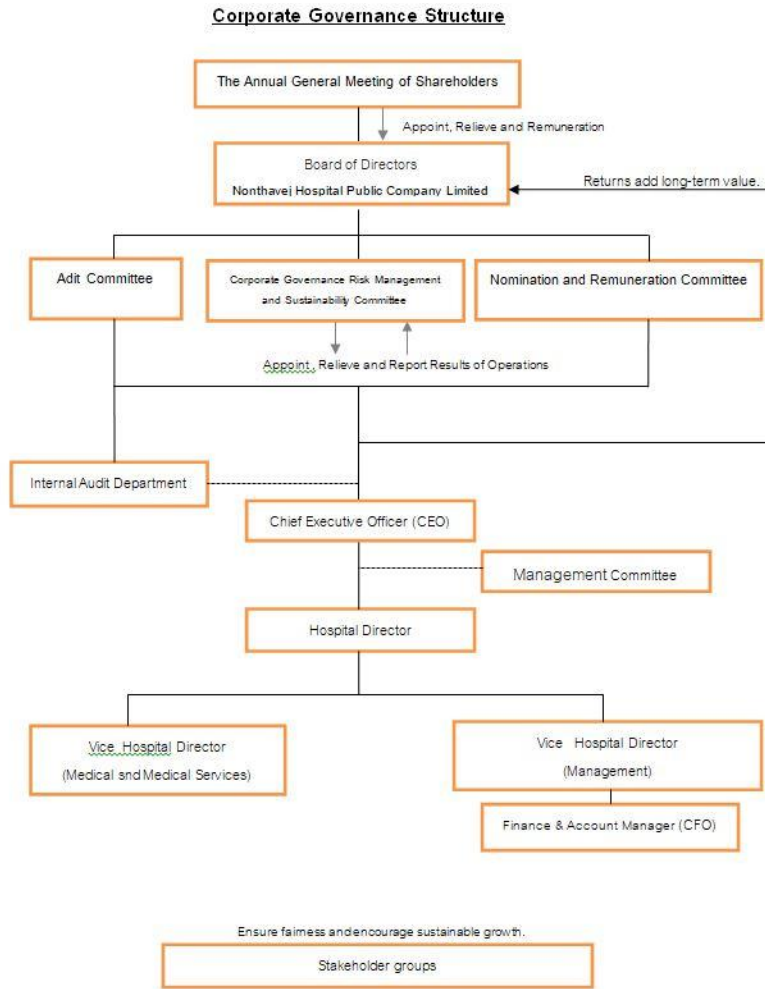
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram



Information on the board of directors

Information on the board of directors

Composition of the board of directors⁽¹⁾

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	7		7		7	
	5	2	5	2	5	2
Executive directors	4		4		4	
	4	0	4	0	4	0
Non-executive directors	3		3		3	
	1	2	1	2	1	2
Independent directors	3		3		3	
	1	2	1	2	1	2
Non-executive directors who have no position in independent directors	0		0		0	
	0	0	0	0	0	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	71.43	28.57	71.43	28.57	71.43	28.57
Executive directors	57.14		57.14		57.14	
	57.14	0.00	57.14	0.00	57.14	0.00
Non-executive directors	42.86		42.86		42.86	
	14.29	28.57	14.29	28.57	14.29	28.57
Independent directors	42.86		42.86		42.86	
	14.29	28.57	14.29	28.57	14.29	28.57
Non-executive directors who have no position in independent directors	0.00		0.00		0.00	
	0.00	0.00	0.00	0.00	0.00	0.00

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

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	69		70		71	
	69	67	70	68	71	69

Remark: ⁽¹⁾ As of December 31, 2025 The current Board of Directors Nonhavej Hospital Public Company Limited , there are 7 persons. Management Structure of Company consists of director 7 persons as following: Executive Committee Directors 4 Persons Non-Executive Committee Directors 3 Persons (Independent Director of 3 Persons)

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 : 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Chairman of the board of directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>6 Aug 2020</p>	<p>Accounting</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. SRAVUDTHI SONTHIKAEW Gender: Male Age : 73 years Highest level of education : Bachelor's degree Study field of the highest level of education : Medicine Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,332,000 Shares (0.832500 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 2,000,000 Shares (1.250000 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>13 Nov 2008</p>	<p>Health Care Services</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. PRAWIT NINSUVANNAKUL Gender: Male Age : 82 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>29 Apr 2009</p>	<p>Accounting, Audit</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. PIYASIL CHANPOO Gender: Male Age : 61 years Highest level of education : Bachelor's degree Study field of the highest level of education : Medicine Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 47,800 Shares (0.029875 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys 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 : 65 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	22 Apr 2021	Marketing

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mr. KAMALES SANTIVEJKUL Gender: Male Age : 74 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 : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 275,000 Shares (0.171875 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>6 May 2021</p>	<p>Accounting, Economics, Finance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mr. CHIRAPHONG UKACHOKE Gender: Male Age : 67 years Highest level of education : Bachelor's degree Study field of the highest level of education : Medicine Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 0 Shares (0.000000 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 0 Shares (0.000000 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing 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.

Diagram of list of the board of directors

Board of Directors



Mrs. UTHAI TANLAMAI

Chairman of the board of directors (Independent director)



Mr. PRAWIT NINSUVANNA

Director (Independent director)



M.L. SAWIKA UNAHANANDH

Director (Independent director)



Mr. KAMALES SANTIVEJKUL

Director (Executive Directors)



Mr. SRAVUDTHI SONTHIKAEW

Director (Executive Directors)



Mr. PIYASIL CHANPOO

Director (Executive Directors)



Mr. CHIRAPHONG UKACHOKE

Director (Executive Directors)

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mrs. UTHAI TANLAMAI	Chairman of the board of directors		✓	✓		
2. Mr. SRAVUDTHI SONTHIKAEW	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	✓				✓
Total (persons)		4	3	3	0	4

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

Skills and expertise	Number (persons)	Percent (%)
4. Accounting	3	42.86
5. Finance	1	14.29
6. Audit	1	14.29

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

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	Yes	Yes
The chairman of the board and the highest-ranking executive are from the same family	No	No	No
Chairman is a member of the executive board or taskforce	-	No	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	No	Yes

Additional explanation :

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

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

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

The measures for balancing the power between the board of 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 companys code of ethics as follows:

4.1 Manage the companys operations in compliance with the law, the companys 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 companys 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 managements implementation of these policies efficiently and effectively.

