



ESG Performance Report for Listed Companies in 2025

Safe Fertility Group Public Company Limited

Fiscal Year End 31 December 2025



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ESG Performance

Company Name : Safe Fertility Group Public Company Limited Symbol : SAFE

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	:	Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

Currently, climate change and natural resource management have become both national and global priorities, as they significantly impact quality of life, economic development, and business operations. Recognizing this importance, the company aims to balance business growth with a strong commitment to environmental and natural resource stewardship. To achieve this, the company has assessed key environmental sustainability issues to develop strategic plans and effectively manage potential impacts arising from its operations. The company's key environmental sustainability priorities are summarized as follows:

1. Energy and resource management
2. Greenhouse gas emissions management
3. Waste management
4. Water management

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year	:	Yes
Changes in environmental policies, guidelines, and/or goals	:	Renewable/clean energy management, Water resources and water quality management, Waste management, Greenhouse gas and climate change management

The Company has reviewed and found no changes to its policies, practices, and objectives regarding social responsibility and human rights.

Information on compliance with environmental management principles and standards

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

Compliance with greenhouse gas or climate change management principles and standards

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

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

Information on incidents related to legal violations or negative environmental impacts

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

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

Energy management

Disclosure boundary in energy management in the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on energy management

Energy management plan

The company's energy management plan : Yes

The Company recognizes the importance of efficient energy and resource utilization, covering electricity, water, medical supplies, and consumables used in service delivery. This supports environmentally friendly business operations and helps mitigate long-term environmental impacts. The Company has implemented energy reduction measures through improvements in building efficiency and air-conditioning systems, the selection of energy-efficient medical equipment and laboratory instruments, preventive maintenance, and the adoption of digital technologies. In addition, the Company promotes awareness of energy conservation among employees at all levels, while encouraging the efficient use of resources, reduction of consumables, and reuse or recycling where appropriate.

Furthermore, the Company regularly monitors and evaluates energy and resource consumption to analyze data and continuously establish appropriate resource management approaches. The objective is to reduce energy costs while simultaneously lowering greenhouse gas emissions from operations and supporting long-term sustainable development goals.

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

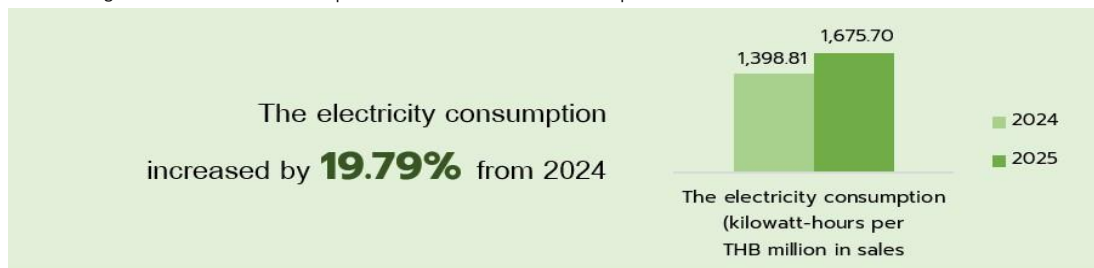
Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased for consumption	2024 : purchased electricity for consumption 1,398.81 Kilowatt-Hours	2025 : Reduced by 10%

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

In 2025, the Company is in the process of studying, analyzing, and evaluating systematic approaches to reduce energy and resource consumption. Key initiatives under consideration include transitioning to a Digital Workplace, enhancing internal resource management efficiency, and the installation of solar energy systems. These efforts are designed to ensure that energy and resource reduction initiatives are aligned with the Company's operational context, deliver cost-effectiveness, and generate sustainable positive environmental impacts.



Information on electricity management

Company's electricity consumption ^(*)

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	1,191.68	1,398.81	1,675.70
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	1,191.68	1,398.81	1,675.70
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	6.31	7.21	8.42

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

Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m ²)	0.16000000	0.19420000	0.23370000

Electricity Expense ^(*)

	2023	2024	2025
Total electricity expense (Baht)	5,808,155.00	7,284,058.00	6,976,647.00
Percentage of total electricity expense to total expenses (%) ^(**)	0.96	1.16	1.26
Percentage of total electricity expense to total revenues (%) ^(**)	0.68	0.86	0.97
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	30,730.98	37,546.69	35,058.53

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
Diesel (Litres)	N/A	5,498.71	5,886.62
Gasoline (Litres)	N/A	33,996.24	35,421.53

Additional explanation : Not include external fuel consumption

Company's fuel expense^(*)

	2023	2024	2025
Total fuel expense (Baht)	N/A	1,595,273.24	1,541,683.00
Percentage of total fuel expense to total expenses (%) ^(**)	N/A	0.25	0.28
Percentage of total fuel expense to total revenues (%) ^(**)	N/A	0.19	0.21

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

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

Information on total energy management (electricity + fuel)

Water management

Disclosure boundary in water management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on water management plan

Water management plan

The Company's water management plan : Yes

The Company recognizes that water is a valuable resource essential to its operations. It is therefore committed to efficient water management to conserve water resources and minimize environmental impacts. The Company emphasizes prudent water usage, the adoption of water-saving devices, and regular inspection and maintenance of plumbing systems to prevent leakage. In addition, water consumption is continuously monitored, and employees are encouraged to use water resources responsibly and efficiently.

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

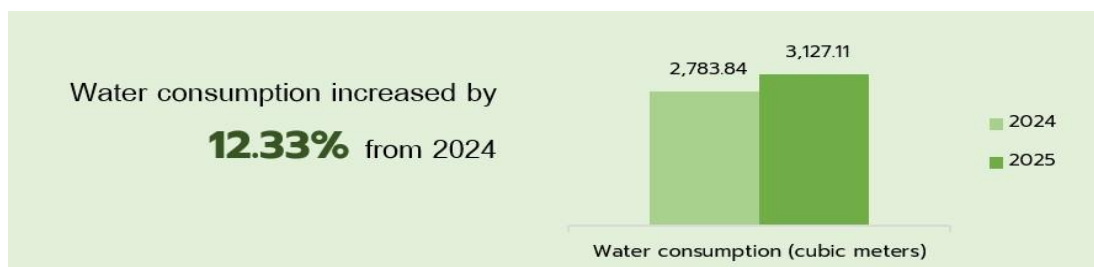
Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2024 : Water withdrawal 2,783.84 Cubic meters	2025 : Reduced by 2% Cubic meters

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

In 2025, the Company's water consumption totaled 3,127.11 cubic meters, representing an increase of 12.33% from 2,783.84 cubic meters in 2024. This increase was primarily attributable to issues with the water supply pipeline at the Khon Kaen branch and the wastewater pump at the Si Racha branch.



Information on water management

Water withdrawal by source

	2023	2024	2025
Total water withdrawal (Cubic meters)	2,783.80	2,783.84	3,127.11
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	14.73	14.35	15.71
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00	0.00	0.00

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

Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	2,783.80	2,783.84	3,127.11

Water Consumption Intensity

	2023	2024	2025
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	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) ^(*)	0.00324845	0.00329951	0.00434609
Intensity of total water consumption (Cubic meters / m ²)	0.38660000	0.38660000	0.43430000

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

Water withdrawal expenses

	2023	2024	2025
Total water withdrawal expense (Baht)	61,914.00	62,007.00	71,215.00
Percentage of total water withdrawal expense to total expenses (%) ^(*)	0.01	0.01	0.01
Percentage of total water withdrawal expense to total revenues (%) ^(*)	0.01	0.01	0.01
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	327.59	319.62	357.86

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

Waste management

Disclosure boundary in waste management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The Company recognizes the importance of responsible waste management, particularly for infectious waste, medical waste, and laboratory waste, which may pose risks to the environment and the safety of stakeholders. The Company has therefore established waste management practices in compliance with relevant laws and standards, covering the entire process from segregation and storage to transportation and proper disposal.

In addition, the Company is committed to reducing waste generation through efficient resource utilization, the reuse or recycling of materials where appropriate, careful control of medical supplies and chemicals, and the selection of licensed waste disposal service providers. These measures ensure that operations are conducted transparently, are auditable, and remain environmentally responsible.

The Company believes that systematic waste management is an integral part of its responsibility to society and the environment. It helps minimize operational impacts, enhance safety standards, and support sustainable business growth in the long term.

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: Hazardous waste	2024 : hazardous waste 2.31 Kilograms	2025 : Reduced by 5%	• Other : Hire an outsource

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste : Yes

management

For the management of infectious waste, medical waste, and laboratory waste, the Company engages licensed waste disposal service providers in compliance with applicable laws and regulations. In 2025, the Company recorded infectious waste generation of 2.11 kilograms per person, representing a decrease of 8.65% compared to 2.31 kilograms per person in 2024.



Information on waste management

Waste Generation^(*)

	2023	2024	2025
Total waste generated (Kilograms)	2.41	2.31	2.11
Total hazardous waste (kilograms)	2.41	2.31	2.11
Hazardous waste Others (kilograms)	2.41	2.31	2.11
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) ^(**)	0.00	0.00	0.00

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

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

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	1
Actual number of disclosure boundaries	:	-
Data disclosure coverage (%)	:	0.00

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

At present, climate change has become a critical agenda at both national and global levels. The Company recognizes its role in contributing to the mitigation of climate change impacts and therefore places strong emphasis on the systematic and continuous management of greenhouse gas emissions from its operations. The Company is committed to becoming a sustainability leader in the medical industry and to driving its business toward a low-carbon economy.

The Company identifies and assesses key sources of greenhouse gas emissions arising from its internal activities, including electricity consumption, air-conditioning systems, medical equipment, and supporting operational processes. It has established guidelines to reduce emissions through improved energy efficiency, the adoption of energy-efficient equipment, the use of renewable energy, regular system maintenance, and the promotion of environmentally responsible behavior among employees at all levels.

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 743.67 tCO ₂ e	2025 : Reduced by 10% in comparison to the base year	2030 : Reduced by 40% in comparison to the base year
Scope 2	2024 : Greenhouse gas emissions 603.42 tCO ₂ e	2025 : Reduced by 10% in comparison to the base year	2030 : Reduced by 40% 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 has engaged Splendid Orga Co., Ltd. (the Consultant) as an advisor for the preparation of the organizations carbon footprint (greenhouse gases). The Consultant has defined the scope and calculated the greenhouse gas emissions of the Company Group under Scope 1 and Scope 2.

From the calculation, the total greenhouse gas emissions of the Group in 2024 amounted to 743.67 tons of CO₂ equivalent (TonCO₂e), which is divided as follows:

Scope 1: 140.25 TonCO₂e

Scope 2: 603.42 TonCO₂e

This data is crucial for setting the greenhouse gas reduction target for SAFE Fertility Group, as well as for developing sustainability policies aimed at reducing environmental impact in the long term.

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	743.67	N/A
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	N/A	140.25	N/A

	2023	2024	2025
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	N/A	603.42	N/A

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	0.000881	N/A
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.00	3.83	N/A

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

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ESG Performance

Company Name : Safe Fertility Group Public Company Limited Symbol : SAFE

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

The Company places importance on conducting its business alongside social responsibility, adhering to principles of respect for human rights, fair treatment of stakeholders, and the creation of shared value with society over the long term. This is carried out under a sustainability management framework, with established social policies and practices covering fair and equitable human resource management, care and attention to business partners and customers, and the fostering of positive relationships with communities. These efforts aim to ensure stable and sustainable business growth while enhancing the quality of life for all stakeholders. The Company has assessed key social issues relevant to both the organization and its stakeholders, including the development of specialized professionals, employee engagement and satisfaction, employee health and safety, and community relations.

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

The Company has reviewed and found no changes to its policies, practices, and objectives regarding social responsibility and human rights.

Information on Human Rights Due Diligence : HRDD

Human Rights Due Diligence : HRDD

- Does the company have an HRDD process : No

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

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

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	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	:	Business Group
Total number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	0.00

Information on employees and labor management plan

Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Safety and occupational health at work

Employee Compensation

The compensation provided to employees is appropriate considering the economic conditions, competition, and labor market. In addition, the company has established and provided employee benefits to promote good health, enhance work efficiency, alleviate financial burdens, and provide necessary support as appropriate.

Employee Development

The company is committed to continuously enhancing employees' potential, skills, and knowledge to ensure they acquire specialized professional skills, critical thinking abilities, interpersonal skills, and technical expertise. The development initiatives include:

- 1) External Training Employees receive training and attend seminars conducted by external institutions to enhance their knowledge and skills, particularly in specialized fields such as assisted reproductive technology (ART).
- 2) In-house Training The company provides internal training programs to develop employees' competencies, align them with organizational goals, and keep them updated with advancements in assisted reproductive technology and industry competition.
- 3) On-the-job training to enhance employees' practical skills and improve operational effectiveness

Employee Engagement and Participation

The Company is dedicated to fostering strong relationships and employee engagement by creating a collaborative work environment. This includes designing activities that encourage participation, conducting employee engagement surveys, developing platforms for employees to voice their opinions, and evaluating the outcomes of various engagement initiatives.

Occupational safety and health in the workplace.

The Company places great importance on occupational safety and health in the workplace. An Occupational Safety, Health, and Environment Committee has been established to oversee, monitor, and promote workplace safety practices, ensuring a safe and healthy working environment for all employees in accordance with relevant laws and standards.

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"> • Fair employee compensation • Employee training and development • Promoting employee relations and participation • Safety and occupational health at work 	Employee Happiness Level	-	2025: 75%

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

1) Development of Specialized Professionals

The Company places strong emphasis on the development of specialized professionals in reproductive medicine, which is a key driver of treatment quality and patient confidence. It focuses on continuously enhancing knowledge, clinical skills, and professional standards through an integrated learning approach that covers physicians, laboratory scientists, nurses, and related personnel.

The Company implements various talent development initiatives, including specialized training programs aligned with international standards, knowledge exchange with local and international experts, participation in academic conferences, hands-on workshops, and mentorship programs. These initiatives aim to develop a new generation of professionals who are well-equipped and capable of sustaining expertise over the long term.

In addition, the Company supports clinical research and development, the adoption of advanced technologies and innovations in treatment processes, and the establishment of clear career paths. These efforts help retain high-potential personnel and strengthen the sustainability of the Companys human capital.

In 2025, the Companys personnel participated in a range of training programs covering medical science, biotechnology, and specialized expertise, as detailed below:

1. One outpatient department (OPD) nurse attended a **hands-on training program on venipuncture and capillary blood collection management** on 8 May 2025, organized by the Medical Technology Council. The program focused on standard procedures for specimen collection and infection control to ensure patient and service safety.



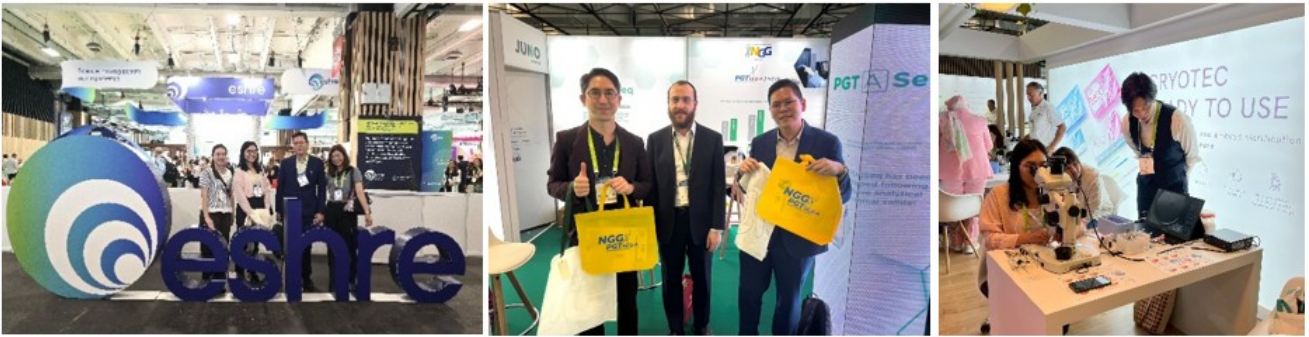
2. Six nurses from the OPD, operating room (OR), and branch clinics participated in the **32nd TSRM 2025 ART Nurse Conference** 15 October 2025, organized by the Thai Society for Reproductive Medicine (TSRM). The program aimed to enhance nurses understanding of scientific foundations and clinical roles in infertility treatment.



3. One laboratory staff member attended the **32nd TSRM 2025 Conference** 16-17 October 2025 to update knowledge on ART technologies, equipment and products, alternative medicine in ART, AI applications in reproductive medicine, and relevant regulations.
4. Five laboratory staff members participated in the **17th ATE Conference & General Meeting** 30 May 2025, organized by the Thai Embryologist Association. The program included hands-on workshops on oocyte cryopreservation and blastocyst biopsy, along with updates on regulations, quality control, and future fertility treatment approaches.