4.3 Continuously monitor the companys 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 companys 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 companys 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 boards 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 boards 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 7 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 companys 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 companys 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

-

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

-

Corporate Governance, Risk Management Sustainability Committee

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

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

-

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

-

Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. PRAWIT NINSUVANNAKUL ^(*) Gender: Male Age : 82 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	Chairman of the audit committee (Non-executive directors, Independent director) Director type : Existing director	13 May 2009	Accounting, Audit

List of directors	Position	Appointment date of audit committee member	Skills and expertise
2. Mrs. UTHAI TANLAMAI ^(*) Gender: Female 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 Expertise in accounting information review : Yes	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	6 Aug 2020	Accounting
3. M.L. SAWIKA UNAHANANDH Gender: Female Age : 65 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	Member of the audit committee (Non-executive directors, Independent director) Director type : Existing director	6 May 2021	Marketing

Additional explanation :

(*) Directors with expertise in accounting information review

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

List of executive committee members

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

Other Subcommittees

Subcommittee name	Name list	Position
Corporate Governance, Risk Management Sustainability Committee	Mrs. UTHAI TANLAMAI	The chairman of the subcommittee (Independent director)
	Mr. KAMALES SANTIVEJKUL	Member of the subcommittee
	Mr. SRAVUDTHI SONTHIKAEW	Member of the subcommittee
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

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

Information on the executives

Information on the executives

List and positions of the executive

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

List of executives	Position	First appointment date	Skills and expertise
1. Mr. KAMALES SANTIVEJKUL Gender: Male Age : 74 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	Chief Executive Officer (The highest-ranking executive)	17 Jul 2019	Accounting, Economics, Finance

List of executives	Position	First appointment date	Skills and expertise
<p>2. Mr. SRAVUDTHI SONTHIKAEW</p> <p>Gender: Male</p> <p>Age : 73 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Medicine</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Hospital Director</p> <p>(The highest-ranking executive)</p>	26 Dec 2017	Health Care Services
<p>3. Mr. PIYASIL CHANPOO</p> <p>Gender: Male</p> <p>Age : 61 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Medicine</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : No</p> <p>Accounting supervisor : No</p>	<p>Deputy Hospital Director</p> <p>Medical and Medical Services</p> <p>(The highest-ranking executive)</p>	17 Jul 2019	Health Care Services

List of executives	Position	First appointment date	Skills and expertise
4. Mrs. Kingkamol Wongfak (*) Gender: Female Age : 53 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	Accounting and Financial Manager (CFO) (The highest-ranking executive)	1 Jan 2022	Accounting

Additional Explanation :

(*) Highest responsibility in corporate accounting and finance

(**) Accounting supervisor

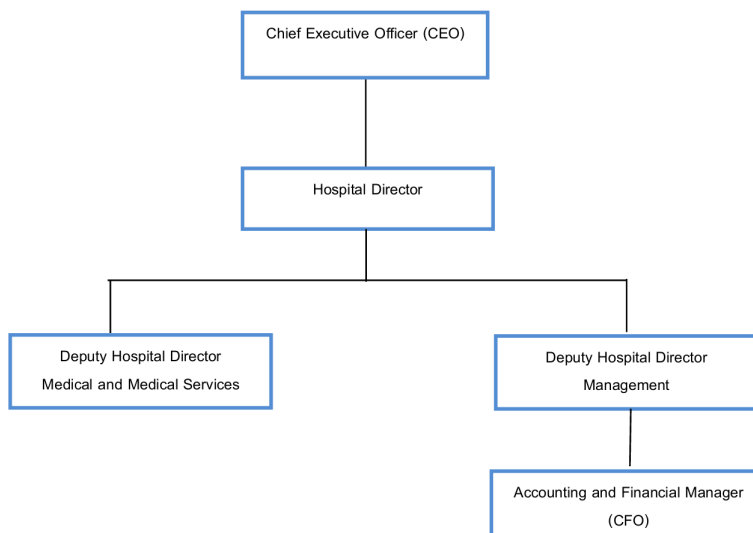
(***) Appointed after the fiscal year end of the reporting year

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

Organization structure of the highest-ranking executive and the next four executives as of date : 31 Dec 2025

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

The structure of the top management and the first four executives below the top manager.



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 boards 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 2025 is summarized as follows:

Annual compensation for the company's board of directors (THB)	: 3,607,450
Annual compensation for the audit committee (THB)	: 600,000
Meeting allowances (THB)	: 1,155,000
Other benefits	: -None-
Total compensation paid (THB)	: 5,362,450

2) Non-monetary compensation and other benefits:

- None-

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

The Nomination and Remuneration Committee reviewed the performance evaluations of directors, business achievements, and comparisons with other listed companies on the stock exchange, and presented these findings to the Board of Directors for approval. For senior executives, the Chairman delegated the responsibility to the Chief Executive Officer to assess the appropriateness of individual compensation based on each executive's management performance. This includes adjustments to salaries and annual bonuses, which will be aligned with the economic conditions and the company's operational results.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	12,298,400.00	13,382,890.00	14,525,648.00
Total remuneration of executive directors (baht)	12,298,400.00	13,382,890.00	14,525,648.00

	2023	2024	2025
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

	2023	2024	2025
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
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 and executives in the past year : 0.00

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. 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

List of the head of the compliance unit

General information	Email	Telephone number
1. Mr. KAMALES SANTIVEJKUL	kamales.s@nonthavej.co.th	02-5967888

Head of investor relations

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

List of the head of investor relations

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

Company's auditor

Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
-------------	------------------	--------------------	---

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
DR. VIRACH AND ASSOCIATES COMPANY LIMITED No. 5/1, Supalai Grand Essence Village, Ratchadaphisek Road. WAT THA PHRA BANGKOK YAI Bangkok 10600 Telephone number 093-130-8984,093-130-8986,0-2125-0029	1,200,000.00	-	1. Mr. CHAIYAKORN AUNPITIPONGSA Email: virach5183@yahoo.com License number: 3196 2. Mr. APIRUK ATI-ANUWAT Email: virach5183@yahoo.com License number: 5202 3. Ms. RATCHNEEKON VIJAKSILP Email: virach5183@yahoo.com License number: 5801 4. Ms. KORNKAEW DABKAEW Email: virach5183@yahoo.com License number: 8463 5. Ms. SUVIMOL SRIPRAPAKORN Email: virach5183@yahoo.com License number: 8351

Assigned personnel in case of a foreign company

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

List of designated individuals as representatives in Thailand

Performance Report on Corporate Governance

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

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

The Board of Directors will schedule the annual meeting and determine the main agenda items in the meeting plan. In the past fiscal year, the Board held eight meetings to review and approve the company's vision, mission, strategies, goals, and business plan. This included reviewing key policies to ensure their suitability and alignment with good corporate governance principles, such as corporate governance policy, business ethics policy, anti-corruption policy, risk management policy, and sustainability management policy. These are considered key topics in the company's annual meeting plan. The Board also jointly established performance indicators and target settings.

The Board monitors the implementation of the company's vision, mission, strategies, goals, business plan, and key policies. The Chief Executive Officer is tasked with regularly monitoring performance, establishing procedures for addressing performance indicators that do not meet targets, and closely monitoring management's performance to ensure the company's efficiency. Regular reports on performance are submitted to the Board at least quarterly. In cases of important and urgent matters, the Chief Executive Officer may discuss and seek opinions from the Board without waiting for the next scheduled meeting.

The Board has established an Audit Committee to closely monitor the company's operations, with the Internal Audit Department reviewing the company's internal control systems to ensure sound and appropriate controls, including the prevention of conflicts of interest, and reporting regularly to the Audit Committee. The Audit Committee will regularly present its audit results to the Board of Directors. In cases of important and urgent matters, the Audit Committee will schedule meetings outside of the annual meeting to report results immediately.

Regarding risk management and sustainability management, the Board of Directors has assigned the Corporate Governance, Risk Management, and Sustainability Committee to oversee risk management. The Risk Management Committee ensures that all departments implement quality management and risk management comprehensively across the organization, while the Sustainability Management Committee oversees and monitors sustainability management according to the ESG dimensions: environment, society, and governance. Senior management and managers from all departments participate in sustainability management.

Reports on organizational risk management and sustainability management are submitted to the Corporate Governance, Risk Management, and Sustainability Committee for presentation to the Board of Directors at least quarterly.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of newly appointed director to replace the ex-director

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

Selection of independent directors

Criteria for selecting independent directors

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 over the past year : No

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 through the nomination committee : Yes

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

Number of directors from major shareholders

Number of directors from each group of major shareholders over the past year (persons) : 1

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 2025, 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, 2024, to December 31, 2024. 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
-------------------	--	-----------------------------------

List of directors	Participation in training in the past financial year	History of training participation
<p>1. Mrs. UTHAI TANLAMAI (Chairman of the board of directors, Independent director)</p>	<p>Participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2023: Role of the Chairman Program (RCP) • 2005: Director Accreditation Program (DAP) • 2005: Director Certification Program (DCP) • 2005: Financial Statements for Directors (FSD) <p>Other</p> <ul style="list-style-type: none"> • 2025: (REC) A Pathway to achieving a low-carbon economy • 2025: ESG Risk mitigation : What directors need to know before risk becomes a turning point for the organization. (O-DB-Director Briefing,Online) • 2025: Hot Issue for Directors : The Evolving Role of Audit Committee in Fostering Trust and Transparency 1/2025 (Online) • 2025: Role of Independent Directors in Overseas Expansion and international markets (R-IDF-ID Forum)
<p>2. Mr. SRAVUDTHI SONTHIKAEW (Director)</p>	<p>Non-participating</p>	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 1996: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2016: Anti-Corruption : The Practical Guide

List of directors	Participation in training in the past financial year	History of training participation
3. Mr. PRAWIT NINSUVANNAKUL (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2005: Advanced Audit Committee Program (AACP) • 2004: Director Certification Program (DCP) • 2003: Director Accreditation Program (DAP) • 2000: Role of the Chairman Program (RCP) Other <ul style="list-style-type: none"> • 2012: Role of the Nomination and Governance Committee (RNA) 3/2012 • 2010: Director Forum 3/2010 CSR Index with development CG The company is not listed on the stock exchange. • 2009: Workshop 2/2009 Developing and Implementing A code of Ethics • 2008: Audit Committee : Getting up to Speed • 2008: Chartered Director Class (CDC) 3/2008 • 2008: Current Some Seminars 4/2008 • 2008: Director Forum 2/2008
4. Mr. PIYASIL CHANPOO (Director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2019: Director Certification Program (DCP)
5. M.L. SAWIKA UNAHANANDH (Director, Independent director)	Non-participating	Thai Institute of Directors (IOD) <ul style="list-style-type: none"> • 2022: Director Certification Program (DCP)

List of directors	Participation in training in the past financial year	History of training participation
6. Mr. KAMALES SANTIVEJKUL (Director)	Non-participating	Thai Institute of Directors (IOD) • 1996: Director Certification Program (DCP) Other • 2024: Introduction to Anti-Corruption (CAC)
7. Mr. CHIRAPHONG UKACHOKE (Director)	Non-participating	Thai Institute of Directors (IOD) • 2022: Director Certification Program (DCP)

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 Directors 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-committees 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 2025, 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 2025, 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 2025, there were no answers of 'No' or Not done. The results of the evaluation were reported to the Board for acknowledgement at meeting no. 8/2025 on December 19, 2025, 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	Score 4	Score 4
	Self-assessment	Score 4	Score 4
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	Score 4	Score 4
	Self-assessment	Score 4	Score 4
	Cross-assessment (assessment of another director)	None	None
Corporate Governance, Risk Management Subtainability Committee	Group assessment	Score 4	Score 4
	Self-assessment	Score 4	Score 4
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Nomination and Remuneration Committee	Group assessment	Score 4	Score 4
	Self-assessment	Score 4	Score 4
	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 CEOs 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 companys management tasks. As a result, the companys 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 : 8
past year (times)

Date of AGM meeting : 25 Apr 2025

EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mrs. UTHAI TANLAMAI (Chairman of the board of directors, Independent director)	8	/	8	1	/	1		/	
2. Mr. SRAVUDTHI SONTHIKAEW (Director)	8	/	8	1	/	1		/	
3. Mr. PRAWIT NINSUVANNAKUL (Director, Independent director)	8	/	8	1	/	1		/	
4. Mr. PIYASIL CHANPOO (Director)	8	/	8	1	/	1		/	
5. M.L. SAWIKA UNAHANANDH (Director, Independent director)	8	/	8	1	/	1		/	
6. Mr. KAMALES SANTIVEJKUL (Director)	8	/	8	1	/	1		/	
7. Mr. CHIRAPHONG UKACHOKE (Director)	8	/	8	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mrs. UTHAI TANLAMAI (Chairman of the board of directors)	8/8 (100.00%)	1/1 (100.00%)	N/A
2. Mr. SRAVUDTHI SONTHIKAEW (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
3. Mr. PRAWIT NINSUVANNAKUL (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
4. Mr. PIYASIL CHANPOO (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
5. M.L. SAWIKA UNAHANANDH (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
6. Mr. KAMALES SANTIVEJKUL (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
7. Mr. CHIRAPHONG UKACHOKE (Director)	8/8 (100.00%)	1/1 (100.00%)	N/A
Average meeting attendance rate	100.00%	100.00%	N/A

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

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 boards 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.