5. Three laboratory staff members attended the **ESHRE 41st Annual Meeting Conference 2025** from 29 June to 2 July 2025, an international conference on reproductive medicine. The program covered advanced infertility treatment techniques, AI applications in embryo culture, embryo counseling (e.g., 1PN/3PN), and freeze-thaw techniques for oocytes and embryos.



6. Laboratory staff participated in the **1st AASMG in conjunction with the 6th MGGA Conference on Human Genetics** (29 September - 1 October 2025), organized by the Medical Genetics and Genomics Association. The conference brought together international experts to exchange knowledge on genetics, genomics, research, and innovation.

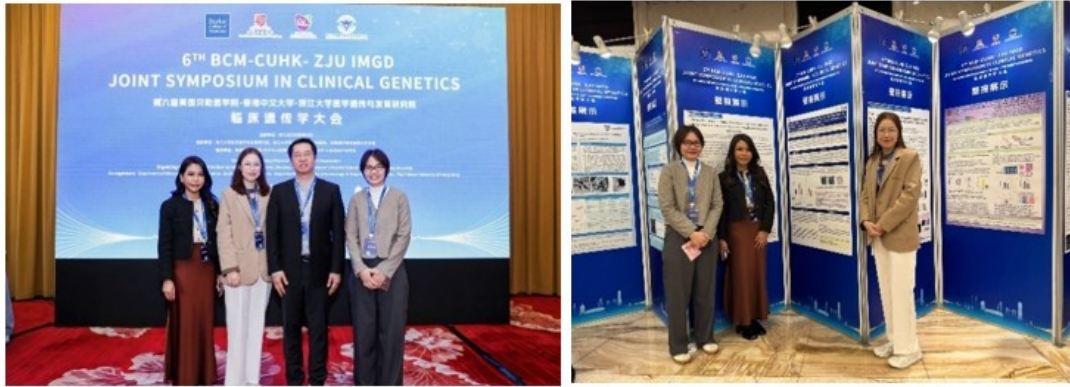


7. Three laboratory staff members and genetic counselors attended the **Thai Symposium & Workshop on Genomic Medicine, Therapeutics and Health** (9-10 June 2025), organized by Genomics Thailand. The program enhanced knowledge in precision medicine, biobank-scale proteomics, PGT development, genetic testing, rare genetic diseases, and ethical considerations in genomic data use.



8. Three laboratory and product team staff from NGG participated in the **6th BCM-CUHK-ZJU Joint Symposium in Clinical Genetics 2025** in Hangzhou, China (15-16 November 2025). They presented research from the PGT

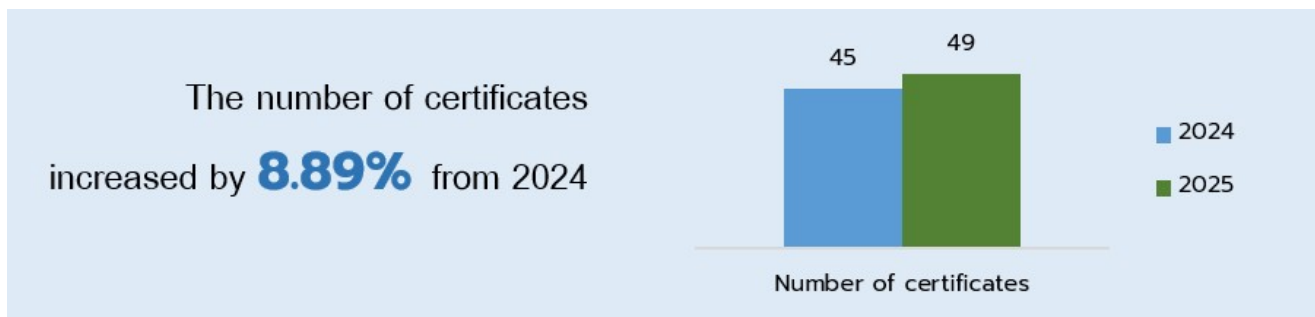
laboratory and exchanged knowledge on clinical genetics and related fields to support future innovation and adoption of advanced diagnostic technologies.



9. Three laboratory staff members attended the **18th ATE Conference and Workshop: Beyond PGTs** (26-28 November 2025), focusing on PGT techniques (PGT-A, PGT-M, PGT-SR), patient counseling, and hands-on workshops to further enhance technical competencies.



Participation in these training programs and academic conferences received positive feedback from employees and contributed to improved operational efficiency and confidence in the Company's service quality. **In 2025, the Company's specialized professionals received a total of 49 certificates, representing an increase of 8.89% from 45 certificates in 2024.**



2) Employee Engagement and Satisfaction

The Company recognizes that happy and satisfied employees are key drivers in delivering the highest quality services to customers. It therefore places strong emphasis on fostering a positive working environment that promotes well-being, engagement, and participation at all levels. This includes open communication, active listening, and providing opportunities for employees to contribute to organizational development through initiatives such as employee happiness surveys, capability development programs, and a participatory work culture.

The Company also takes a holistic approach to employee care, covering welfare, workplace safety, career development, and work-life balance. These efforts aim to enhance motivation, improve operational efficiency, and

retain high-quality personnel over the long term. In 2025, the Company set a target employee happiness score of **75%**, with the following results:

- **Employee Happiness Survey:** The Company conducted an employee happiness survey across 11 dimensions, including Happy Body, Happy Relax, Happy Heart, Happy Soul, Happy Family, Happy Society, Happy Brain, Happy Money, Happy Work, Work-Life Balance, and Engagement. **The overall employee happiness score in 2025 was 67.71%**, an increase from 66.84% in 2024, and **remained within the happy level** based on the Ministry of Public Health's assessment criteria. **The highest-scoring dimension was Happy Soul (82.83%).**

Following the initial survey, the Company conducted a more in-depth assessment focusing on the two areas of greatest concern Happy Body and Happy Money with participation from 151 employees, in order to develop targeted improvement measures.

Based on the findings, the Company enhanced employee welfare to address the Happy Body dimension by promoting health initiatives, including providing an annual exercise allowance of THB 6,000 per employee. This benefit has received positive feedback, and the Company continues to organize related activities. Future evaluations are planned to assess the effectiveness of these initiatives in improving employee well-being.



The average employee happiness score is **67.71%** which falls within the **"Happy"**

- **Annual Seminar Participation:** The Company and its affiliates organized an annual seminar to strengthen employee engagement and participation, with 189 employees and executives (100% participation). The program included a morning session led by an external speaker on Emotional Wellbeing & Stress Management, focusing on emotional awareness, stress management, and personal development to enhance work performance. In the afternoon, team-building sports activities were to foster unity, followed by an evening SAFE Night Party under the theme Temple Fair 5G, celebrating the Company's 19th anniversary. These activities helped strengthen organizational bonding and promote sustainable employee engagement and well-being.



3) Employee Health and Safety

The Company places the highest priority on the health and safety of employees at all levels, with a strong commitment to creating a safe working environment. Laboratory environments are controlled in accordance with international standards to ensure operational safety and minimize the risk of accidents or incidents. In addition, the Company promotes employees holistic well-being, both physically and mentally, through annual health check-ups, health promotion programs, work-life balance initiatives, and mental health support. These efforts aim to enhance employee readiness and service efficiency.

The Company has established strategic targets to promote employee health and safety. In 2025, the Company set a target for at least 50% employee participation in health promotion programs. The performance results are as follows:

- **Annual Health Check-ups:** The Company provides annual health check-ups for employees. In 2025, 162 eligible employees (those with at least one year of service as of March) underwent health check-ups, representing **100% participation**, reflecting the Company's success in promoting comprehensive health coverage across all levels of the organization.
- **Participation in Health Promotion Activities:** The Company organized health promotion initiatives, including providing an annual exercise allowance of THB 6,000 per employee. The program was first launched in October 2024, covering the period from 1 October 2024 to 30 September 2025. **In its first year, 89 employees participated, representing 49.17% of total employees**, marking an important starting point in fostering a health-conscious organizational culture with an increasing participation trend expected in the future.

The program has been continued into its second year (1 October 2025 - 30 September 2026). **From 1 October to 31 December 2025, 26 employees participated, representing 14.20% of total employees.**



Information on employment

Employment

	2023	2024	2025
Total Employment (Person)	189	194	199
Percentage of employees to total employment (%)	100.00	100.00	100.00

	2023	2024	2025
Percentage of non-employee workers to total employment (%)	0.00	0.00	0.00
Total employees (persons)	189	194	199
Male employees (persons)	18	18	18
Percentage of male employees (%)	9.52	9.28	9.05
Female employees (persons)	171	176	181
Percentage of female employees (%)	90.48	90.72	90.95
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

Number of employees categorized by position

	2023	2024	2025
Total number of employees in operational level (Persons)	169	174	179
Percentage of employees in operational level (%)	89.42	89.69	89.95
Total number of employees in management level (Persons)	16	16	16
Percentage of employees in management level (%)	8.47	8.25	8.04

	2023	2024	2025
Total number of employees in executive level (Persons)	4	4	4
Percentage of employees in executive level (%)	2.12	2.06	2.01

Number of male employees categorized by position

	2023	2024	2025
Total number of male employees in operational level (Persons)	15	15	15
Percentage of male employees in operational level (%)	83.33	83.33	83.33
Total number of male employees in management level (Persons)	2	2	2
Percentage of male employees in management level (%)	11.11	11.11	11.11
Total number of male employees in executive level (Persons)	1	1	1
Percentage of male employees in executive level (%)	5.56	5.56	5.56

Number of female employees categorized by position

	2023	2024	2025
Total number of female employees in operational level (Persons)	154	159	164
Percentage of female employees in operational level (%)	90.06	90.34	90.61
Total number of female employees in management level (Persons)	14	14	14
Percentage of female employees in management level (%)	8.19	7.95	7.73

	2023	2024	2025
Total number of female employees in executive level (Persons)	3	3	3
Percentage of female employees in executive level (%)	1.75	1.70	1.66

Number of employees categorized by department over the past year

Department / Line of work / Unit / Business group	Number of employees (persons)
Physician (Full time)	8
Physician (Part time)	7
Nursing Officers	22
Pharmacists	4
Phlebotomists	1
Department Secretaries	2
Genetic Counselors	1
Medical Assistants	22
Embryologists	11
Medical Technicians	10
Department Secretaries	1
Operations Officers	25
Sales and Marketing Officers	16
Receptionist and Personal Care Assistants	17
Department Secretaries	1
Product Officers	2

Department / Line of work / Unit / Business group	Number of employees (persons)
Accounting	5
Finance	8
Human Resources	3
Procurement	3
Procurement	6
Information Technology	5
Medical Record	7
Warehouse	2
Statisticians	1
Secretaries	2
Business Development	1
Clinical Operations	5
Quality Management System	1
Total number of employees	199

Significant changes in the number of employees

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

Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	15	15	15

	2023	2024	2025
Bangkok Metropolitan (Person)	15	15	15
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	171	176	181
Bangkok Metropolitan (Person)	171	176	181
Northern (Person)	0	0	0
Central (Person)	0	0	0
Northeastern (Person)	0	0	0
Southern (Person)	0	0	0
Eastern (Person)	0	0	0

Number of employees working abroad

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

Employment of workers with disabilities

	2023	2024	2025
Total employment of workers with disabilities (persons)	0	0	0
Percentage of disabled workers to total employment (%)	0.00	0.00	0.00
Total number of employees with disabilities (Persons)	0	0	0
Total male employees with disabilities (persons)	0	0	0
Total female employees with disabilities (persons)	0	0	0
Percentage of disabled employees to total employees (%)	0.00	0.00	0.00
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)	113,818,741.00	117,609,658.00	121,088,192.00
Average of remuneration of employees (Baht/persons)	602,215.56	606,235.35	608,483.38

Information on provident fund management

Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Group has established a provident fund as a long-term benefit and savings plan for employees. The fund is managed by Kasikorn Asset Management Co., Ltd. under the name K Master Pool Fund, which is a registered fund. The fund management company adheres to the Investment Governance Code for Institutional Investors (I Code), ensuring that investments are managed with due regard to the long-term best interests of the Company's provident fund members. The Company has communicated the details of the provident fund to all employees

Overview of methods for determining employee and employer contribution Rates

Employees contribute to the provident fund on a monthly basis at rates of 2%, 5%, 10%, or 15% of their base salary. The Company makes contributions at rates of 2% or 5% of the employees base salary, depending on the employees selected contribution rate.

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

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)	172	176	187
Number of employees joining in PVD (persons)	143	154	170
Number of PVD members / Total employees (%)	75.66	79.38	85.43
Number of PVD members / Total eligible employees (%)	83.14	87.50	90.91

Amount of provident fund

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	1,822,007.00	2,081,506.00	2,308,549.00
Total amount of provident fund contributed by employee (baht)	3,215,337.00	3,842,027.00	4,306,502.00

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 (%)
Safe Fertility Group Public Company Limited	Yes	199	187	170	85.43	90.91

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) : Providing education or information on selecting appropriate investment policies

Providing education or information on selecting appropriate investment policies

The Company encourages employees to recognize the importance of saving for the future by providing information on the benefits of the Provident Fund (PVD), such as employer contributions and tax advantages, to support effective financial planning. In addition, the Company continuously communicates information related to the Provident Fund through various channels, including email, intranet, and brochures, to ensure that employees can conveniently access and easily understand the information.

Information on employee development

Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	No	No	No

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

Information on safety, occupational health, and work environment

Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	387,072.00	397,312.00	407,552.00
Total number of hours worked by employees (Hours)	387,072.00	397,312.00	407,552.00
Total number of hours work by non-employee (Hours)	0.00	0.00	0.00

Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	0	0	0
Total number of employees that lost time injuries for 1 day or more (Persons)	0	0	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.00	0.00	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (*) (Persons / 1 million-manhours)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours)	0.00	0.00	0.00

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

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

Information on promoting employee relations and participation

	2023	2024	2025
Evaluation result of employee engagement	No	No	No

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, Appropriate marketing communications through digital channels

Information on customer management plan

Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The Company prioritizes the highest level of customer satisfaction, ensuring fair pricing, quality, and responsibility for both customers who purchase our products and services and consumers who use them. Our operational guidelines are as follows:

1. The Company is committed to developing comprehensive, high-quality, and efficient products and services to continuously meet customer and consumer needs. Our personnel are dedicated to providing timely, fairly priced, and high-quality services without limiting consumer rights and ensuring fair conditions for all consumers.
2. The Company shall not engage in any deceptive practices or misrepresentations regarding the quality of its products and services.
3. The Company is committed to enhancing safety in the use of its products and services. Consumer safety is of utmost importance, and the Company will implement clear warning labels, strict safety inspections, and continuous employee training to ensure consumer protection.

The Company prioritizes the protection of personal data for its service recipients, employees, and business partners. We recognize the sensitivity of medical and health information and are committed to maintaining its confidentiality, accuracy, and security by strictly complying with the Personal Data Protection Act (PDPA) and international standards such as ISO 27001 and ISO 27701. Our goal by 2025 is to ensure zero cases of patient data breaches while strengthening data security measures and transparency in personal data management. To achieve this, we implement a Plan-Do-Check-Act (PDCA) approach for the continuous improvement of our data protection systems.

Information on setting customer management goals

Setting customer management goals

Does the company set customer management goals : Yes

Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Number of complaints	2024: Number of complaints = 0	2025: Number of complaints = 0

Information on performance and results of customer management

Performance and outcomes of customer management

Performance and outcomes of customer management : Yes

The Company has not received any customer complaints, and there have been no incidents of customer personal data breaches.

Customer satisfaction

	2023	2024	2025
Evaluation results of customer satisfaction	Yes	Yes	Yes

Channels for receiving complaints from customers/consumers

Companys channels for receiving complaints from : Yes
customers/consumers

Telephone : 02-252-3833

Fax : -

Email : info@safefertilitygroup.com

Companys website : www.safefertilitygroup.com

Address : -

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 : Education, Disadvantaged and vulnerable groups, Reducing inequality
implemented by the company over the past year

The Company believes that sustainable growth requires the creation of shared value between the organization and society. It therefore places importance on improving the quality of life of surrounding communities through ongoing projects and activities that support community well-being and vulnerable groups. The Company also supports social initiatives aligned with local contexts, while providing channels to receive feedback and suggestions from communities in order to continuously enhance its operations.