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, Independent director)			830,350.00		N/A
Board of Directors (Chairman of the board of directors)	120,000.00	515,350.00	635,350.00	No	
Audit Committee (Member of the audit committee)	0.00	120,000.00	120,000.00	No	
Corporate Governance, Risk Management Sustainability Committee (The chairman of the subcommittee)	75,000.00	0.00	75,000.00	No	
2. Mr. SRAVUDTHI SONTHIKAEW (Director)			710,350.00		N/A
Board of Directors (Director)	120,000.00	515,350.00	635,350.00	No	
Corporate Governance, Risk Management Sustainability Committee (Member of the subcommittee)	75,000.00	0.00	75,000.00	No	
3. Mr. PRAWIT NINSUVANNAKUL (Director, Independent director)			995,350.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	120,000.00	515,350.00	635,350.00	No	
Audit Committee (Chairman of the audit committee)	0.00	360,000.00	360,000.00	No	
4. Mr. PIYASIL CHANPOO (Director)			665,350.00		N/A
Board of Directors (Director)	120,000.00	515,350.00	635,350.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	30,000.00	0.00	30,000.00	No	
5. M.L. SAWIKA UNAHANANDH (Director, Independent director)			785,350.00		N/A
Board of Directors (Director)	120,000.00	515,350.00	635,350.00	No	
Audit Committee (Member of the audit committee)	0.00	120,000.00	120,000.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	30,000.00	0.00	30,000.00	No	
6. Mr. KAMALES SANTVEJKUL (Director)			710,350.00		N/A

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Board of Directors (Director)	120,000.00	515,350.00	635,350.00	No	
Corporate Governance, Risk Management Sustainability Committee (Member of the subcommittee)	75,000.00	0.00	75,000.00	No	
7. Mr. CHIRAPHONG UKACHOKE (Director)			665,350.00		N/A
Board of Directors (Director)	120,000.00	515,350.00	635,350.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	30,000.00	0.00	30,000.00	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	3,607,450.00	4,447,450.00
2. Audit Committee	0.00	600,000.00	600,000.00
3. Corporate Governance, Risk Management Sustainability Committee	225,000.00	0.00	225,000.00
4. Nomination and Remuneration Committee	90,000.00	0.00	90,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	1,200,000.00	1,290,000.00	1,155,000.00
Other monetary remuneration (Baht)	3,605,999.99	4,478,000.00	4,207,450.00
Total (Baht)	4,805,999.99	5,768,000.00	5,362,450.00

Remunerations or benefits pending payment to the board of directors

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

Information on corporate governance of subsidiaries and associated companies

Corporate governance of subsidiaries and associated companies

Mechanism for overseeing subsidiaries and associated companies

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

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 : Yes
interest over the past year

Conflict of Interest

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.

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 publically, and the executive shall report any change to securities holding to SEC and SET.

Number of cases or issues related to conflict of interest

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

Prevention of the use of inside information to seek benefits

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

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

The company manages the use of inside information in accordance with good corporate governance principles. This is formalized in writing in the Code of Business Ethics and Conduct for Directors, Executives, and Employees, which must be signed and acknowledged upon commencement of employment. Key policies are summarized as follows: The company requires directors, executives, and employees to sign and acknowledge the relevant regulations of the Securities and Exchange Commission (SEC) requiring them to report changes in securities holdings to the SEC under Section 59 of the Securities and Exchange Act B.E. 2535 within 3 days of the change in holdings. They must also notify the company secretary to prepare a record of the change and summarize the number of securities held by each director and executive for presentation to the Board of Directors at the next meeting. Furthermore, penalties for violations or non-compliance are specified.

The company has a regulation prohibiting the disclosure of financial statements or other information affecting the company's stock price to external parties or unrelated individuals, and prohibiting the trading of securities for a period of one month prior to the public release of financial statements or other information affecting the company's stock price.

Insider Trading Guidelines The Company's Board of Directors has established written measures to prevent the misuse of inside information (Insider Trading) and has notified relevant parties, including the Board of Directors, management, and employees in departments related to the information, as well as their spouses and minor children, as follows:

- Relevant individuals are prohibited from trading the Company's securities within one month prior to the disclosure of quarterly and annual financial statements (Blackout Period).
- In the event of knowledge of any undisclosed information that may affect the Company's securities price, trading of the Company's securities must be prohibited until 24 hours after the information has been fully disclosed to the public.
- In the event that directors and senior executives assume new positions or there is a change in their securities holdings, the Company Secretary must be notified at least one day in advance of the transaction. This notification must then be submitted to the Board of Directors and the Securities and Exchange Commission (SEC) within three business

days of the purchase, sale, transfer, or receipt of such securities, via electronic channels as specified by the SEC. The Company Secretary shall report any changes in securities holdings to the Board of Directors at every meeting, and such information shall be disclosed in the annual report.

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

	2023	2024	2025
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

Anti-corruption action

Operations in anti-corruption in the past year

Has the company operated in anti-corruption over 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 Control

The Board of Directors views fraud as a major risk to the organization and has therefore taken the following measures for fraud control:

- Prevention measures There is an organizational structure that is appropriate for the control and management of the business, an audit committee and internal audit department that verify and assess the internal control system, and a risk management committee to supervise appropriate risk management in each unit, specify a code of conduct and a written policy against corruption and promotes its strict implementation, and also provide a system to report evidence of problems so that solutions can be found and continual revisions made.
- Audits There is an audit committee and internal audit department, that are independent of the top management, and whose duties are to identify, check and assess organizational risks and the work of the risk management committee in order to provide the organization with a strong internal control system and protect against potential risks, including the risk of fraud.

- Fair treatment Methods of reporting evidence and proceeding have been established, which are fair to the person accused and protect the person who has made the report.

Number of cases or issues related to corruption

	2023	2024	2025
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 : Yes
procedures over the past year

- **Whistleblowing Policy**

Nonthavej Hospital Public Company Ltd. emphasizes the importance of good corporate governance and strives to achieve transparency, accountability, and business practices in accordance with the principles of good corporate governance. We commit ourselves to social responsibility as well as our responsibilities towards every group of shareholders. The company has set whistleblowing guidelines and provided channels for the companys directors, executives, employees and all stakeholders to report any business misconduct or suspicious behaviors; non-compliance with rules, regulations, laws, ethics; corruption or suspicion of corruption. Policies and measures have been put in place to protect the whistleblower from any kind of unfair treatment. Personal information of the whistleblower and the complaint are kept confidential so as to prevent harm to the whistleblower and violating individual rights. Our policies are as follows.

Who can be a whistleblower?

Directors, executives, employees, all stakeholders who witness unethical or illegal behavior including; breaking the companys rules, regulations, policy; breaking laws; and any unethical business conduct. A whistleblower can report such behavior via the channels below.

To focus on issues relevant to the principles of good corporate governance, the company has grouped complaints into categories as follows.

Categories of complaints	Persons responsible for the case	Whistleblowing channels
Employees breaking the laws or the companys rules, regulations, or code of conduct.	Trusted supervisors at every level or Human Resources Manager	1. By mail:Human Resources Department 432 Ngamwongwan Rd., Bang Khen, Mueang, Nonthaburi 11000 1. By phone: 02-596-7888 2. By e-mail :hr@nonthavej.co.th
Misconduct of the companys directors	President of the Board of Directors or Chairman of the Audit Committee or the Company Secretary	1. By mail:President of the Board of Directors or Chairman of the audit committee or the Company Secretary 432 Ngamwongwan Rd., Bang Khen, Mueang, Nonthaburi 11000 1. By phone: 02-596-7888 2. By e-mail: sb@nonthavej.co.th
Failure to comply with medical ethics	Director of the hospital or the Deputy Director of the Medical Department	1. By mail:Director of the hospital 432 Ngamwongwan Rd., Bang Khen, Mueang, Nonthaburi 11000 1. By phone: 02-596-7888 2. By e-mail: md@nonthavej.co.th
Corruption or any suspicious activity relating to financial statements/reports	Chairman of the Audit Committee or chairman of the Corporate Governance Risk Management and Sustainability Committee	1. By mail:Chairman of the audit committee or chairman of the Corporate Governanceand Risk Management Committee432 Ngamwongwan Rd., Bang Khen, Mueang, Nonthaburi 11000 2. By phone: 02-596-7888 3. By e-mail :ia@nonthavej.co.th
Matters potentially affecting the companys reputation and/or public image	President of the Board of Directors or Director of the hospital or Chairman of the Audit Committee or Chairman of the Corporate Governance and Risk Management and Sustainability Committee	1. By mail: President of the Board of Directorsr Director of the hospital 432 Ngamwongwan Rd., Bang Khen, Mueang, Nonthaburi 11000 1. By phone: 02-596-7888 2. By e-mail :cg@nonthavej.co.th Website : www.nonthavej.co.th

How to file a whistleblower complaint

Whistleblower complaint(s) can be filed directly through any of the following channels, the details of which are provided above:

1. Verbal or written expression
2. Via phone or fax number(s)
3. Via E-mail address
4. By sending a letter according to the above categories of complaints at the following address:

Nonthavej Hospital Public Company Ltd.

432 Ngamwongwan Rd., Bang Khen, Mueang, Nonthaburi 11000

5. In the case where a whistleblower chooses not to disclose personal information, details and evidence of the allegation must be provided so the company has a reasonable ground to believe that the reported behavior/action falls within the criteria of misconduct, rules, regulations, law breaking, and/r unethical business practices. The complaint shall be kept confidential and the whistleblower can file complaints via more than one channel without having to reveal their identity, even though doing so will help the company inform the whistleblower of the result or progress of the case.

Investigation into the allegations and reporting

1. The person responsible for the case shall be responsible for an investigation into the allegation, collecting related evidence, or they may assign/authorize a person or a trusted body to carry out the investigation on their behalf.
2. The assigned/authorized person/body of the case can ask any employee to provide information or related documents for the investigation.
3. When the authorized person has a reasonable ground to believe that the allegation is true, prone to corruption, or potentially relate to conflict of interests, the manager of the internal audit department shall be responsible for further investigation and shall report such an investigation to the chairman of the audit committee and to the corporate governance committee. The committees shall advise the Board of Directors on appropriate measures to handle the issue. Any allegation or report of corruption by the companys executives shall be reported directly to the audit committee for consideration.

After an investigation, if the authorized body has reasonable grounds to believe the allegation to be true, the company will proceed as follows:

- Collect evidence and information related to the non-compliance, non-feasance, and/r violation of rules, regulations, laws, code of conduct, or ethics. When requested, a person must disclose all related information/evidence to the person/body authorized to conduct the investigation.
 - Evaluate and analyze the collected information/evidence in order to determine whether such an allegation is true, find the cause of such an allegation, and report the result to related authorities
 - Report the result of the investigation to the chairman of the corporate governance committee. The committee shall conclude and then report to the chairman of the audit committee, and set appropriate measures to address the problem of non-compliance with the rules, regulations, and laws, code of conduct or ethics of the company.
 - In the case where the whistleblower has disclosed personal information to the official receiving the recipient, the whistleblower will be informed of the final decision of the case.
4. In the case where the allegation relates to the companys law breaking, non-compliance with rules, regulations, code of conduct or business ethics, the company shall propose the matter to the companys authorized body for consideration and suggest measures to address the problem. The person responsible for the complaints potentially affecting the companys financial status or public image, and issues involving breaking the companys policy or high-level executives, shall submit such a case to the Audit Committee or the Corporate Governance Committee for consideration and inform the Board of Directors on a quarterly basis.
5. In the case where an allegation causes damage to any party, the company shall help the affected party or parties alleviate such damage through appropriate and fair means.
6. When there are insufficient grounds to believe an allegation to be true, and further investigation is not required, the internal audit department shall provide reasons for its decision.
7. In case of allegations which can be considered minor problems, or when such an allegation is not based on a reasonable ground or does not affect the companys interests, the supervisor of the employee (the whistleblower) shall be the person responsible for the case.