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)
<ul style="list-style-type: none">• Education• Disadvantaged and vulnerable groups• Reducing inequality	Corporate Social Responsibility (CSR) activities	-	2025: Organize at least 10 Corporate Social Responsibility (CSR) activities

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

In 2025, Safe Fertility Group Public Company Limited, Next Generation Genomics Co., Ltd. and its affiliates, carried out a wide range of Corporate Social Responsibility (CSR) and educational initiatives, as summarized below:

1. Safe Fertility Group Public Company Limited and its affiliates collaborated to organize a CSR activity to share happiness and warmth with children at Camillian Home, Lat Krabang. The team donated essential items and prepared lunch for the children, aiming to provide care, warmth, and encouragement. This initiative was made possible through the collective efforts of the team, as well as the generosity of customers, supporters, and employees who contributed to the activity.



2. Safe Fertility Group Public Company Limited and its affiliates organized a Corporate Social Responsibility (CSR) activity at the Foundation for Slum Child Care in Khlong Toei, Bangkok. The initiative aimed to share happiness and provide encouragement to children in the community through the provision of lunch and the donation of essential items, such as infant formula, diapers, dry food, and daily necessities.



3. Safe Fertility Group Public Company Limited and its affiliates contributed a total of THB 100,000 to the Ramathibodi Foundation, Faculty of Medicine, Ramathibodi Hospital, in support of the Pediatric Cancer Patient Program.

This contribution forms part of the 1 Use = 1 Give initiative, reflecting the shared commitment of SAFE Fertility Group and NGG Thailand to advancing medical innovation while giving back to society. Proceeds from every Clarifi, Qualifi, and Qualifi Premium 24 testing service were allocated to support medical treatment, helping expand access to care and improve the quality of life for pediatric cancer patients in Thailand.



4. Safe Fertility Group Public Company Limited and its affiliates organized a community development activity at Ban Khok Bai Bua School, Khok Krachai Subdistrict, Khon Buri District, Nakhon Ratchasima Province. The initiative aimed to support educational infrastructure and improve the quality of life for students in a rural community. The Company carried out repairs to rain gutters and water storage tanks to enhance water collection and storage capacity for school use, and installed a clean drinking water dispenser. In addition, the team renovated the school library and donated bookshelves along with a variety of educational books. The Company also provided three computers, sports equipment, essential items, and educational supplies to support students learning and well-being.



5. Next Generation Genomics Co., Ltd. donated a water dispenser and printer valued at THB 10,680 to the Obstetrics and Gynecology Department at Chaophraya Abhaibhubejhr Hospital, Prachinburi, to support patient services.



6. Next Generation Genomics Co., Ltd. donated beds, mattresses, and bedding sets (6 sets) valued at THB 29,076 to Songkhla Childrens Home, Songkhla

7. Next Generation Genomics Co., Ltd. donated a 55-inch LED television and two printers to Ban Na Kerdphon School, Nakhon Si Thammarat, to support school administration and educational development



8. Next Generation Genomics Co., Ltd. contributed THB 100,000 to the Childrens Hospital Foundation under the Little Miracle project to support pediatric cancer patients.
9. Next Generation Genomics Co., Ltd. donated THB 40,000 to Sirindhorn Hospital, Ubon Ratchathani, to support emergency room improvements.



10. Next Generation Genomics Co., Ltd. donated THB 40,000 to Roi Et Hospital, Roi Et, to support the renovation of the delivery room.



11. Next Generation Genomics Co., Ltd. donated life-saving and obstetric equipment valued at THB 25,670 to Chak Narai Rescue Unit, U Thong, Suphan Buri, for emergency response operations.



12. Next Generation Genomics Co., Ltd. donated THB 30,000 to Wat Kum Khok School, Suphan Buri, to support a student breakfast program.



13. Next Generation Genomics Co., Ltd. donated THB 30,000 to Camillian Social Center, Rayong, to support facility improvements for children and patients.



14. Next Generation Genomics Co., Ltd. contributed THB 40,000 to SOS Childrens Villages Bang Pu, Samut Prakan, to support childcare activities.



15. Next Generation Genomics Co., Ltd. donated a medical refrigerator and a refrigerator to the specialized Obstetrics and Gynecology Clinic at Khon Kaen Hospital, Khon Kaen, to support specimen storage and patient services.



16. Next Generation Genomics Co., Ltd. donated a microscope to the Obstetrics and Gynecology Department at Phetchabun Hospital, Phetchabun.



17. Next Generation Genomics Co., Ltd. donated three medical examination lamps valued at THB 40,000 to Lom Sak Hospital, Phetchabun.



18. Next Generation Genomics Co., Ltd. donated a notebook computer valued at THB 15,990 to the Obstetrics and Gynecology Department at Nakornping Hospital, Chiang Mai.



19. Next Generation Genomics Co., Ltd. contributed THB 40,000 to the Special Education Center Region 8, Chiang Mai.
20. The Phuket branch welcomed students from Phuket Wittayalai School for a study visit on infertility treatment processes. The initiative aimed to enhance students understanding of medical science, particularly in the field of Assisted Reproductive Technology (ART).

Students were given the opportunity to observe the actual operations of a fertility center, including embryo analysis, biological laboratory processes, and comprehensive patient care.



21. Safe Fertility Group Public Company Limited welcomed fourth-year medical students from Phramongkutkloa College of Medicine for a study visit to its genetics and assisted reproductive technology laboratories from 28-30 April 2025 (3 days). The program aimed to enhance clinical experience in modern reproductive technologies. Under the guidance of the Company's expert team, students gained hands-on exposure to processes in the Embryology Laboratory and Genetic Laboratory, which play critical roles in embryo care and pre-implantation diagnosis prior to embryo transfer. The program also provided opportunities for close knowledge exchange in reproductive medicine with the Company's scientists and specialists.



22. Safe Fertility Group Public Company Limited welcomed fourth-year medical technology students from the Faculty of Medical Technology, Mahidol University for a study visit to its genetics and assisted reproductive technology laboratories during 12 May 2025.

The program provided hands-on learning in key laboratory areas, including Pre-implantation Genetic Testing (PGT), Non-Invasive Prenatal Testing (NIPT), and the ART Laboratory, which are essential for the analysis and treatment planning of infertility cases. The Company's team of medical scientists and specialists delivered in-depth knowledge and demonstrated real laboratory procedures.



23. Safe Fertility Group Public Company Limited welcomed third-year students from the Department of Genetics, Faculty of Science, Kasetsart University, for practical training in assisted reproductive technology at the Embryology Laboratory and Genetic Laboratory at the Gaysorn Amarin branch in Bangkok, during 115 May 2025.



24. The Company's embryology experts were invited as guest lecturers at Walailak University to deliver a special lecture on Embryo Quality Assessment under the Assisted Reproductive Technology course. The Company remains committed to supporting education and knowledge transfer through academic activities and collaborations with educational institutions, contributing to the development of skilled professionals and the advancement of reproductive technology in Thailand.



The Company has carried out **24 CSR activities.**

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?

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ESG Performance

Company Name : Safe Fertility Group Public Company Limited Symbol : SAFE

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

Corporate Governance Policy

Information on overview of the policy and guidelines

Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company recognizes the importance of sound corporate governance as a crucial element in facilitating efficient and sustainable business operations. It aims to maximize benefits for all stakeholders, including employees, investors, shareholders, and other parties involved. Consequently, the Board of Directors considers it necessary to establish a corporate governance policy encompassing key principles such as the structure, roles, responsibilities, and accountability of the Board of Directors. Additionally, it emphasizes transparent, clear, and auditable management practices for guiding the organization. This instils confidence that all Company operations are conducted with integrity and in the best interests of shareholders and all stakeholders.

To establish the Company's credibility among shareholders and all stakeholders, and to create sustainable value that aligns with the expectations of the business sector, investors, and the overall capital market and society. The Company has therefore established a good corporate governance policy based on the principles of good corporate governance for listed companies 2017, which were established by the Securities and Exchange Commission, as a guideline for the Company's corporate governance with 8 principles as follows:

Principle 1 : Recognizing the role and responsibility of the Board of Directors as an organization leader who creates sustainable value for the business
Roles and responsibilities of the Board of Directors as

Principle 2 : Defining objectives and primary goals of the business that aim to achieve long-term sustainability

Principle 3 : Strengthening effective Board of Directors composition

Principle 4 : Recruiting and developing senior executives and personnel management

Principle 5 : Promoting innovation and responsible business practices

Principle 6 : Ensuring an appropriate risk management and internal control system

Principle 7 : Maintaining financial credibility and disclosure

Principle 8 : Encouraging participation and communication with shareholders

The Company has published Good Corporate Governance Policy and Code of Conduct on the Intranet network and on the Company's website for the Company's personnel, investors, and stakeholders to use or refer to.

Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board : Yes
of directors

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies, Other guidelines related to the board of directors

Nomination of directors

The Board of Directors has approved the criteria and procedures for selecting and appointing directors and senior executives to ensure that the recruitment and appointment process is conducted with proper guidelines, transparency, and in compliance with relevant laws and regulations, as well as the Company's corporate governance principles. The board of directors has appointed and delegated the Nomination and Remuneration Committee to consider the selection of directors based on the established criteria and procedures before presenting it to the board of directors and/or the annual general meeting of shareholders for approval, as specified in the Nomination and Remuneration Committee's charter. This ensures that selected individuals can effectively fulfill their duties as board directors and align with the Company's business strategy.

The Nomination and Remuneration Committee will consider selecting individuals who are suitably qualified to serve as directors, ensuring alignment with the company's business strategy. The selection process follows established procedures, such as reviewing the list and backgrounds of individuals nominated by the previous board, allowing shareholders to propose directors, considering the use of external consulting firms, or looking into professional director directories. The committee considers a diverse range of qualifications, including professional credentials, skills, age, experience, gender, nationality, religion, origin, expertise, and specific capabilities necessary for the board. Additionally, the committee evaluates the individual's contribution to the company's benefit and submits the recommendations to the board for appointment or to shareholders for election.

Independent Director Nomination

The Board of Directors is responsible for the nomination and appointment of independent directors based on qualifications outlined in the Public Limited Companies Act B.E. 2535 (1992), the Securities and Exchange Act, announcements from the Capital Market Supervisory Board, as well as relevant laws, regulations, and notifications. The Company has a policy to appoint at least one-third (1/3) of the total board members as independent directors, with a minimum of three independent directors. Additionally, the Company has a policy limiting the tenure of independent directors to a maximum of nine (9) consecutive years, starting from the date of their first appointment as an independent director.

Chief Executive Officer Nomination

The Nomination and Remuneration Committee is responsible for identifying and nominating candidates with the necessary knowledge, expertise, and experience suitable for the Company. Candidates may be sourced through direct recruitment or nominated by the Board of Directors or senior executives. Once a suitable candidate has been selected, the Nomination and Remuneration Committee will propose the nominee to the Board of Directors for further consideration and appointment.

Determination of director remuneration

The Board of Directors has assigned the Nomination and Remuneration Committee to be responsible for determining and overseeing the remuneration structure for directors and senior management. This includes monitoring the performance evaluation according to established criteria, in order to use the information to consider appropriate compensation, both in the short term and long term.

The Nomination and Remuneration Committee will carefully, clearly, and transparently consider the appropriateness of the compensation structure, ensuring it aligns with the scope, responsibilities, and duties of the positions. The committee will also compare compensation against similar companies in the same industry and at a comparable scale, while factoring in the company's business expansion and profit growth. The remuneration should be at a level that is appropriate and sufficient to attract and retain qualified directors. Additionally, the committee will consider the types of compensation, methods of payment, and the appropriate amount of compensation. These considerations will then be presented to the Board of Directors for approval and submitted for shareholders' approval at the annual meeting.

The Nomination and Remuneration Committee will review the compensation for senior executives annually, ensuring it aligns with performance results. This will be based on objectives and assessment criteria linked to both short-term and long-term strategic plans to maximize the benefit of the company. Compensation levels, including salary, bonuses, and long-term incentive rewards, will be aligned with financial performance and adherence to long-term strategic objectives. Additionally, factors such as overall performance, executive development, business expansion, and profit growth will be considered. The committee will then present its recommendations for approval to the Board of Directors.

Independence of the board of directors from the management

The Company clearly defines the roles and responsibilities between the Board of Directors and senior management. These responsibilities are outlined in the Board Charter in writing and publicly disclosed to ensure transparency and balance of power. The Board of Directors is responsible for setting policies and overseeing the management's operations at a policy level, while the management is tasked with running the company's operations according to the business plan, budget, and policies set by the Board.

Furthermore, the positions of Chairman of the Board and Chief Executive Officer (CEO) are held by separate individuals.

Director development

The Company encourages and supports its directors to participate in training courses, seminars, and activities organized by the Thai Institute of Directors (IOD), the Stock Exchange of Thailand (SET), and the Securities and Exchange Commission (SEC) to enhance their knowledge and provide opportunities to exchange experiences related to the roles and responsibilities of board members and sub-committees, on an ongoing and regular basis.

Board performance evaluation

The Board of Directors and its sub-committees regularly evaluate their performance using both collective and individual self-assessment methods at least once a year. This process allows the board to review their performance and identify issues for improvement, ensuring that their operations are as effective and efficient as possible. The Nomination and Remuneration Committee is responsible for creating the performance evaluation system, including the forms used for assessing both the overall board and individual board members, as well as evaluating the performance of sub-committees. These evaluation forms are then submitted to the board of directors for approval.

Corporate governance of subsidiaries and associated companies

The Company has established a policy for overseeing the operations of its subsidiaries and associated companies. The objective is to develop measures and mechanisms, both direct and indirect, to enable the Company to effectively supervise and manage these entities. This includes monitoring compliance with various measures and mechanisms, treating the subsidiaries and associated companies as if they were internal departments of the Company, in accordance with the Company's policy and relevant laws, such as the Public Limited Company Act, the Civil and Commercial Code, securities laws, and other applicable regulations, notifications, and guidelines issued by the Capital Market Supervisory Board, the Office of the Securities and Exchange Commission, and the Stock Exchange of Thailand. The aim is to safeguard the Company's investment interests in its subsidiaries and associated companies. Details of this oversight policy is outlined below.

1. The Company will appoint individuals as its representatives to serve as directors in each subsidiary and/or associated company based on the Company's respective shareholding. Their role is to oversee the operations of the subsidiary and/or associated company to ensure they comply with the law, Good Corporate Governance Policy, and other policies. However, the appointment of Company representatives as directors in each subsidiary and/or associated company must be considered and approved at the Board of Directors' meeting, considering the suitability of each company.
2. The Company must seek approval from the Board of Directors' meeting and/or the Company's general meeting of shareholders if a transaction or action of the subsidiary falls within the scope of an acquisition or disposal of assets as stipulated in the Notifications on Acquisition or Disposal of Assets, or if it is a connected transaction as defined in the Notifications on Connected Transactions. Alternatively, approval must be obtained from the relevant legal

entities before entering into the transaction. A subsidiary must obtain approval from the Company's Board of Directors' meeting and/or general meeting of shareholders, and/or the relevant agencies (depending on the case) before proceeding with the transaction or action.

Moreover, the representative director of the subsidiary must promptly notify the Company's management when they are aware of the subsidiary's plans to enter into a transaction or of a certain event within the subsidiary that requires the company to disclose information to the Stock Exchange of Thailand, as stipulated by the regulations of the Office of the Securities and Exchange Commission of Thailand.

1. The board of directors and executives of each subsidiary and/or associated company have significant powers, duties, and responsibilities as required by relevant laws. These duties include disclosing financial information and operational results to the Company. The relevant notifications of the Capital Market Supervisory Board and the Stock Exchange of Thailand's Board of Governors apply, with necessary changes, to the disclosure by the subsidiary and/or associated company. Furthermore, they must disclose and submit information regarding personal interests and related parties to the Board of Directors, enabling it to acknowledge the relationships and transactions with the Company, the Company's subsidiaries and/or associated companies that may give rise to conflicts of interest. They must not engage in transactions that may result in conflicts of interest.
2. The Company will establish plans and implement necessary measures to ensure that its subsidiaries and/or associated companies disclose information regarding their financial status and operating results to the parent company. The Company must implement necessary measures and monitor the subsidiaries and/or associated companies to ensure that they have adequate and appropriate internal control systems and information disclosure mechanisms for operating business.

Furthermore, the Company will closely monitor the performance and operations of these subsidiaries and/or associated companies and present comprehensive analysis, including opinions or recommendations, to the Board of Directors and the board of the respective subsidiary or associated company. This information will be used to consider policy setting or make improvements and enhancements to foster continuous development and growth of the businesses of subsidiaries and/or associated companies.

The Board of Directors meeting

The meetings of the Board of Directors are a critical responsibility for the board members to regularly attend. These meetings are essential for staying informed and making collective decisions regarding the company's operations. Each year, the company schedules the Board meetings in advance, typically holding them once every quarter, which totals four meetings annually. Additional special meetings may be held if necessary to address urgent and important matters. The company secretary is responsible for sending out meeting invitations and the agenda at least seven days in advance, allowing the board members sufficient time to review the materials and prepare for the meeting. This ensures that all board members can participate effectively and make informed decisions.