Whistleblower protection policy

1. A whistleblower can choose to keep ones identity confidential if they see that disclosure of personal information may cause damage or harm to themselves. In such a case however, the whistleblower must give sufficient details and evidence of the allegation to provide reasonable grounds for believing that the reported behavior may be considered breaking the rules, regulations, code of conducts of the company, or business ethics. However, a whistleblower who discloses their identity will be helpful for the investigation.
2. The company treats all information with confidentiality, and will only disclose such information when there is a compelling reason. In the circumstances where information is disclosed, only information that is considered necessary shall be disclosed and the company will take into consideration safety and welfare of the whistleblower and related parties and sources of information. The authorized person/body responsible for the case shall treat information as strictly confidential and shall not disclose the information to other parties. Breaking this rule is considered a serious misconduct.
3. If a whistleblower has any concern regarding their safety and welfare, the whistleblower can request the company to provide appropriate protection measures, or the company may provide such protection without the whistleblowers request in the case where harm or damage to the whistleblower may be expected.
4. An employee who unfairly treats, discriminates against, causes damage, or inflicts harm on a person due to the persons report of misconduct; provision of information about suspected non-compliance with the companys rules, regulations, code of conduct, business ethics, or laws; filing a lawsuit against the employee; giving testimony; cooperating with the court or a governmental organization in their investigation and prosecution of crimes, is deemed to have violated the companys disciplinary rules. In such a case, the employee may be liable for punishment according to law.
5. The company shall help alleviate the damage incurred to the affected party or parties through fair and appropriate means.

Penalty

A person who, willfully or negligently, fails to comply with the rules and regulations; and/or acts in a way that intimidates, victimizes, harasses, bullies, threatens to file disciplinary charge, discriminates against another individual by unlawful means as a result of the individuals reporting of wrongdoing/misconduct; or exhibits the aforementioned behaviors towards a party or parties related to the allegation, shall be deemed to have violated the rules and regulations. The person shall be responsible for any damage incurred to the company or to the party or parties affected by such a violation and shall be liable for civil, criminal, and other legal offenses.

Number of cases or issues related to whistleblowing

	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

The monitoring of compliance with other corporate governance policy and guidelines

- None

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			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. PRAWIT NINSUVANNAKUL (Chairman of the audit committee)	5	/	5	5/5 (100.00%)
2 Mrs. UTHAI TANLAMAI (Member of the audit committee)	5	/	5	5/5 (100.00%)
3 M.L. SAWIKA UNAHANANDH (Member of the audit committee)	5	/	5	5/5 (100.00%)
Average meeting attendance rate				(100.00%)

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, with Dr. Prawit Ninsuvannakul serving as the Chairman of the Audit Committee, Prof. Emeritus Dr. Uthai Tanlamai, and Associate Prof. M.L. Sawika Unnanant as members of the Audit Committee. Ms. Suree Sangkorpanich serves as the Secretary to the Audit Committee. All members of the committee are independent directors and meet the qualifications set by the Securities and Exchange Commission (SEC).

In 2025, the Audit Committee held a total of 5 meetings and participated in 1 meeting with the Corporate Governance, Risk Management, and Sustainability Committee to ensure effective and efficient auditing, risk management, and corporate governance. Additionally, the Audit Committee met with management, auditors, and internal auditors as appropriate. The key points can be summarized as follows:

1. Preliminary review of the financial statements for the Board of Directors: The Audit Committee reviewed both the quarterly and annual financial statements for the year 2025 to ensure that the company has complied with generally accepted accounting standards and the requirements set by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET) correctly and consistently in all material respects. This includes ensuring that the financial statements disclose sufficient and timely information for the benefit of investors or financial statement users in making investment decisions. During the review of these financial statements, the external auditor was invited to attend every meeting. Any comments made by the external auditor were used to improve the company's operations and financial statement preparation regularly to enhance the quality of the financial statements. The Audit Committee reviewed the audit plan for 2024, monitored the performance of the external auditor, and held meetings with the auditor without the company's management present, to discuss important issues in the audit and review process independently. Additionally, the Audit Committee reviewed the preparation of the financial statements in accordance with accounting standards issued by the Accounting

Profession Association, which are based on International Financial Reporting Standards (IFRS). It was found that the company complied with these accounting standards and adequately disclosed information in the notes to the financial statements as required by the accounting standards.

2. Review of the adequacy of the internal control system: The Audit Committee reviewed the internal control system according to the approved internal audit plan, considering the operational and governance aspects to ensure that the company has an effective internal control system. The system is deemed sufficient for resource utilization, asset management, and the prevention or reduction of errors, damage, and compliance with laws, regulations, and company policies. The Audit Committee concludes that the company has an adequate and appropriate internal control system for its operations and did not identify any material issues or deficiencies.

3. Review of compliance with the corporate governance principles of the Stock Exchange of Thailand: The company's practices are in good standing, and the company has ensured transparency by disclosing information in its annual report. Additionally, the company has continually promoted processes for the ongoing development of corporate governance.

4. The Audit Committee held a meeting with the Corporate Governance, Risk Management, and Sustainability Committee to exchange and learn about the issues that require support from each committee. This was done to ensure that the auditing and monitoring of the organization's risk management are appropriately systematized, fostering continuous improvement and development.

5. The Audit Committee oversees the internal audit to ensure compliance with professional standards, utilizing risk assessment methods and internal control systems based on the COSO framework. The committee also reviews and approves the annual audit plan, which is developed considering various business risk factors, as well as the staffing plan and professional development program for internal audit personnel. The committee evaluates the results of audits based on the plan, focusing on significant issues, providing observations, and presenting key matters to the Board of Directors to ensure that management takes prompt action to improve operations based on the issues identified by the internal auditors.

6. The Audit Committee reviews and ensures that the company complies with the Securities and Exchange Act, the regulations of the Stock Exchange of Thailand, and other relevant laws consistently. The committee has concluded that the company's compliance with the Securities and Exchange Act, the regulations of the Stock Exchange of Thailand, and laws related to its business operations is sufficient.

7. The Audit Committee, in collaboration with the external auditors and internal auditors, reviews the objectives, plans, audit results, and key issues arising from the audits. Additionally, the Audit Committee holds meetings with the auditors without management present to assess the effectiveness of the audit process and communication throughout the year.

8. The Audit Committee regularly monitors and discusses with management any general management issues that may impact the company. If any items or actions are identified or suspected to significantly affect the company's financial position and performance, the Audit Committee will report to the Board of Directors for corrective actions. If no corrective actions are taken, the Audit Committee will report the matter to the Securities and Exchange Commission (SEC) or the Stock Exchange of Thailand (SET) for further action.

9. The Audit Committee considers and proposes the appointment of auditors along with professional fees to the Board of Directors for submission to the shareholders. The considerations are based on the performance results, adherence to ethical standards, and the appropriateness of professional fees for the annual audit of 2025. The Audit Committee has proposed Mr. Chaikorn Aunpitipongsa or Mr. Apiruk Atianuwat or Ms. Kornkaew Dabkaew or Ms. Ratchneekon Vijaksilp or Ms. Suvimol Sriprakorn of Dr. Virach & Associates Office Co., Ltd as the company's auditors.

The Audit Committee has performed its duties and responsibilities as outlined in the Audit Committee Charter. It has maintained sufficient independence in its work and provided opinions and recommendations that benefit all stakeholders equally.

The Audit Committee believes that the company has prepared its financial reports correctly, in accordance with generally accepted accounting standards. The company has implemented adequate risk management, a suitable and effective internal control system, and internal audit processes. It has also complied with laws, the regulations of the Stock Exchange of Thailand, and other relevant laws accurately and comprehensively, contributing to the continuous development, stability, and sustainability of the organization.

On behalf of the Audit committee

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 Subtainability Committee

Meeting Corporate Governance, Risk Management Subtainability Committee (times) : 5

List of Directors	Meeting attendance of Corporate Governance, Risk Management Subtainability Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mrs. UTHAI TANLAMAI (The chairman of the subcommittee, Independent director)	5	/	5	5/5 (100.00%)
2 Mr. KAMALES SANTIVEJKUL (Member of the subcommittee)	5	/	5	5/5 (100.00%)
3 Mr. SRAVUDTHI SONTHIKAEW (Member of the subcommittee)	5	/	5	5/5 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Corporate Governance, Risk Management Subtainability Committee

In 2025, Ms. Nantarat Daengsaad will serve as the Secretary of the Corporate Governance, Risk Management, and Sustainability Committee, responsible for overseeing and managing meetings, preparing meeting minutes, and maintaining legal records. In the past year, the Corporate Governance, Risk Management, and Sustainability Committee held a total of 5 meetings, with all committee members attending. Key achievements include:

Corporate Governance:

1. Establishing policies and guidelines for good corporate governance for submission to the Board of Directors for consideration and approval.
2. Providing advice on good corporate governance principles to the Board of Directors.
3. Reviewing the company's good corporate governance practices, comparing them with international and Thai Stock Exchange standards, and submitting them to the Board of Directors for consideration and approval for regular updates.
4. Performing other duties as assigned by the Board of Directors.

Risk Management:

1. Establishing a risk management policy for implementation throughout the hospital.
2. Defining strategies and guidelines for hospital risk management in line with the risk management policy, enabling the assessment, monitoring, and management of hospital risk levels at an appropriate level.
3. Overseeing and monitoring compliance with the risk management policy under the guidelines and policies approved by the Board of Directors.
4. Nonthavej Hospital Public Company Limited Review and approve acceptable risk levels and present them to the Board of Directors for information.
5. Oversee the development and implementation of continuous risk management policies and frameworks to ensure the company has an effective risk management system throughout the organization and continuous compliance.
6. Regularly report to the Board of Directors on significant risks and risk management.
7. Provide advice and consultation to the Risk Management Committee, including considering appropriate approaches to resolving various issues related to the development of the risk management system.
8. Consider appointing additional or replacement personnel to the Risk Management Committee as appropriate, including defining roles and responsibilities for the benefit of achieving objectives.
9. Perform any other risk management tasks assigned by the Board of Directors.
10. Communicate, exchange information, and coordinate on good governance and risk management with the Audit Committee at least once a year.

Sustainability

1. Establish a sustainability policy to be implemented throughout the hospital.
2. Determine strategies and guidelines for managing the hospital's sustainability in the environmental, social, and governance dimensions, in line with the sustainability policy.
3. Oversee and support the implementation of sustainability management under the guidelines and policies approved by the Board of Directors of Nonthavej Hospital Public Company Limited.

In 2025, the Chief Executive Officer (CEO) will report to the Board of Directors meeting. It has been established to appoint a Sustainability Committee (STC) and a Chief Sustainability Officer (CSO) to oversee and monitor sustainability management across the ESG dimensions of environment, society, and governance. Senior management and managers from all departments participate in sustainability management. Regular meetings are required to report on the sustainability plan, presented to the HMC (Head of Management Committee) and the Corporate Governance, Risk Management and Sustainability Committee, and subsequently to the Board of Directors at least annually. Furthermore, the Corporate Governance, Risk Management and Sustainability Committee has fulfilled its duties as stipulated in the Charter and other assigned tasks. The Committee is committed to and supports the company's responsible operations based on good corporate governance principles, delivering high-quality services to clients and all stakeholders, including the community, society, and the environment, to build lasting trust and confidence.

Prof. Emeritus Dr. Uthai Tanlamai

Chairman of the Corporate Governance, Risk Management and Sustainability Committee

Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 2
Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 M.L. SAWIKA UNAHANANDH (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Mr. PIYASIL CHANPOO (Member of the subcommittee)	2	/	2	2/2 (100.00%)
3 Mr. CHIRAPHONG UKACHOKE (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of Nomination and Remuneration Committee

In 2025, 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 Boards 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 2026.

The Nomination and Remuneration Committee performed its duties as defined in the charter and other tasks assigned by the Board of Directors, considering the companys 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 2025, the company established policies and goals for sustainability management and climate change adaptation, particularly focusing on the environment. This includes promoting efficient resource use, such as reducing paper consumption, conserving electricity, minimizing elevator use for single-floor stair travel, conserving water, and installing solar panels on patient wards. The short-term goal is to reduce greenhouse gas emissions by 5% by 2028 compared to the baseline of 2024. The long-term goal is to contribute to carbon neutrality by 2050 and net-zero GHG emissions by 2065, aligning with the national greenhouse gas reduction targets.