In the Board of Directors meetings, at least half (1/2) of the total number of directors must be present to constitute a quorum. The Chairman of the Board presides over the meeting. In cases where the Chairman is absent or unable to perform their duties, the board members present at the meeting will select another director to act as the Chairman for that session. Additionally, senior executives are invited to attend the meetings to provide useful information and to receive the board's policies directly. This enables the executives to effectively implement these policies in their respective areas of responsibility.

In the decision-making process, the Chairman of the meeting allocates sufficient time for senior executives to present the details of the agenda clearly and adequately, allowing the board members to discuss the various issues thoroughly. The Chairman also ensures that board members have the opportunity to express their opinions freely. For voting, the board follows a majority rule, where each director has one vote. Directors with a conflict of interest are not allowed to attend the meeting and/or vote on matters in which they have a personal stake. In the event of a tie vote, the Chairman of the meeting has the casting vote, effectively deciding the outcome.

At the conclusion of each meeting, the Company Secretary is responsible for preparing the minutes of the meeting and ensuring they are delivered to the board members for review and approval at the next meeting. Board members have the opportunity to provide feedback or request corrections to the minutes to ensure they are accurate and detailed. Once the minutes are approved, the Company Secretary will store the final minutes, which have been signed by the Chairman of the Board to certify their accuracy. Both the original and electronic copies of the minutes, along with any supporting documents from the meeting, will be properly filed and made accessible for the board and relevant parties to review and reference.

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, Creditor, Government agencies, Community and society

Shareholder

Shareholders rights

The Company recognizes the rights of all shareholders, both major and minor shareholders. Shareholders' rights encompass fundamental entitlements such as the right to buy, sell, and transfer the securities they own, the right to receive a share of the company's profits, the right to access complete, sufficient, and timely Company's information through easily accessible channels, the right to participate in shareholder meetings, express opinions, and make decisions on matters that significantly impact the company. These include electing directors, approving key transactions that influence the company's business direction, and amending the company's memorandum of association and articles of association.

Shareholders meeting

The shareholders' meeting serves as a crucial platform for shareholders to express their opinions, ask questions, and vote on matters that have a significant impact on the Company. The Company holds an Annual General Meeting of Shareholders once a year, within four months from the end of its fiscal year. In cases of urgent necessity where a special agenda must be proposed such as matters affecting shareholders' interests or involving regulatory or legal requirements that require shareholder approval, the Company will convene an extraordinary general meeting of shareholders as necessary.

In 2025, the Company held Annual General Meeting of Shareholders (AGM) on 29 April 2025, in the form of an electronic meeting (E-AGM), broadcast live from the Company's meeting room. The Company utilized the meeting system provided by OJ International Co., Ltd. There was no convening of an Extraordinary General Meeting of Shareholders (EGM).

Prior to the Annual General Meeting of Shareholders, the Company will publish the AGM invitation in both Thai and English on its website, www.safefertilitygroup.com, under the "Investor Relations" section, at least 28 days before the meeting. Additionally, the Company will send the AGM invitation to shareholders at least 14 days in advance to ensure that shareholders receive clear and sufficient information, allowing them ample time to review the materials before attending the meeting. This approach also enhances the accessibility of information, ensuring equal access for all shareholders.

The Annual General Meeting of Shareholders (AGM) invitation include essential information such as the date, time, and venue of the meeting, the meeting agenda, key supporting information necessary for decision-making, the Board of Directors' opinions, and supporting documents for each agenda item. Additionally, related documents are provided,

including proof of shareholder identity, the company's regulations regarding shareholder meetings, proxy appointment procedures, registration details, proxy forms, a map of the meeting venue, and guidelines for attending the meeting via electronic media.

For the 2025 Annual General Meeting of Shareholders, the Company published the AGM invitation in both Thai and English on its website on 31 March 2025. The announcement was also made on the website of the Stock Exchange of Thailand. Additionally, the Company sent the AGM invitation to shareholders on 7 April 2025, with the distribution handled by Thailand Securities Depository Co., Ltd.

The Company has implemented technology for registration and vote counting to ensure clarity and transparency in the voting process. Shareholders are allowed to pre-register at least seven days before the meeting and until the meeting concludes. Additionally, the company grants shareholders access to the meeting room at least one hour before the scheduled start time. To facilitate all shareholders, the Company provides detailed registration instructions and procedures in advance and assigns staff to assist and address any issues related to the registration system.

On the day of the Annual General Meeting of Shareholders (AGM), the Company invites the Board of Directors, senior executives, company secretary, and investor relations to attend every meeting to address shareholder inquiries. Additionally, representatives from the auditor and legal advisor also participate. The legal advisor observes the meeting and oversees the voting and vote-counting process to ensure transparency and accuracy. For the 2024 AGM, all board members, senior executives, auditors, and the legal advisor were present in full attendance.

During the shareholders' meeting, the Chairman of the Board serves as the Chairman of the meeting ("Chairman") and assigns the Company Secretary to explain all meeting rules, including the voting procedures for each agenda item, in accordance with the company's regulations. After presenting the information for each agenda item, the Chairperson opens the floor for shareholders to express opinions, provide suggestions, and ask questions. Key inquiries and comments are recorded in the meeting minutes by the Company Secretary.

For electronic meetings, shareholders can submit questions through two channels: inquiries via message and inquiries via VDO Conference. Then, the Chairman and executives respond to questions clearly, concisely, and with importance given to every inquiry. Once the discussion is complete, the meeting proceeds with voting on the agenda item. For director elections, the Chairman requires shareholders to vote on each candidate individually.

The Chairman will conduct the meeting according to the order of the meeting agenda, ensuring that no agenda items are added without prior notice to the shareholders. This allows shareholders to have the opportunity to review the materials related to the agenda items before making decisions. There will also be no sudden changes to important information during the meeting. For the 2024 AGM, there was no change in the order of the agenda items, and no request was made to discuss any additional matters that were not previously specified in the meeting agenda.

After the shareholders' meeting, the Company disclosed the meeting resolutions along with the voting results on the Stock Exchange of Thailand's website on the same day as the meeting, immediately after it concluded. The Company also prepared a comprehensive minutes of the meeting, which included detailed records of the voting outcomes (approved, disapproved, and abstained votes) for each agenda item. Additionally, the minutes records all questions, clarifications, and comments made during the meeting. The minutes of meeting, both in Thai and English, was submitted to the Stock Exchange of Thailand within 14 days after the meeting. Furthermore, the Company published the minutes of meeting on its website, www.safefertilitygroup.com, under the "Investor Relations" section, allowing shareholders and the general public to access and verify the information promptly.

The Equitable treatment of shareholders

The Company is committed to promoting equality for all shareholders, regardless of whether they are major shareholders, minority shareholders, institutional investors, or foreign shareholders. The Company has taken the following actions to ensure fairness and equality:

1. The Company provides an opportunity for minority shareholders to propose issues they deem important and worthy of inclusion in the Annual General Meeting (AGM) agenda. Shareholders can also propose individuals with the appropriate knowledge, skills, and qualifications for election to the Board of Directors, in advance, within the timeframe and conditions set by the Company. This information is made publicly available through the Stock Exchange of Thailand's channels and the Company's website. If the Board of Directors reviews the proposal and finds that the matter is relevant, constructive, and beneficial to the organization, it will include the item in the agenda for consideration by the shareholders. However, if the Board determines that the matter is not appropriate, it will report a summary of the issue at the shareholders' meeting, along with the reasons for not presenting the matter for shareholder consideration.
2. To facilitate shareholders who are unable to attend the meeting in person, they have the option to exercise their rights by appointing a proxy to attend the meeting and vote on their behalf. The company has prepared a proxy form (Form C), which is sent along with the meeting invitation. Shareholders can also download the proxy form from the company's website. Additionally, to provide more options for protecting shareholders' rights, the company offers shareholders the choice to appoint an independent director (who has no conflict of interest regarding the agenda items) as their proxy to attend the meeting and vote on their behalf, in case they cannot attend. Information about the independent directors is sent along with the meeting invitation to assist shareholders in their decision-making.
3. The Company places great importance on considering matters that may involve conflicts of interest, related-party transactions, or related transactions, and ensures compliance with good corporate governance principles, as well as the regulations set forth by the Securities and Exchange Commission (SEC) and the Stock Exchange of Thailand (SET). In cases where such matters need to be reviewed, the Board of Directors, executives, and any other involved individuals will not participate in the approval process of these transactions. Furthermore, the Company requires that directors and executives disclose any interest they have in transactions that may present a conflict of interest, related-party transactions, or related transactions, as well as their securities holdings report.
4. To prevent unfair practices related to securities trading resulting from the use and/or disclosure of material non-public information that could affect securities prices before it is made public, or from disclosing such information to specific individuals before it is disclosed to the general investing public (which could lead to an unfair advantage), the company strictly prohibits directors, executives, and related parties from disclosing inside information to others, whether directly or indirectly, and by any means. They must know, or reasonably believe, that the recipients of such information might use it to engage in securities trading or enter into contracts related to securities transactions, whether for themselves or for others.

Policies and practices regarding shareholders

The Company is committed to being responsible and creating maximum satisfaction for shareholders, taking into account the sustainable growth of the Company and conducting business transparently. The Company therefore strictly adheres to the following practices:

1. The Company conducts business with honesty, integrity, and efficiency to establish enduring value. It strives to achieve strong performance and sustainable growth, aiming to maximize long-term benefits for shareholders. Additionally, the Company ensures transparent and trustworthy information disclosure to shareholders.
2. The Company manages its operations by fully applying knowledge and management skills. Every decision and action is executed with caution, discretion, and prudence.
3. The Company discloses its information accurately, adequately, timely, ensuring that shareholders are fully informed in accordance with the criteria specified by relevant laws.
4. The Company safeguards and respects fundamental shareholder rights, including the right to buy or transfer shares, the right to receive a share of profits from the business, the right to access sufficient business information,

the right to participate in general meeting of shareholders for director appointment or removal, appointment of auditors, dividend allocation, defining or amending articles of association or memorandum of association, capital reduction or increase, and approval of special items.

5. The Company encourages and supports shareholders to exercise their rights in various matters during the annual general meeting. These include the right to propose meeting agenda items in advance, the right to nominate individuals for director appointment in advance, the right to submit questions before the meeting, and the right to express opinions and ask questions during the meeting.
6. The Company refrains from doing anything that violates or restricts, or undermines the rights of shareholders to access the Company's disclosed information as required by various regulations, and to participate in general meeting of shareholders. For example, the Company avoids presenting sudden documents containing additional significant information and does not add meeting agenda items or changes important information without providing advance notice to shareholders.
7. The Company facilitates shareholders in exercising their rights such as by providing up-to-date and significant information on its website.

Employee

Policies and practices regarding employees

The Company is committed to building a sustainable business with long-term growth. The Company acknowledges that a key factor in achieving this goal is human resources. Therefore, the Company strives to maintain a work environment that fosters creativity and promotes the potential and capabilities of its employees, ensuring that all employees can achieve job satisfaction. The Company has set the following guidelines for how directors and executives should treat employees:

1. The Company treats all employees equally, fairly, and politely, while honouring and respecting their human dignity and personal rights. The Company also listens to appropriate and beneficial opinions and suggestions to the Group.
2. The Company provides employees with fair and appropriate compensation, along with benefits and rewards that align with the Company's performance. This is done by considering the same industry with similar characteristics.
3. The Company appoints, transfers, rewards, and disciplines employees honestly and transparently, based on their knowledge, abilities, and suitability.
4. The Company provides equal and regular opportunities for the full and comprehensive development of employees' knowledge, competency, and potential. This involves organising training, seminars, and workshops, as well as trying to motivate highly skilled employees to remain with the Company for the continuous development of the organization.
5. The Company complies with laws, regulations, and directives related to employees without any form of discrimination.
6. The Company establishes a complaint channel for employees to report cases of unfair treatment in accordance with the prescribed system and procedure. This includes preventing any unfair actions that may impact the job security of employees.
7. The Company prepares a safe and conducive working environment for employees, promoting safety as a paramount concern. The Company prioritizes safety, occupational health, and the working environment, ensuring standards that meet or exceed legal requirements.
8. The Company establishes guidelines to combat corruption, ensuring that all employees comply with relevant laws and regulations. This includes strictly prohibiting the use of confidential information, among other measures.
9. The Company refrains from engaging in any unfair practices that could potentially impact the job security of employees.

Customer

Policies and practices regarding customers

The Company is committed to ensuring customer satisfaction and building confidence by providing high-quality, safe services. The company also strives to maintain good and sustainable relationships with its customers. Therefore, the company has established the following guidelines:

1. The Company aims to establish enduring and collaborative relationships with customers, guided by the principles of honesty, integrity, customer confidentiality, and mutual trust.
2. The Company endeavors to maximize customer satisfaction by assuming responsibility, demonstrating care, and prioritizing customer issues and needs as the foremost priority.
3. The Company takes responsibility for customers by upholding the quality and standards of products and services. This includes ensuring a comprehensive and thorough response to customer needs, with the aim of prioritizing long-term customer satisfaction.
4. The Company serves customers sincerely and straightforwardly by providing accurate, complete, and beneficial information that prioritizes their interests. The Company will not provide exaggerated information, as it may lead to customer misunderstandings regarding the service or its associated conditions. Additionally, the Company communicates service-related information to customers transparently through easily accessible communication channels.
5. The Company strictly adheres to the terms and conditions when dealing with customers. If the Company cannot comply with any of the conditions, it will promptly notify customers, allowing them to participate in finding solutions without delay.
6. The Company interacts with customers courteously and maintains its trustworthiness in its conduct.
7. The Company maintains its customers confidentiality and will not unlawfully use it for personal or third-party benefits.
8. The Company continuously strives to always enhance the efficiency and effectiveness of meeting customer needs.
9. The Company is committed to offering and delivering products and services that adhere to the highest quality standards, meeting the specific needs of customers.
10. The Company establishes a customer feedback channel for customers to report any issues regarding unsatisfactory products and services. This enables the Company to promptly address and resolve the issues and use the feedback to enhance and develop its products and services.

Business competitor

Policies and practices regarding competitors

The Company is committed to conducting its business with the aim of achieving sustainable success while competing in the industry with integrity and ethics. The Company has established the following principles for dealing with business competitors:

1. The Company adheres to the framework of good competition, behaving ethically and within the bounds of the law, while also supporting and promoting a policy of free and fair competition.
2. The Company will not seek confidential information of its trade competitors through dishonest or inappropriate means for the benefit of its business operations.
3. The Company will not make accusations or aim to tarnish the reputation of its trade competitors.
4. The Company will not do anything that infringes the intellectual property of others, including commercial competitors.

Business partner

Policies and practices regarding business partners

The Company values equality and integrity in its business operations and aims to achieve mutual benefits with its partners, who are considered key stakeholders and essential to the company's business success. To align with these principles, the Company has established the following guidelines:

1. The Company establishes a selection process for potential and suitable business partners that align with the Company's business practices and support fair competition. The process is based on ensuring fair returns for both parties involved.

2. The Company's procurement, sourcing, or contracting with business partners must be fair, transparent, using verifiable process and criteria of business partner selection. Business partners are evaluated and selected based on the Company's criteria, aiming to avoid engaging in business with partners offering any form of dishonest benefits in order to gain an advantage over other partners.
3. The Company treats business partners and creditors equally and fairly, while adhering to the conditions with them honestly and strictly. It strives to find solutions based on business relationships and actively avoids situations that may lead to conflicts.
4. The Company prepares appropriate and fair contract templates for all parties involved in the contract. It establishes a system of supervision and monitoring to ensure full compliance with the contract terms and conditions, and to prevent corruption and misconduct at every stage of the procurement process. The Company purchases products from business partners based on trade conditions and strictly adheres to the agreements made with them.
5. The Company prohibits executives and all employees from receiving any personal benefits from partners, whether directly or indirectly. The Company has established a policy to prohibit acceptance of gifts and/or incentives. The Company does not have a policy to offer gifts and/or incentives to business partners for business exchanges.
6. The Company prohibits executives and all employees from using information obtained through procurement for personal or third-party benefits

Creditor

Policies and practices regarding creditors

The Company is committed to strictly adhering to laws and regulations, maintaining ethical business practices, and ensuring fairness in borrowing from creditors and repaying debts. The Company has established the following principles for dealing with creditors:

1. The Company establishes relationships and interacts with creditors based on the principles of honesty, integrity, and mutual trust.
2. The Company complies with the various conditions stipulated in an agreement with the creditor, including the repayment of principal, interest, and the maintenance of various collaterals as outlined in the relevant agreements.
3. If the agreed-upon conditions cannot be met, the Company will notify the creditors in advance to jointly consider solutions to the problems.

Government agencies

Policies and practices regarding government agencies

The Company places great importance on complying with laws, regulations, and rules, especially in relation to government affairs and transactions. The company avoids engaging in any transactions that could influence the government or public officials to act improperly or unethically. It focuses on fostering positive relationships within the appropriate boundaries and in ways that are permissible. The Company has established the following principles:

1. The Company strictly complies with relevant laws and regulations that have been defined.
2. The Company follows the prescribed procedures accurately when interacting with officials or government agencies.
3. The Company is always aware that laws, rules, or regulations in different government agencies may have varying conditions, procedures, or practices. The Company should acknowledge and strictly adhere to them.

Community and society

Policies and practices regarding the community, society, and environment

The Company values the community and society by recognizing that it is an integral part of society, working towards social and environmental development for sustainability. Therefore, the company continuously engages in activities that benefit the community and society, alongside conducting its business with a sense of responsibility towards the broader community and society. The Company has established the following principles:

1. The Company pays attention to and prioritizes the safety of the community, society, environment, and the quality of life of individuals involved in its operations.
2. The Company has a clear policy on corporate social responsibility (CSR) and diligently adheres to it.

3. The Company promotes community, society, and the environment awareness and responsibility among its employees.
4. The Company respects the customs, traditions, and cultures of each locality in which it operates.
5. The Company cooperates in various activities with the communities surrounding the areas where the Company operates its business as appropriate.
6. Company promptly and efficiently responds to incidents that impact communities, the environment, lives, and property resulting from its operations. It will collaborate fully with government officials and relevant agencies
7. The Company carries out activities to actively contribute to the development of society, communities, and the environment. This is aimed at improving the quality of life in the communities where each branch of the Company is located, both through independent initiatives and collaborations with government agencies, private sector, and the community.
8. The Company promotes the efficient use and conservation of energy.
9. The Company ensures strict compliance with the spirit of the law and regulations issued by relevant government agencies through practice, cooperation, and control.

Information on business code of conduct

Business code of conduct

Business code of conduct : Yes

The Company's vision is "to be a leader in infertility treatment, embryonic genetic diagnosis, and wellness in Asia" and its mission is "to focus on providing world-class services, prioritizing patient safety through innovative and modern technology.

The Company does not solely aim for business success, but also considers the processes that impact business success. The Company acknowledges the importance of ethical conduct and integrity among its personnel, which forms a crucial foundation for promoting and enhancing sound corporate governance. It serves as a vital cornerstone for fostering stable and sustainable business growth. Furthermore, it supports the Company in achieving its business objectives.

The Board of Directors has established a Code of Conduct that aligns with the key principles of good corporate governance. This Code serves as a guideline for all personnel, including directors, executives, and employees, to strictly adhere to and follow in order to ensure that all stakeholders are treated appropriately, with honesty and fairness. The company is committed to fulfilling its obligations with all stakeholders, thereby creating a strong foundation and maintaining its image as an organization with sustainable growth.

The Board of Directors therefore recognizes the need to establish a Code of Conduct as a guiding framework for the conduct and ethics of individuals within the Company. This code applies to directors, executives, employees, as well as consultants, representatives, or individuals authorized to act on behalf of the Company or these individuals. The Company's Code of Business Ethics is presented in Appendix 5.

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

Prevention of Conflicts of Interest

The Company values the principles of good corporate governance. It expects the directors, executives, and employees of the Company to perform their duties in an efficient, transparent, and accountable manner, which will be beneficial to the Company's business operations and build confidence for customers and all related parties. Therefore, the Company has established a policy on the prevention of conflicts of interest on the principle that any decision in conducting business activities must be in the best interests of the Company and its shareholders and should avoid actions that cause conflicts of interest by requiring those who are involved in or have an interest in the transaction to be considered to inform the Company of their relationship or interest in such a transaction and must not participate in the consideration and have no authority to approve such transactions. The key principles are as follows:

1. The Company shall consider carefully, honestly, logically, and independently eliminating conflicts of interest within a good ethical framework, as well as fully disclosing information for the overall benefit of the Company and its customers.
2. Directors and executives shall refrain from operating businesses that are in the same nature and competition with the Company's business, whether for their own benefit or others, which may directly or indirectly damage the Company, or become partners or shareholders with decision-making power, or executives in businesses that are competitive or similar to the Company, unless it can be shown that such action will not affect the Company. There will be measures for the best interests of the Company and the shareholders as a whole, and directors should not be directors of more than five other listed companies.
3. All directors, executives, and employees should disclose business transactions or businesses that constitute personal, family, or relatives or dependents that may cause a conflict of business interest with the Company, such as:
 - Joint investment or interest with traders doing business with the Company or its customers.
 - Holding any position or even being an advisor to a partner doing business with the Company or its customers.
 - Trading goods or providing services directly with the Company or through others.
4. Directors, executives, and employees shall not seek benefits for themselves or others based on confidential information of the Company, such as plans, revenues, meeting resolutions, business projections, results from experiments and research, or auctions, for personal benefit, whether or not they cause damage to the Company. They must also strictly comply with the Company's internal information use policy.
5. The Board of Directors shall supervise the Company and the management to accurately and completely disclose information on transactions that may have conflicts of interest in the annual report (Form 56-1, One Report).

In addition, the Company recognizes the importance of conducting business with transparency and taking into account all stakeholders. Therefore, the Company has clearly defined a policy and procedure for making related party transactions. This is to serve as a guideline for agreeing to enter into related party transactions and to prevent potential conflicts of interest.

Anti-corruption

The Company conducts its business with transparency and recognizes the importance of anti-corruption in all forms by operating the business in accordance with the law, benefiting society, and encouraging employees to operate with morality and good citizenship. In this regard, the Company has established an Anti-Corruption Policy as a guideline to prevent and combat the Company's corruption problems more clearly by creating a corporate culture for everyone to be aware of the dangers of corruption, establishing the right values, and increasing confidence among all stakeholders in order to effectively fight corruption. The guidelines are as follows:

1. The Company requires directors, executives, and employees at all levels to perform their duties with caution to prevent corruption in all forms.
2. The Company is committed to establishing and maintaining an organizational culture that firmly upholds zero tolerance for corruption, whether in transactions with the public or private sector.

3. Directors, executives, and employees at all levels must not ignore or overlook any acts of corruption related to the company. They are required to report such incidents to the responsible personnel and fully cooperate in investigating the facts in accordance with the companys complaint-handling policy.
4. The Company will ensure fair treatment and protection for employees who refuse to engage in corruption. No employee will be demoted, penalized, or subjected to negative consequences, even if such refusal results in missed business opportunities for the Company.
5. Directors and executives at all levels must demonstrate honesty and serve as role models in implementing the anti-corruption policy. The Human Resources Department is responsible for disseminating knowledge, fostering awareness, and encouraging all employees to strictly and consistently adhere to the anti-corruption policy, integrating it into the Companys organizational culture.
6. This anti-corruption policy applies to all aspects of personnel management, including recruitment, selection, promotion, training, and performance evaluation. Supervisors at all levels must communicate and ensure that employees understand and comply with the policy in their business activities, while also monitoring adherence for maximum effectiveness.
7. The Company will implement its anti-corruption policy in alignment with good corporate governance principles, the Code of Business Conduct, and relevant company regulations and operational manuals. Additional guidelines may be established as necessary.
8. The Company will communicate and promote its anti-corruption policy both internally and externally through various channels, such as announcements on the company website and disclosures in the 56-1 One Report. The companys policy complies with Thailands anti-corruption laws.

Whistleblowing and Protection of Whistleblowers

The Company has established a whistleblower policy to ensure that the process for receiving complaints, reporting fraudulent activities, misconduct, and violations of company regulations is appropriate and effective. Individuals who wish to report any violations of the Code of Ethics, illegal activities, or behaviors that may indicate corruption or misconduct by any company personnel, as well as deficiencies in the internal control systems by employees or other stakeholders, can inform the Company through the various channels provided by the Company.

The Company will keep such information from whistleblowing or complaints confidential and limit the recipients of the information by disclosing it to relevant parties only to protect the potential impact on such whistleblowers or complainants. However, whistleblowers or complainants can choose to disclose themselves or remain anonymous. If it appears that someone is bullying or unfairly treating the whistleblower or complainant, the Company will decisively punish that person.

Complaints and whistleblowing about corruption are the duty of personnel at all levels of the Company and its subsidiaries. Whistleblowing for corruption can be reported anonymously through the following methods and channels:

By Email:

Email: whistleblower@safefertilitygroup.com

By Post:

Chairman of the Audit Committee or Chief Executive Officer or Managing Director
SAFE Fertility Group Public Company Limited
496,498,500,502 Amarin Plaza, 17th Floor, Ploenchit Road, Lumpini Subdistrict,
Pathumwan District, Bangkok 10330

By Website:

<https://www.safefertilitygroup.com/th/corporate-governance/whistleblowing-channel>

Prevention of Misuse of Inside Information

The Company is committed to conducting its business with transparency and recognizes the importance of insider information. Therefore, the company has established a policy to prevent the misuse of insider information, as follows:

1. Directors, executives, staff, and employees of the Company (and its subsidiaries) are prohibited from knowing or possessing inside information and/or in a position or line of responsibility for inside information or having access to inside information.
 - (a) Buy or sell the Companys securities or enter into contracts to be bound by futures relating to the Companys securities, whether for themselves or another person.
 - (b) Disclose inside information to other persons, whether directly or indirectly, and in any way in which they know or should know that the recipient of the information may use the information for the purpose of buying or selling securities or being bound by futures relating to the securities, whether for themselves or other persons.

The term inside information means information that has not been disclosed to the general public that is material to changes in the price or value of the Companys securities, for example, that the Companys information is likely to be significant to changes in the price or value of the securities or investment decisions. Such information includes, but is not limited to, information about the Company, major shareholders, controlling persons, or key executives of the Company, and is reasonably clear information that general investors are likely to use to make investment decisions.

2. Directors, executives, staff, and employees of the Company (and its subsidiaries) in the line of finance must
 - (a) Suspend the purchase or sale of the Companys securities, whether for themselves or other persons; and
 - (b) Not to disclose financial information directly or indirectly to other persons.

At least 30 days prior to the publication of the Companys annual or quarterly financial statements, the Company should disclose such information to the Stock Exchange of Thailand and should wait at least 24 hours after such disclosure before buying or selling the Companys securities. Those involved in inside information must not disclose such information to others until such information has been notified to the SET.

3. If business partners of the Company and its subsidiaries are companies whose shares are listed on the Stock Exchange of Thailand and transactions with such partners may be considered inside information of the partners, the directors, executives, staff, and employees of the Company (and its subsidiaries) are obliged to process the inside information of such business partners in the same way as the Companys inside information in accordance with Clause 1 above.
4. In the event that the Company has inside information that cannot be disclosed for reasons that are inconclusive or highly uncertain, the directors, executives, staff, and employees of the Company (and its subsidiaries) involved are responsible for maintaining the confidentiality of such information to prevent anyone from exploiting or disclosing it improperly. They should comply with the Guidelines for Managing Confidential Information Affecting Securities Prices prepared by the Office of the SEC.

Additionally, if it is necessary to disclose inside information to those with relevant duties who have a role in taking necessary actions for the Company, such as legal advisors who are responsible for advising transactions or credit rating institutions (CRAs), then the directors, executives, staff, and employees of the Company (and its subsidiaries) involved must ensure that the recipient of the information is aware of the duty and has a system for maintaining the confidentiality of the information in order to prevent the use or disclosure of that information to other persons. In this regard, the Guidelines for Managing Confidential Information Affecting Securities Prices prepared by the SEC shall be applied. The Company will provide training on the policy on the use of inside information to the directors, executives, staff, and employees of the Company (and its subsidiaries) involved once a year to review the understanding and to comply with the Securities and Exchange Act.

5. In the event that the Company holds shares or any other securities in other companies whose shares are listed on the Stock Exchange of Thailand, it must not appear that the directors, executives, staff, employees of the Company and/or any other persons involved in or participating in the decision to invest in shares or any other securities of such listed companies shall take any action that may significantly affect changes in the stock price or securities of such listed companies or may mislead the general public about the price or trading volume of such shares or securities.
6. If the Company finds that any directors, executives, staff, and employees of the Company (and its subsidiaries) involved violate this Inside Use Policy, the Company shall be deemed to be committing a serious disciplinary

offense punishable by termination of office as directors, executives, staff, and employees of the Company (and its subsidiaries), namely, dismissal.

Reference link for Prevention of Misuse of Inside Information : <https://www.safefertilitygroup.com/storage/documents/corporate-policies/20230301-safe-insider-information-prevention-policy-th.pdf>

Promotion of compliance with the business code of conduct

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

The Company has published its Code of Business Ethics on the Company's website at www.safefertilitygroup.com under the Corporate Governance section. The Code has also been formally announced and communicated to all directors, executives, and employees to ensure that it is acknowledged and strictly adhered to as a guideline for conduct. The Board of Directors closely monitors compliance with the Code of Business Ethics.

In addition, the Company provides annual refresher training on the Code of Business Ethics for employees. After the training, employees are required to complete a knowledge and understanding test and must achieve the passing score set by the Company. All employees successfully met the required criteria, representing 100 percent participation and completion.

In 2025, there were no complaints submitted to the Audit Committee regarding any violations of the Company's Code of Business Ethics.

Participation in anti-corruption networks

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

Information on material changes and developments in policy and corporate governance system over the past year

Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors charter

In the past year, did the company review the corporate governance policy and guidelines, or board of directors charter : Yes

Material changes and developments in policy and guidelines over the past year : No

The Board of Directors has considered and adopted the principles of the 2017 Corporate Governance Code (CG Code) for listed companies, as issued by the Securities and Exchange Commission, to enhance corporate governance and

ensure sustainable long-term performance. The Board conducts an annual review of corporate policies and the charters of all board committees to align with the company's business operations and current circumstances.

In 2025, the Board reviewed the corporate governance policy and the charters of all board committees and concluded that these policies remain consistent with the company's vision, mission, and core values, effectively meet operational standards, and are appropriate for the current business environment and governance framework. As a result, no revisions were deemed necessary at this time.

Implementation of the CG Code for listed companies

Implementation of the CG Code as prescribed by the SEC : Mostly used in practice

Deviation from Good Corporate Governance Principles

1. The Board of Directors consists of qualified and experienced directors with diverse expertise. Currently, the Board comprises seven directors out of a total of eight positions, as one position remains vacant and is in the process of being filled. Of the seven directors, three are independent directors, representing 42.86%, which is slightly below 50%. The Board of Directors has considered that the proportion of independent directors is appropriate for the performance of duties and there is an appropriate balance, as the number is not less than one-third of the total number of directors and not less than 3 persons, and they have independent qualifications according to the criteria of Securities and Exchange Commission (SEC) of Thailand and the Stock Exchange of Thailand (SET). All independent directors can perform their duties effectively and express their opinions independently.
2. The Board of Directors has 2 female directors, accounting for 25%, which is less than 30%. The Board of Directors has considered that the proportion of female directors is appropriate. The Company has a policy of selecting directors who are fully qualified and do not have prohibited characteristics according to the law and the Company's regulations and have diversity in terms of skills, experience, knowledge and expertise that are beneficial to the company, and are not limited by gender, age, race, religion and culture, etc. in order for the composition of the Board of Directors to promote and support the Company's management in accordance with the principles of good corporate governance and creating fairness, transparency, and accountability, building trust among all stakeholders, leading to sustainable business growth.
3. According to the Board of Directors Charter, it is stipulated that the meeting will be held at least 4 times per year, which is less than 6 times per year. However, in practice, if necessary, the Board will hold a meeting immediately, which may be more than 6 times per year, depending on the necessity and appropriateness. This approach enhances the efficiency and flexibility of the Board while also optimizing costs associated with board meetings.
4. The quorum of the Board to vote at the Board's meeting requires the presence of not less than half of the total number of directors, which is less than the two-thirds. However, the quorum complies with legal provisions and enhances flexibility, particularly in urgent meetings. In addition, in practice, the Chairman ensures that all directors attend more than 75% of the total board meetings each year. As a result, the actual quorum when passing resolutions is always at least two-thirds of the total number of directors.
5. The Board of Directors has not appointed a Risk Management Committee. Instead, the management has established a Risk Management Working Group to be responsible for overseeing risk management work.
6. The Board of Directors has not appointed a Corporate Governance and Sustainability Committee (CG Committee). For corporate governance matters, the company has an internal auditor, a corporate secretary, and established channels for stakeholders to report or complaints directly. These measures are considered sufficient to ensure effective internal controls and corporate governance in accordance with the company's policies. For sustainability matters, the management team has established a Sustainability Working Group, which is responsible for overseeing sustainability work.