United Nations SDGs that align with the organization's sustainability management goals : Goal 3 Good Health and Well-being, Goal 3 Good Health and Well-being, Goal 5 Gender Equality, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 8 Decent Work and Economic Growth, Goal 11 Sustainable Cities and Communities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, 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 : Yes
of sustainable management over the past year

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

In 2025, the Chief Executive Officer (CEO) will establish a Sustainability Management Committee and define the following sustainability policy:

This committee will oversee the sustainability of Nonthavej Hospital Public Company Limited in accordance with good corporate governance principles. It will support and operate in a correct, transparent manner, safeguarding the interests of shareholders and stakeholders. This will be based on the foundation of effective and efficient good corporate governance, continuously and consistently aligned with risk management, safety, quality, energy, and environmental management systems, in accordance with international quality standards (JCI), Hospital and Healthcare Accreditation (HA), and other quality system standards adopted by the hospital. Therefore, it is deemed appropriate to appoint a Sustainability Committee (STC) as a working group under the Corporate Governance, Risk Management, and Sustainability Committee.

Duties and Responsibilities:

1. To define policies and guidelines for good corporate governance, corporate ethics, and any other policies and practices that support the implementation of good corporate governance principles, standards, and requirements of relevant agencies, as well as to carry out activities related to environmental, social, and governance (ESG) responsibility. (And overseeing risks or opportunities related to climate, including sustainable development, in accordance with the sustainable development policy, and presenting them to the Corporate Governance, Risk Management, and Sustainability Committee for consideration and approval.)
2. Create awareness, support, and promote understanding of good corporate governance, corporate ethics, and sustainable development policies among directors, executives, and employees, ensuring correct and complete adherence to these principles to enhance the efficiency and effectiveness of corporate governance and business ethics in achieving defined goals.
3. Oversee and control sustainability operations and coordinate with the SHE&FMS Committee and the Energy Management Committee or related agencies to ensure compliance with good corporate governance guidelines and sustainable development policies.
4. Prepare sustainability management performance reports under established guidelines and policies and present them to the Hospital Management Committee (HMC) and the Corporate Governance, Risk Management, and Sustainability Committee at least quarterly.
5. Evaluate the performance of the Sustainability Committee and sustainability executives (at least once a year, by the Corporate Governance, Risk Management, and Sustainability Committee).
6. Perform tasks assigned by the Corporate Governance, Risk Management, and Sustainability Committee.

Meeting Frequency:

Schedule meetings quarterly.

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"> • Board of director • Shareholders • Employees 	Company Board: Transparent management Good financial performance Shareholders: Appropriate returns, business growth Employees: Fair compensation, career advancement, job security Management: Complete information for decision-making Human Resources and Welfare Committee: Fairness in the workplace, labor rights	Company Board: Regular performance reporting / Good corporate governance Shareholders: Dividend payments / Transparent information disclosure Employees: Salary adjustments / Benefits / Training and development Management: Reporting system / Strategic meetings Human Resources and Welfare Committee: Complaint channels / Fair negotiation	<ul style="list-style-type: none"> • Internal Meeting • Annual General Meeting (AGM) • Complaint Reception • Employee Engagement Survey • Training / Seminar

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Creditor • Competitors • Suppliers • Customers • Society 	<p>Creditors: Ability to repay debt on time, financial stability.</p> <p>Business competitors: Fair competition.</p> <p>Business partners: Clear contracts / timely payments / training and development for business partners.</p> <p>Customers: High-quality healthcare products/services / value for money.</p> <p>Society/Community: Environmental care, community development participation.</p> <p>Government agencies: Compliance with laws, transparency.</p> <p>External regulatory agencies: Accurate, timely, and transparent information.</p>	<p>Creditors: Prepare transparent financial reports / Pay debts on time / Communicate information regularly.</p> <p>Competitors: Comply with competition laws / Conduct business ethically.</p> <p>Business Partners: Have clear contracts / Pay on time / Provide training and development for partners.</p> <p>Customers: Improve the quality of healthcare and services / Handle complaints / Conduct satisfaction surveys.</p> <p>Society/Community: Organize activities for the community and partner companies / Reduce environmental impact.</p> <p>Government Agencies: Report information according to requirements / Strictly comply with laws.</p> <p>External Regulatory Agencies: Report information / Provide information clearly through online channels.</p>	<ul style="list-style-type: none"> • Visit • Social Event • Online Communication • Complaint Reception • Satisfaction Survey • Training / Seminar

Information on organization's material sustainability topics

Organization's material sustainability topics

The company has identified its sustainability : Yes
materiality topics

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

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">• Environmental Management Standards Policy and Compliance• Energy Management• Water Management• Waste and Waste Management• Human Rights• Fair Labor Practices• Customer / Consumer Responsibility• Community / Social Responsibility• Good Governance• Sustainability Risk Management• Sustainable Supply Chain Management

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Doesnt Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with : IFRS Sustainability Disclosure Standards
standards or 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 organizations 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 companys 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 : Strategic Risk
- Behavior or needs of customers / consumers
 - Government policy
 - Changes in technologies
 - Competition risk
 - Economic risk
 - ESG risk
 - Pandemic risk
 - Climate change and disasters
- Operational Risk
- Reliance on employees in key positions
 - Shortage or reliance on skilled workers
 - Information security and cyber-attack
- Compliance Risk
- Change in laws and regulations
 - Violations of laws and regulations
 - Legal risk

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 Governance (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 2025 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.

Risk management measures

The company has established the following guidelines for enterprise-wide risk management:

A Risk Management Committee, comprised of executives from each department, will jointly define policies and closely monitor the company's risk management. This committee will track and evaluate risk management performance for presentation to the Audit Committee and the Board of Directors. A Corporate Governance and Risk Management Committee will also be established to define policies and oversee risk management.

Risk management responsibilities will be assigned to each department, and risk records will be maintained in accordance with the organizational risk records.

Risk management will be promoted and integrated into the company culture, ensuring that everyone recognizes its importance.

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 : Yes
policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : Yes
plan

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 : Yes
criteria with new suppliers?

	2023	2024	2025
Percentage of new suppliers undergoing sustainability screening criteria over the past year (%)	0.00	0.00	100.00

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

	2023	2024	2025
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

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	0.00	0.00	0.00

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

Information on organizations innovation culture development and promotion process

Process of developing and promoting the company's innovation culture

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

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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