Other corporate governance performance and outcomes

Corporate Governance Structure

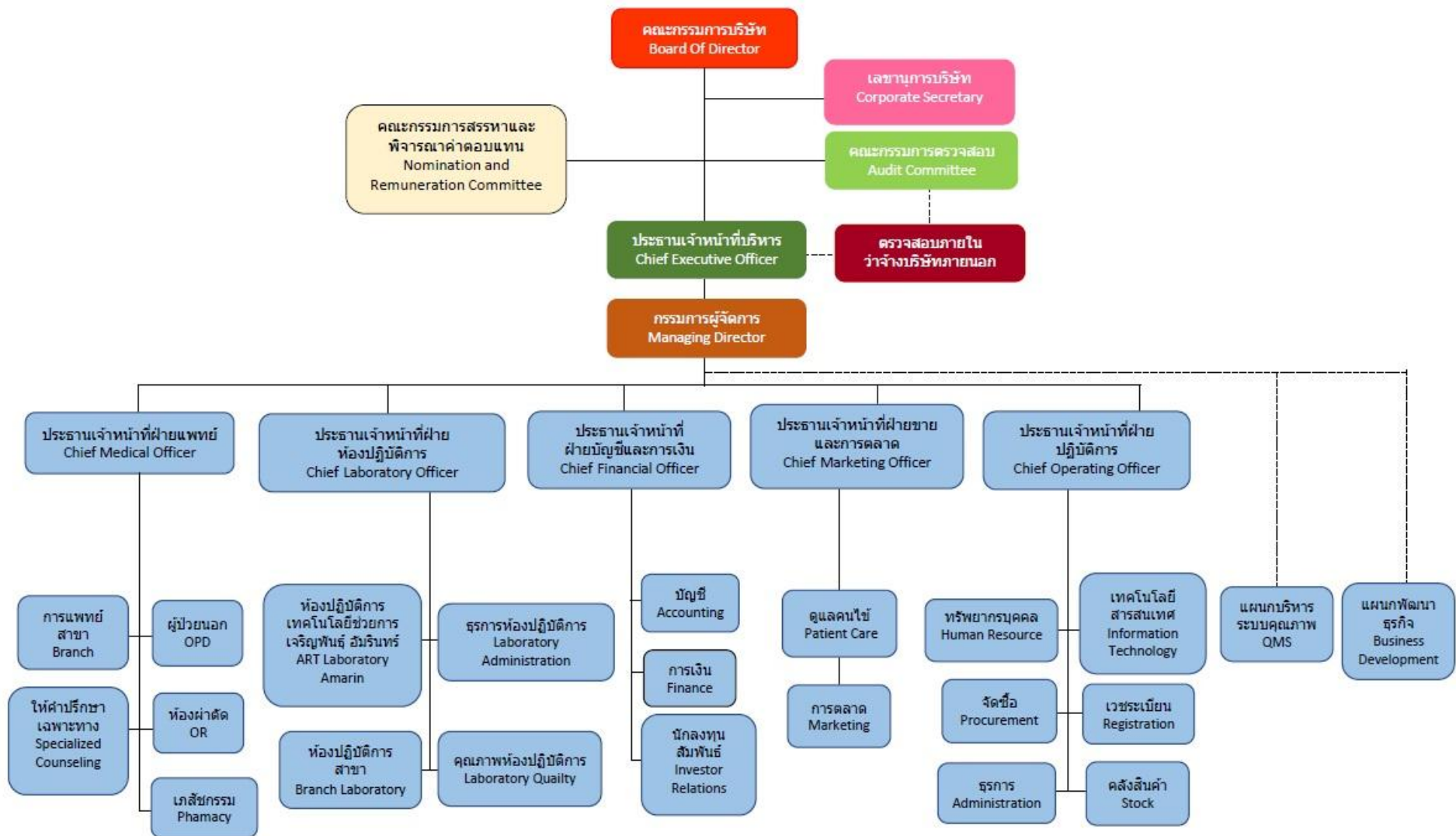
Information on corporate governance structure

Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 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

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	8		8		7	
	6	2	6	2	5	2
Executive directors	3		3		3	
	1	2	1	2	1	2
Non-executive directors	5		5		4	
	5	0	5	0	4	0
Independent directors	3		3		3	
	3	0	3	0	3	0
Non-executive directors who have no position in independent directors	2		2		1	
	2	0	2	0	1	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	75.00	25.00	75.00	25.00	71.43	28.57
Executive directors	37.50		37.50		42.86	
	12.50	25.00	12.50	25.00	14.29	28.57
Non-executive directors	62.50		62.50		57.14	
	62.50	0.00	62.50	0.00	57.14	0.00
Independent directors	37.50		37.50		42.86	
	37.50	0.00	37.50	0.00	42.86	0.00
Non-executive directors who have no position in independent directors	25.00		25.00		14.29	
	25.00	0.00	25.00	0.00	14.29	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	57		58		58	
	59	51	60	52	60	53

The information on each director and controlling person

List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Mr. AMNUAY PREEMONWONG Gender: Male Age : 67 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 476,100 Shares (0.156639 %) • 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>18 Nov 2019</p>	<p>Strategic Management, Governance/ Compliance, Law, Risk Management, Audit</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Mr. JIRAYUT RUNGSRITHONG Gender: Male Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : Operational Research 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 : 238,000 Shares (0.078303 %) • 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>	18 Nov 2019	Accounting, Finance, Strategic Management, Risk Management, Audit

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Mr. GRAN CHAYAVICHITSILP Gender: Male Age : 53 years Highest level of education : Master's degree Study field of the highest level of education : Political Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : No DCP course : Yes</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 857,100 Shares (0.281989 %) • 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 : Continuing director (Full term of directorship and being re-appointed as a director)</p>	<p>18 Nov 2019</p>	<p>Business Administration, Finance, Strategic Management, Governance/ Compliance, Marketing</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Mr. Yuthapong Ma Gender: Male Age : 58 years Highest level of education : Master's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</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)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	4 Apr 2019	Finance, Strategic Management, Business Administration, Marketing

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. WIWAT QUANGKANANURUG 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 : 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 : 119,515,800 Shares (39.321160 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 30,795,200 Shares (10.131740 %) 	<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>20 Jul 2009</p>	<p>Health Care Services, Strategic Management, Governance/ Compliance, Marketing, Finance</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Mrs. PARINYARAT QUANGKANANURUG Gender: Female Age : 59 years Highest level of education : Bachelor's degree Study field of the highest level of education : Law Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Have Legal offenses in the past 5 years ^(*) : Doesnt Have DAP course : Yes DCP course : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 30,805,200 Shares (10.135030 %) • Shareholding by persons related to the directors, executives according to Section 59 ^(**) : 119,515,800 Shares (39.321160 %) 	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	20 Jul 2009	Strategic Management, Governance/ Compliance, Corporate Management, Law, Marketing

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Ms. CHANIDA PATTANOTAI Gender: Female Age : 46 years Highest level of education : Master's 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 : No</p> <p>Shareholding in the company</p> <ul style="list-style-type: none"> • Direct shareholding : 1,667,560 Shares (0.548634 %) • 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 : Continuing director (Full term of directorship and being re-appointed as a director)</p>	18 Nov 2019	Accounting, Finance, Strategic Management, IT Management, Risk Management

Additional explanation:

(*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(**) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

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

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Mr. AMNUAY PREEMONWONG	Chairman of the board of directors		✓	✓		
2. Mr. JIRAYUT RUNGSRITHONG	Director		✓	✓		
3. Mr. GRAN CHAYAVICHITSILP	Director		✓	✓		
4. Mr. Yuthapong Ma	Director		✓		✓	
5. Mr. WIWAT QUANGKANANURUG	Director	✓				✓
6. Mrs. PARINYARAT QUANGKANANURUG	Director	✓				✓
7. Ms. CHANIDA PATTANOTAI	Director	✓				✓
Total (persons)		3	4	3	1	3

Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Health Care Services	1	14.29
2. Law	2	28.57
3. Marketing	4	57.14
4. Accounting	2	28.57

Skills and expertise	Number (persons)	Percent (%)
5. Finance	5	71.43
6. IT Management	1	14.29
7. Corporate Management	1	14.29
8. Strategic Management	7	100.00
9. Risk Management	3	42.86
10. Audit	2	28.57
11. Governance/ Compliance	4	57.14
12. Business Administration	2	28.57

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	No	No	No

Additional explanation :

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

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

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

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

Methods of balancing power between the board of : Others : Clear Definition of Roles and Responsibilities

The Company places great importance on clearly defining the roles and responsibilities between the Board of Directors and the management team in order to ensure good corporate governance and establish an appropriate system of checks and balances. The Board of Directors is responsible for setting the Company's policies, vision, and strategic direction, as well as overseeing the overall operations of the organization and approving matters that are significant to the business. Meanwhile, the management team is responsible for the day-to-day management and execution of business operations in accordance with the policies and strategies established by the Board.

Such clear delineation of roles and responsibilities helps ensure effective decision-making, transparency, and accountability. It also helps prevent the concentration of power, while promoting mutual oversight between the Board and management. This serves as an important governance mechanism in strengthening confidence among shareholders and all stakeholders.

Information on the roles and duties of the board of directors

Board charter : Have

The scope of duties, authorities and responsibilities of the Board of Directors as prescribed in the Board of Directors Charter, with reference to the Public Limited Companies Act B.E. 2535 (1992) (including amendments), the Securities and Exchange Act B.E. 2535 (1992) (including amendments), and the Company's Articles of Association, are as follows:

1. Perform duties in compliance with laws, objectives, the company's Articles of Association, resolutions of the Board of Directors meetings and shareholders meetings with responsibility, care and integrity.
2. Consider and approve the vision, mission, goals, business objectives, business strategies, business plans and annual budgets for the company and subsidiaries (if any) as proposed by management.
3. Oversee the administration and performance of the President, Managing Director, management, or any assigned persons to ensure compliance with the prescribed vision, mission, goals, business objectives, strategies, business plans and annual budgets approved by the Board.
4. Monitor the performance of the company and its subsidiaries (if any) on a continuous basis to ensure compliance with the company's business plans and budgets.
5. Ensure the Company and its subsidiaries adopt appropriate and efficient accounting systems, as well as adequate and effective internal control and internal audit systems. Also ensure regular assessment of the adequacy of the internal control systems of the Company and its subsidiaries (if any).
6. Arrange for preparation of the balance sheets and profit and loss statements as of the end of the company's accounting period. Sign to certify such financial statements for submission to the annual general meeting of shareholders for approval.
7. Consider and approve the selection and appointment of the auditor, and appropriate remuneration as proposed by the Audit Committee, before proposing to the annual general meeting of shareholders for approval.
8. Establish a written corporate governance policy in line with the principles of good governance, and ensure its effective implementation, to ensure the company's fair responsibility toward all stakeholders.
9. Appoint sub-committees, including the Audit Committee or other committees, and determine the authority and responsibilities of such sub-committees to assist and support the Board's duties as deemed appropriate. Consider and determine the total remuneration for the sub-committee members based on the budget proposed by management.
10. Consider the appointment and determination of remuneration for the President, Managing Director, and Company Secretary. Also, authorize the President or Managing Director to appoint executives as defined by the SEC and/or the Capital Market Supervisory Board, and consider determining the remuneration for such executives.

11. Approve expenditures for investments, operations, borrowings or obtaining credits from financial institutions, as well as giving guarantees for normal business operations of the company, subsidiaries, and affiliates without limitation under the companys rules and regulations as well as relevant rules of the Stock Exchange of Thailand and the Capital Market Supervisory Board.
12. Consider and approve connected transactions between the company, subsidiaries, associates, and related persons as specified in the Securities and Exchange Act B.E. 2535 (1992) (including amendments) as well as relevant regulations of the Stock Exchange of Thailand and the Capital Market Supervisory Board. Also, consider and approve principles regarding commercial agreements with normal trade conditions for transactions between the company and subsidiaries with directors, executives, or related persons, in order to set operational guidelines allowing management to conduct such transactions within the framework of relevant laws and criteria.
13. Establish appropriate communication channels with each shareholder group and oversee information disclosure to ensure accuracy, clarity, transparency, reliability, and high standards.
14. Appoint people to be directors or executives of subsidiaries (if any) or associates (if any) at least in proportion to the companys shareholding in those subsidiaries (if any) or associates (if any). Clearly define the scope, authority, duties and responsibilities of the appointed directors and executives, including setting a clear discretionary framework for casting votes at board meetings of the subsidiaries (if any) or associates (if any) on significant matters that require prior approval from the companys Board of Directors. This is to ensure control over the administration in line with the companys policies and compliance of transactions with relevant laws, including complete and accurate disclosure of financial position, performance, related transactions, and acquisition or disposition of significant assets.
15. Consider and approve interim dividend payments.
16. Consider and amend the authorized directors with binding signature for the company.
17. Seek professional opinions from external agencies if necessary to support appropriate decision-making.
18. oversee the efficient performance of the company and safeguard the interests of all stakeholders.
19. Arrange for an annual general meeting of shareholders within 4 months of the end of the companys fiscal year.
20. Convene board meetings at least once every 3 months.
21. Prepare an annual report and be responsible for the preparation and disclosure of financial statements for the company and subsidiaries to accurately present their financial position and performance for the past year. Present to shareholders for consideration and approval.
22. Evaluate the overall performance of the Board to review achievements, issues, and obstacles each year, utilizing the evaluation to enhance and improve various operational aspects.
23. Supervise and oversee the management and operations of the company and subsidiaries in compliance with the companys policies, securities laws, as well as relevant notifications, rules and regulations of the Capital Market Supervisory Board, the SEC, and the Stock Exchange of Thailand. This includes overseeing related party transactions, acquisition or disposition of significant assets insofar as not contradicting other laws. Also ensure adequate and appropriate internal control and audit systems are in place.
24. The Board of Directors may delegate authority and/or assign other people to perform specific tasks on its behalf. Such delegation of authority shall be within the scope conferred by the power of attorney and/or in accordance with the rules, regulations or orders set by the Board of Directors and/or the company. However, such delegation shall not constitute an authorization or sub-delegation that allows the Board or its delegates to approve transactions benefiting themselves or persons who may have conflicts of interest (as defined by notifications of the SEC and/or the Capital Market Supervisory Board and/or the Stock Exchange of Thailand and/or other relevant authorities) in a way that may cause conflicts of interest with the company or its subsidiaries. Exceptions are transactions in compliance with policies and criteria approved by shareholders or the Board for normal business transactions under normal trade conditions as specified by relevant notifications.
25. Review the Board of Directors Charter at least once a year.

Reference link for the board charter : <https://www.safefertilitygroup.com/en/corporate-governance/charter-board-and-subcommittee>

Information on subcommittees

Information on subcommittees

Information on roles of subcommittees

Roles of subcommittees

Audit Committee

Role

- Audit of financial statements and internal controls
- Risk management

Scope of authorities, role, and duties

1) Review to ensure the company's financial reporting is accurate and adequate according to financial reporting standards by coordinating with the external auditor and management responsible for preparing quarterly and annual financial reports. The Audit Committee may recommend that the auditor review or examine any transactions deemed significant and necessary during the audit.

2) Review to ensure the company has appropriate, adequate, and effective internal control and internal audit systems.

3) Consider the independence of the internal audit unit, and provide opinions on appointment, transfer, dismissal of the head of the internal audit unit or other units responsible for internal audits.

4) Have access to all levels of information within the company, including inviting executives, management, supervisors, employees, or relevant persons to attend meetings to provide clarification and information under the scope of duties and authority delegated by the Board of Directors.

5) Consider and approve the annual budget, workforce, and necessary resources for the internal audit departments operations. Approve the annual audit plan, including considering and approving revisions to the audit plan for significant aspects. Supervise the internal audit departments operations to ensure compliance with the approved annual audit plan and adherence to international professional standards for internal auditing. Annually evaluate the quality of internal audit performance, as well as meeting with the head of the internal audit at least once a year to discuss significant issues.

6) Review the company's compliance with securities and stock exchange laws, requirements of the Stock Exchange of Thailand and the SEC, or laws related to the company's business.

7) Consider, select, and propose the appointment of an independent person to serve as the company's auditor, and propose their remuneration, taking into account credibility, adequacy of resources, audit workload of that audit firm, and experience of personnel assigned to audit the company. Additionally, meet with the auditor without management present at least once a year.

8) Consider related party transactions or transactions that may involve conflicts of interest, acquisitions, or disposals of assets to ensure accuracy, completeness, and compliance with relevant laws and regulations of the Stock Exchange of Thailand and the SEC. This is to ensure that such transactions are reasonable and in the best interests of the company and shareholders.

9) Prepare a report on the audit committee's corporate governance oversight, to be disclosed in the company's

annual report. This report must be signed by the chairperson of the audit committee and must contain at least the following information:

- (1) Opinion on the accuracy, completeness, and reliability of the company's financial statements.
- (2) Opinion on the adequacy of the company's internal control system.
- (3) Opinion on compliance with securities and stock exchange laws, regulations of the Stock Exchange of Thailand, or laws related to the company's business.
- (4) Opinion on the appropriateness of the auditor.
- (5) Opinion on transactions that may involve conflicts of interest.
- (6) Number of audit committee meetings and attendance of each committee member.
- (7) Overall opinions or observations received by the audit committee from performing duties under the charter.
- (8) Other matters that shareholders and general investors should be informed of, within the scope of duties and responsibilities assigned by the board of directors.
- 10) Review and monitor risk management results from management and/or related units.
- 11) Review and propose amendments to the audit committee charter as appropriate, at least once a year.
- 12) Review performance for the past year by preparing a performance report and presenting it to the board at least once a year.
- 13) Obtain independent opinions from other professional advisors to provide opinions or recommendations within the scope of responsibilities, as appropriate and necessary, at the company's expense.
- 14) Perform other duties as assigned by the board of directors with approval of the audit committee.

Reference link for the charter

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Nomination and Remuneration Committee

Role

- Director and executive nomination
- Remuneration

Scope of authorities, role, and duties

- 1) Consider the criteria for payment and forms of remuneration for directors and senior executives to propose opinions to the Board of Directors, in both monetary and non-monetary forms, by comparing and referencing leading companies in the same industry, past performance, experience, duties, scope of roles and responsibilities, business expansion, financial position, company's performance that is in line with the company's strategies and long-term goals in order to create incentives for management and retain qualified directors and senior executives. The Board of Directors approves the remuneration for senior executives, while directors remuneration is proposed to shareholders for annual approval.
- 2) Evaluate senior executive remuneration to be consistent with their performance by using targets and evaluation criteria linked to short-term and long-term strategies and plans.
- 3) Consider the criteria and process for recruiting qualified candidates to serve as directors in alignment with the company's business strategies by developing a Board Skills Matrix to facilitate recruitment. Select individuals through the defined recruitment process, such as considering names and profiles proposed by the existing Board of Directors, providing opportunities for shareholders to nominate directors, considering external consulting firms, or professional directories. Evaluate candidates' qualifications, diversity in terms of educational background, skills, age, experience, gender, nationality, religion, place of origin, expertise, and specific capabilities necessary for the Board of Directors, as well as their contributions to the company's benefits, and propose opinions to the Board of Directors.
- 4) Implement development programs for directors and senior executives, as well as a senior executive succession

plan, and annually review such programs and plans.

5) Oversee the orientation for new directors to ensure understanding of their roles, duties and responsibilities, and provide information on the company's policies, business nature, and environmental considerations.

6) Implement training and knowledge development plans for current directors that are appropriate for changes in external conditions and the company's sustainable development, in terms of business operations and corporate governance. Review whether the current board lacks any critical skills, knowledge, and expertise according to the defined Director Skills Matrix in order to appropriately select necessary development courses for directors.

7) Suggest methods for evaluating the performance of the company's board of directors and sub-committees by regularly reviewing annually. This may include considering using external consultants, as well as monitoring and summarizing the evaluation results for the company's board of directors in order to improve the efficiency of their performance and enhance the knowledge and capabilities of the company's directors.

8) Perform other duties as assigned by the Board of Directors. In performing duties under the scope of this charter, the Nomination and Remuneration Committee has the authority to summon management or relevant employees to provide opinions, attend meetings, or submit necessary documents. Additionally, the committee may seek advice from independent external advisors or experts in other professions if deemed necessary and appropriate.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
1. Mr. JIRAYUT RUNGSRITHONG ^(*) Gender: Male Age : 59 years Highest level of education : Master's degree Study field of the highest level of education : Operational Research 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 : Continuing director (Full term of directorship and being re-appointed as a director)	18 Nov 2019	Accounting, Finance, Strategic Management, Risk Management, Audit

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>2. Mr. AMNUAY PREEMONWONG</p> <p>Gender: Male</p> <p>Age : 67 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	18 Nov 2019	Strategic Management, Governance/ Compliance, Law, Risk Management, Audit
<p>3. Mr. GRAN CHAYAVICHITSILP</p> <p>Gender: Male</p> <p>Age : 53 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Political Science</p> <p>Thai nationality : Yes</p> <p>Residence in Thailand : Yes</p> <p>Expertise in accounting information review : No</p>	<p>Member of the audit committee</p> <p>(Non-executive directors, Independent director)</p> <p>Director type : Existing director</p>	18 Nov 2019	Business Administration, Finance, Strategic Management, Governance/ Compliance, 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
Nomination and Remuneration Committee	Mr. GRAN CHAYAVICHITSILP	The chairman of the subcommittee (Independent director)
	Mr. JIRAYUT RUNGRITHONG	Member of the subcommittee (Independent director)
	Mr. WIWAT QUANGKANANURUG	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. WIWAT QUANGKANANURUG Gender: Male Age : 61 years Highest level of education : Bachelor's degree Study field of the highest level of education : Medicine Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	CHIEF EXECUTIVE OFFICER (The highest-ranking executive)	20 Jul 2009	Health Care Services, Strategic Management, Governance/ Compliance, Marketing, Finance

List of executives	Position	First appointment date	Skills and expertise
<p>2. Mrs. PARINYARAT QUANGKANANURUG</p> <p>Gender: Female</p> <p>Age : 59 years</p> <p>Highest level of education : Bachelor's degree</p> <p>Study field of the highest level of education : Law</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>	Managing Director	22 Jul 2009	Strategic Management, Governance/ Compliance, Corporate Management, Law, Marketing
<p>3. Ms. CHANIDA PATTANOTAI^(*)</p> <p>Gender: Female</p> <p>Age : 46 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Accounting</p> <p>Thai nationality : Yes</p> <p>Residing in Thailand : Yes</p> <p>Highest responsibility in corporate accounting and finance : Yes</p> <p>Accounting supervisor : No</p>	Chief Financial Officer	16 Jul 2018	Accounting, Finance, Strategic Management, IT Management, Risk Management
<p>4. Ms. Sujin Chanchamroen</p> <p>Gender: Female</p> <p>Age : 48 years</p> <p>Highest level of education : Master's degree</p> <p>Study field of the highest level of education : Science</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>	Chief Laboratory Officer	1 Sep 2016	Health Care Services, Leadership

List of executives	Position	First appointment date	Skills and expertise
5. Ms. Jaturapat Thanasuvichai ^(**) Gender: Female Age : 48 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 : No Accounting supervisor : Yes	Accounting Manager	1 Jul 2018	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 diagram of the highest-ranking executive and the next four executives from the top executive

Remuneration policy for executive directors and executives

The Company has determined the remuneration of executives to be at an appropriate level and in line with the duties and responsibilities of the executives, the Company's performance and linked to the performance of each executive.

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

The Board of Directors and the Nomination and Remuneration Committee are of the opinion that the remuneration of the executives is at an appropriate level and is aligned with the Company's objectives, operating performance, as well as their roles and responsibilities.

Remuneration of executive directors and executives

Monetary remuneration of executive directors and executives

	2023	2024	2025
Total remuneration of executive directors and executives (baht)	46,153,859.00	46,429,633.00	39,628,638.00
Total remuneration of executive directors (baht)	0.00	N/A	N/A
Total remuneration of executives (baht)	46,153,859.00	46,429,633.00	39,628,638.00

Other remunerations of executive directors and executives

	2023	2024	2025
Companys contribution to provident fund for executive directors and executives (Baht)	183,832.00	193,252.00	202,916.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

Outstanding remuneration or benefits of executive directors and executives

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

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

Other significant information

Other significant information

Assigned person

List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Jaturapat Thanasuvichai	accountingmanager@safefertilitygroup.com	02-252-3833 ต่อ 309

List of the company secretary

General information	Email	Telephone number
1. Ms. Tasanun Chuiklom	investorrelations@safefertilitygroup.com	02-252-3833 ต่อ 311

List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
1. Ms. Somcharee Kawkomdee	somcharee@dir.co.th	02-596-0500 ต่อ 327

List of the head of the compliance unit

Head of investor relations

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

List of the head of investor relations

General information	Email	Telephone number
1. Ms. Tasanun Chuiklom	investorrelations@safefertilitygroup.com	02-252-3833 ต่อ 311

Company's auditor

Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
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Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
PRICEWATERHOUSECOOPERS ABAS COMPANY LIMITED NO. 179/74-80 BANGKOK CITY TOWER BUILDING, 7TH, 11TH, 13TH-16TH FLOOR, SOUTH SATHORN ROAD, THUNG MAHA MEK SATHON Bangkok 10120 Telephone number +66 2844 1000	4,650,000.00	Types of non-audit service : The Fee for the inventory destruction Details of non-audit service : Service fee for witnessing the inventory destruction Amount paid during the fiscal year 29,500.00 baht Total non-audit fee 29,500.00 baht	1. Mr. KRIT CHATCHAVALWONG Email: krit. chatchavalwong@pwc. com License number: 5016 2. Ms. SANICHA AKARAKITILAP Email: sanicha. akarakittilap@pwc.com License number: 8470 3. Ms. NOPANUCH APICHATSATIEN Email: nopanuch. apichatsatien@pwc.com License number: 5266

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 is committed to conducting business in accordance with the law, objectives, articles of association, and resolutions of the shareholders' meeting of the Company, as well as adhering to the principles of good corporate governance following the guidelines set by the Stock Exchange of Thailand (SET) and the principles of good corporate governance for listed companies in 2017 as outlined by the Securities and Exchange Commission (SEC). This is to create sustainable value for the organization. In addition, the Board quarterly monitors the Company's operating results and financial status and collaborates in formulating strategies and policies for the business's operations to ensure continuity and adaptability in response to changing factors that could impact the business. This approach aims to ensure smooth operations and enhance the Company's competitiveness in the future.

Furthermore, the Board has overseen the adequacy of the Company's internal control system and risk management continuously. The Board has also ensured that accurate, complete financial reporting is disclosed in accordance with relevant financial reporting standards to build trust with investors and shareholders.

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

Information about the selection of the board of directors

List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. GRAN CHAYAVICHITSILP	Director	18 Nov 2019	Business Administration, Finance, Strategic Management, Governance/ Compliance, Marketing
Mr. Yuthapong Ma	Director	4 Apr 2019	Finance, Strategic Management, Business Administration, Marketing

List of directors	Position	First appointment date of director	Skills and expertise
Ms. CHANIDA PATTANOTAI	Director	18 Nov 2019	Accounting, Finance, Strategic Management, IT Management, Risk Management

List of newly appointed director to replace the ex-director

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

Selection of independent directors

Criteria for selecting independent directors

The Board of Directors will recruit and select independent directors based on the qualifications set in the Public Limited Companies Act B.E. 2535, the Securities and Exchange Act, announcements by the Securities and Exchange Commission, as well as other related regulations, rules, and guidelines. According to the composition of the Board of Directors, at least one-third of the total number of directors must be independent directors, with a minimum of 3 independent directors, and they can serve for no more than 9 consecutive years from the date of their first appointment as an independent director.

Currently, the Board of Directors consists of 3 independent directors out of a total of 8 directors, which is at least one-third of the total number of directors. The 3 independent directors have held their positions continuously for no more than 9 years from the date of their first appointment as independent directors. Independent directors must have the following qualifications:

1. Holding shares not exceeding one percent of the total number of shares with voting rights of the Company, its parent company, subsidiary company, associate company, major shareholder or controlling person, including shares held by related persons of the independent director.
2. Neither being nor having been an executive director, employee, staff member, advisor who receives a salary, or controlling person of the Company, its parent company, subsidiary company, associate company, same-level subsidiary company, major shareholder or controlling person, unless the foregoing status has ended not less than 2 years. Such prohibited characteristics shall not include the case where the independent director used to be a government official or advisor of a government agency which is a major shareholder or controlling person of the Company.
3. Not being a person related by blood or by legal registration as father, mother, spouse, sibling, and child, including the spouse of child, executive, major shareholder, controlling person, or person to be nominated as executive or controlling person of the Company or its subsidiary company.
4. Neither having nor having had a business relationship with the Company, its parent company, subsidiary company, associate company, major shareholder or controlling person, in a manner which may interfere with his/her independent judgment, and neither being nor having been a significant shareholder or controlling person of any person having a business relationship with the Company, its parent company, subsidiary company, associate

company, major shareholder or controlling person, unless the foregoing relationship has ended not less than 2 years.

5. Neither being nor having been an auditor of the Company, its parent company, subsidiary company, associate company, major shareholder or controlling person, and not being a significant shareholder, controlling person, or partner of an audit firm which employs auditors of the Company, its parent company, subsidiary company, associate company, major shareholder or controlling person, unless the foregoing relationship has ended not less than 2 years.
6. Neither being nor having been a provider of any professional services including those as legal advisor or financial advisor who receives service fees exceeding Baht 2 million per year from the Company, its parent company, subsidiary company, associate company, major shareholder or controlling person, and not being a significant shareholder, controlling person or partner of the provider of professional services, unless the foregoing relationship has ended not less than 2 years.
7. Not being a director appointed as representative of a director of the Company, its major shareholder or shareholder who is related to the major shareholder
8. Not undertaking any business in the same nature and in significant competition to the business of the Company or its subsidiary company, or not being a significant partner in a partnership or being an executive director, employee, staff member, advisor who receives a salary or holds shares exceeding one per cent of the total number of shares with voting rights of other company which undertakes business in the same nature and in significant competition to the business of the Company or its subsidiary company
9. Not having any other characteristics which cause the inability to express independent opinions with regard to the Companys business operations.

An independent director with the qualifications under Clauses 1) to 9) may be assigned by the Board of Directors to take parts in the business decision of the Company, its parent company, subsidiary company, associate company, same-level subsidiary company, major shareholder or controlling person, in the form of collective decision. In the case where the person appointed by the Company as independent director has or used to have a business relationship or provides professional services exceeding the value specified under Clause 4 or 6, the Board of Directors may grant an exemption from such prohibition only if the appointment of such person does not affect the performance of duty and the expression of independent opinions and the Company has disclosed the following information in the notice calling the shareholders meeting under the agenda for the appointment of independent director:

- (a) The business relationship or professional service which makes such persons qualifications not in compliance with the prescribed rules.
- (b) The reason and necessity for maintaining or appointing such person as independent director.
- (c) The opinion of the Board of Directors for proposing the appointment of such person as independent director.

Business or professional relationships of independent directors over the past year

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

Selection of directors and the highest-ranking executive

Method for selecting directors and the highest-ranking executive

Method for selecting persons to be appointed as directors 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) : 3

Rights of minority shareholders on director appointment

The Company has a policy to grant shareholders the right to propose additional agenda items and to nominate qualified individuals for election as directors at the Annual General Meeting of Shareholders (AGM). The Company also provides shareholders with the opportunity to submit questions regarding the Company or agenda items in advance of the AGM. Details and criteria for exercising such rights are published on the Company's website at www.safefertilitygroup.com under the Investor Relations section. In addition, the Company has announced these rights through the website of the Stock Exchange of Thailand to ensure that shareholders and investors are properly informed.

For the 2025 Annual General Meeting of Shareholders, the Company allowed shareholders to propose additional agenda items and nominate qualified candidates for election as directors in advance from 15 November 2024 to 31 December 2024, which was more than one month prior to the end of the Company's accounting period. However, no shareholders proposed additional agenda items or nominated any candidates for consideration by the shareholders meeting under the agenda for the election of directors.

For the agenda regarding the election of directors, the Company allows shareholders to vote for each director individually. The Company also implemented an e-AGM voting system to facilitate the vote counting process, ensuring speed, accuracy, transparency, and convenience for shareholders attending the meeting. The voting results are displayed immediately so that shareholders can be informed of the vote counting results without delay.

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

Development of directors over the past year

Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Mr. AMNUAY PREEMONWONG (Chairman of the board of directors, Independent director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2006: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2025: Insight in SET: ID & AC Focus • 2014: Anti-Corruption for Executive Program (ACEP) • 2012: Audit Committee Program • 2011: Financial Statements for Directors (FSD)
2. Mr. JIRAYUT RUNGRITHONG (Director, Independent director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2005: Director Accreditation Program (DAP) • 2005: Director Certification Program (DCP)
3. Mr. GRAN CHAYAVICHITSILP (Director, Independent director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2025: Advanced Audit Committee Program (AACP) • 2016: Director Certification Program (DCP)
4. Mr. Yuthapong Ma (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2023: Director Certification Program (DCP)
5. Mr. WWAT QUANGKANANURUG (Director)	Participating	<p>Thai Institute of Directors (IOD)</p> <ul style="list-style-type: none"> • 2017: Director Certification Program (DCP) <p>Other</p> <ul style="list-style-type: none"> • 2020: National Defence College, National Defence Academy Class 62

List of directors	Participation in training in the past financial year	History of training participation
6. Mrs. PARINYARAT QUANGKANANURUG (Director)	Participating	Thai Institute of Directors (IOD) • 2020: Director Accreditation Program (DAP)
7. Ms. CHANIDA PATTANOTAI (Director)	Participating	Thai Institute of Directors (IOD) • 2020: Director Accreditation Program (DAP)

Information on the evaluation of duty performance of directors

Criteria for evaluating the duty performance of the board of directors

In adherence to good corporate governance principles, the Board of Directors mandates an annual performance evaluation for the Board, encompassing both committee and individual assessments, as well as evaluations for each sub-committee. These evaluations utilize assessment forms adapted from the guidelines of the Thai Institute of Directors Association (IOD) and the Stock Exchange of Thailand, serving as a framework for consistently reviewing the Board's performance in its duties.

The evaluation process involves the Nomination and Remuneration Committee reviewing the collective and individual Board performance evaluation forms, along with the sub-committee performance evaluation forms, and submitting them to the Board of Directors for approval. Subsequently, the Secretary of the Nomination and Remuneration Committee distributes the Board and sub-committee performance evaluation forms to all directors for their annual performance evaluation in their respective areas. Upon completion of the evaluations, each director returns the forms to the Secretary of the Nomination and Remuneration Committee, who then compiles the evaluation scores and summarizes the performance analysis of each committee for the year. The findings are then reported to the Nomination and Remuneration Committee for their review. The Chairman of the Nomination and Remuneration Committee presented the evaluation results to the Board of Directors meeting on 19 February 2026.

The evaluation criteria are calculated as a percentage as follows:

Score	Level
90% - 100%	Excellent
80% - 89%	Very Good
70% - 79%	Good
60% - 69%	Fair
Below 60%	Needs Improvement

The assessment topics for each assessment form are as follows:

Board of Directors	The Sub-Committee	Individual Assessment
1. Board Structure and Qualifications	1. Board Structure and Qualifications	1. Board Structure and Qualifications
2. Board Meetings	2. Board Meetings	2. Board Meetings
3. Roles, Duties, and Responsibilities of the Board	3. Roles, Duties, and Responsibilities of the Board	3. Roles, Duties, and Responsibilities of the Board
4. Relationship with Management		
5. Director Development		

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

The results of the self-evaluation of the performance of the Board of Directors and subcommittees for the year 2025 are as follows:

	Score	Level
The Board of Director - Group assessment	96.18%	Excellent
Audit Committee - Group assessment	99.58%	Excellent
Nomination and Remuneration Committee - Group assessment	99.56%	Excellent
The Board of Director - Individual assessment	95.78%	Excellent

Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : No

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 : 4
past year (times)
Date of AGM meeting : 29 Apr 2025
EGM meeting : No

Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Mr. AMNUAY PREEMONWONG (Chairman of the board of directors, Independent director)	4	/	4	1	/	1		/	
2. Mr. JIRAYUT RUNGRITHONG (Director, Independent director)	4	/	4	1	/	1		/	
3. Mr. GRAN CHAYAVICHITSILP (Director, Independent director)	4	/	4	1	/	1		/	
4. Mr. Yuthapong Ma (Director)	4	/	4	1	/	1		/	
5. Mr. WIWAT QUANGKANANURUG (Director)	4	/	4	1	/	1		/	
6. Mrs. PARINYARAT QUANGKANANURUG (Director)	4	/	4	1	/	1		/	
7. Ms. CHANIDA PATTANOTAI (Director)	4	/	4	1	/	1		/	

Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Mr. AMNUAY PREEMONWONG (Chairman of the board of directors)	4/4 (100.00%)	1/1 (100.00%)	N/A
2. Mr. JIRAYUT RUNGSRITHONG (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
3. Mr. GRAN CHAYAVICHITSILP (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
4. Mr. Yuthapong Ma (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
5. Mr. WIWAT QUANGKANANURUG (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
6. Mrs. PARINYARAT QUANGKANANURUG (Director)	4/4 (100.00%)	1/1 (100.00%)	N/A
7. Ms. CHANIDA PATTANOTAI (Director)	4/4 (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

The remuneration of the Board of Directors and subcommittees consists of monthly remuneration and meeting allowances. The executive directors will not receive monthly remuneration. For the year 2025, the 2025 Annual General Meeting of Shareholders on 29 April 2025, resolved to approve the remuneration of the Board of Directors and subcommittees for the year 2025 as follows:

Position	Monthly remuneration (Baht/Month)	Meeting Allowance (Baht/Time)
The Board of Director		
- Chairman	40,000	30,000
- Non-executive Director	22,500	20,000
- Executive Director	-	20,000
Audit Committee		
- Chairman	-	30,000
- Member	-	25,000
Nominating and Remuneration Committee		
- Chairman	-	15,000
- Member	-	10,000

Remuneration of the board of directors ⁽¹⁾

Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
1. Mr. AMNUAY PREEMONWONG (Chairman of the board of directors, Independent director)			700,000.00		N/A
Board of Directors (Chairman of the board of directors)	120,000.00	480,000.00	600,000.00	No	
Audit Committee (Member of the audit committee)	100,000.00	0.00	100,000.00	No	
2. Mr. JIRAYUT RUNGSRITHONG (Director, Independent director)			490,000.00		N/A
Board of Directors (Director)	80,000.00	270,000.00	350,000.00	No	
Audit Committee (Chairman of the audit committee)	120,000.00	0.00	120,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	
3. Mr. GRAN CHAYAVICHITSILP (Director, Independent director)			480,000.00		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)	80,000.00	270,000.00	350,000.00	No	
Audit Committee (Member of the audit committee)	100,000.00	0.00	100,000.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	30,000.00	0.00	30,000.00	No	
4. Mr. Yuthapong Ma (Director)			0.00		N/A
Board of Directors (Director)	0.00	0.00	0.00	No	
5. Mr. WIWAT QUANGKANANURUG (Director)			100,000.00		N/A
Board of Directors (Director)	80,000.00	0.00	80,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	
6. Mrs. PARINYARAT QUANGKANANURUG (Director)			80,000.00		N/A
Board of Directors (Director)	80,000.00	0.00	80,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
7. Ms. CHANIDA PATTANOTAI (Director)			80,000.00		N/A
Board of Directors (Director)	80,000.00	0.00	80,000.00	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	520,000.00	1,020,000.00	1,540,000.00
2. Audit Committee	320,000.00	0.00	320,000.00
3. Nomination and Remuneration Committee	70,000.00	0.00	70,000.00

Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	1,450,000.00	990,000.00	910,000.00
Other monetary remuneration (Baht)	1,290,000.00	1,290,000.00	1,020,000.00
Total (Baht)	2,740,000.00	2,280,000.00	1,930,000.00

Remark: ⁽¹⁾ The Company paid monthly remuneration of THB 22,500 to Admiral Pichet Tanaset, who resigned from the Board of Directors effective from 1 February 2025 onwards.

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 companies	: Yes
Mechanism for overseeing subsidiaries and associated companies	: Yes
Mechanism for overseeing management and taking responsibility for operations in subsidiaries and associated companies approved by the board of directors	: The appointment of representatives as directors, executives, or controlling persons in proportion to shareholding, The determination of the scope of duties and responsibilities of directors and executives as company representatives in establishing important policies, Disclosure of financial condition and operating results, Internal control system of the subsidiary operating the core business is appropriate and sufficient in the subsidiary operating the core business

The Company has considered appointing its directors and executives as board members in its subsidiaries and affiliates to oversee business operations in accordance with the Company's corporate governance policies and to achieve the best possible performance. This includes ensuring compliance with regulations related to connected transactions, asset acquisitions and disposals, and other significant transactions. Additionally, the Company enforces disclosure requirements and transaction execution based on its established criteria, supervises data management and accounting records, and ensures that the Company can audit and consolidate financial statements within the required timeframe.

Information on the monitoring of compliance with corporate governance policy and guidelines

The monitoring of compliance with corporate governance policy and guidelines

Prevention of conflicts of interest

Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : Yes

The Company has established a conflict of interest policy based on the principle that all business decisions must be made in the best interest of the company and its shareholders. Any actions that could lead to a conflict of interest should be avoided. Individuals involved in transactions under review must disclose their relationships or interests to the company and refrain from participating in the decision-making process, including having no authority to approve such transactions.

The Company places great importance on reviewing potential conflicts of interest, related-party transactions, or intercompany transactions. The Board of Directors ensures compliance with securities and exchange laws, as well as the regulations, announcements, and directives of the Stock Exchange of Thailand (SET). The company also adheres

strictly to disclosure requirements for related transactions and the acquisition or disposal of significant assets, as stipulated by accounting standards set forth by the Association of Accountants.

The Audit Committee is responsible for reviewing and providing opinions on the appropriateness of related-party transactions. Such transactions are disclosed in the notes to the financial statements, which are audited or reviewed by the company's external auditor. These transactions are also included in the 56-1 One Report under the corporate governance section on internal control and related transactions.

For the year 2025, the company conducted a review and found no instances of conflicts of interest, as follows:

1. No board members held directorship positions in other companies engaged in the same business.
2. The Audit Committee reviewed and approved related-party transactions, confirming their reasonableness and compliance with fair business practices.
3. The company reviewed its conflict of interest policy and determined that it remains appropriate as a guideline for good corporate governance.

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 has implemented a policy prohibiting directors, executives, employees, and related parties from disclosing confidential information to external individuals, either directly or indirectly. They must not knowingly or unknowingly provide information that could be used for securities trading or entering into derivative contracts related to the company's securities, whether for personal gain or for the benefit of others.

Furthermore, directors, executives, employees, and staff members in financial-related roles are prohibited from trading the company's securities or engaging in related derivative contracts, either for themselves or others, and from disclosing financial information before its official public release. Specifically, they must refrain from trading company securities at least 30 days before the announcement of annual or quarterly financial statements and must wait at least 24 hours after public disclosure before engaging in any securities transactions.

The Company has informed its directors and executives of their obligations regarding the holding of company securities by themselves, their spouses, and minor children. Additionally, they must report changes in their securities holdings to the Securities and Exchange Commission (SEC) in compliance with Section 59 and the penalties outlined in Section 22 of the Securities and Exchange Act (No. 5), B.E. 2559 (2016).

For the year 2025, there were no reported violations by directors, executives, or employees regarding insider trading or securities transactions. To reinforce compliance, the company has established strict disciplinary actions for any breaches of the insider trading policy. Such violations are considered serious misconduct, which may result in termination from the company (and its subsidiaries), including dismissal, removal, or expulsion.

Report on Changes in Securities Holdings of Directors and Executives in 2025

List of director and 4 executives	Number of shares as of 31 Dec 2024	Number of shares as of 31 Dec 2025	Change
1. Mr. Amnuay Preemonwong	476,100	476,100	-
2. Mr. Jirayut Rungsrithong	238,000	238,000	-
3. Mr. Gran Chayavijitsilp	857,100	857,100	-
4. Mr. Yuttapong Ma	-	-	-
5. Mr. Wiwat Quangkananurug	119,045,600	119,312,900	267,300
6. Mrs. Parinyarat Quangkananurug	30,795,200	30,795,200	-
7. Ms. Chanida Pattanotai	1,667,560	1,667,560	-
8. Ms. Sujin Chanchumroen	100,320	100,320	-
9. Ms. Jaturapat Thanasuwichai	11,825	11,825	-

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, 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

The Company has established policies and processes to combat fraud and corruption, serving as operational guidelines to prevent and counter corruption issues within the organization. The Internal Control System Oversight Committee and executives are responsible for raising awareness of the harms of corruption, fostering the correct values, and ensuring that anti-corruption efforts are effective. Additionally, the Company communicates these policies to employees for their awareness and adherence, while also publishing them on the company's website under the Corporate Governance section.

In 2025, there were no complaints related to fraud or corruption.

Number of cases or issues related to corruption

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

Whistleblowing

Operations related to whistleblowing over the past year

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

The Company has established policies and procedures for handling complaints and whistleblowing related to legal violations, regulatory breaches, code of conduct violations, or any behavior indicative of fraud and corruption. These policies include appropriate protection measures for whistleblowers, as outlined in the Whistleblowing and Anti-Corruption Complaint Policy. Complaints and reports can be submitted through designated channels provided by the company.

In 2025, there were no whistleblowing reports or complaints related to corruption, misconduct, legal or regulatory violations, ethical breaches, or internal control deficiencies from employees or other stakeholders.

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

Disclosure and Transparency

The Company upholds fairness and transparency in disclosing corporate information to ensure that shareholders, investors, and stakeholders have confidence in the accuracy and clarity of financial and non-financial disclosures. All disclosures, whether positive or negative, strictly comply with legal requirements, regulations, standards, and best practices set forth by relevant authorities. The Company ensures equal access to such information through the Stock Exchange of Thailand (SET) disclosure platform and the Company's website.

The Board of Directors has implemented a Responsibility Statement on Financial Reporting, presented alongside the auditors report in the 56-1 One Report. This ensures that management remains highly aware of its duty to provide complete and accurate financial and operational disclosures before they are made available to investors.

Additionally, the Company has established an Investor Relations Department as a direct communication channel for institutional and retail investors, analysts, rating agencies, and other interested parties, both domestically and internationally. In 2024, the company's senior executives and investor relations team actively engaged with investors through a mix of in-person and online meetings, as follows:

1. Held 3 Analyst Meetings to present the company's performance to investors and analysts.
2. Participated in 4 Opportunity Day events, where the company provided an overview of its business, quarterly performance, and future outlook.
3. conducted a total of 5 investor presentations to both Thai and international investors and analysts, in both physical and online formats. These engagements provided the Company with greater opportunities to connect with a broader and more diverse group of investors and analysts.

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

Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

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List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. JIRAYUT RUNGSRITHONG (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Mr. AMNUAY PREEMONWONG (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Mr. GRAN CHAYAVICHITSILP (Member of the audit committee)	4	/	4	4/4 (100.00%)
Average meeting attendance rate				(100.00%)

The results of duty performance of the audit committee

The Audit Committee reported the results of the Audit Committees meeting to the meeting of the Board of Directors, with important details of the operating performance on various matters as follows:

1) Review of Financial Reports

The Audit Committee has reviewed the Companys quarterly and annual financial statements to ensure that they are prepared in accordance with generally accepted accounting standards. The Committee also ensures that disclosures in the financial statements, including notes to the financial statements, special transactions, accounting adjustments, and significant estimates, are accurate, complete, and reliable. The external auditor and the management responsible for the preparation of the financial statements attend the meetings to provide clarifications on every occasion when the financial statements are reviewed prior to submission to the Board of Directors for approval.

For the year 2025, the external auditor expressed unqualified opinions on both the Companys quarterly and annual financial statements. The Audit Committee is of the opinion that the Companys financial reports have been prepared in accordance with financial reporting standards and that the disclosures in the financial statements and notes thereto are complete, adequate, and timely, providing useful information to shareholders and other users of the financial statements.

2) Review of the Internal Control System

The Audit Committee has reviewed the Companys internal control system to assess its adequacy and effectiveness. The review was based on internal audit reports covering the Companys key processes, which were consistent with the external auditors reports that did not identify any material issues or significant deficiencies. In addition, the Audit Committee regularly monitored the progress of managements actions to enhance and improve the internal control system on a quarterly basis.

The Audit Committee is of the opinion that the Company's internal control system is adequate, effective, and appropriate for its business operations under the current environment. The system supports efficient and effective operations and helps prevent or mitigate potential risks and losses.

3) Review of Risk Management

The Audit Committee has reviewed the adequacy and effectiveness of the Company's risk management policies and strategies. The Committee regularly meets with management responsible for risk management to stay informed of both external and internal risk factors, risk assessment results, and the Company's risk management approaches to ensure that risks are maintained at an acceptable level. The Audit Committee also provides recommendations to further enhance and improve the risk management framework.

In addition, the Committee places emphasis on emerging risks that may arise from rapid changes in the operating environment.

4) Compliance with Securities and Exchange Laws, the Regulations of the Stock Exchange of Thailand, and Other Laws Relevant to the Company's Business.

The Audit Committee has regularly reviewed the Company's business operations to ensure compliance with the securities and exchange laws, the regulations of the Stock Exchange of Thailand, and other laws relevant to the Company's business. The Committee has also emphasized to the management the importance of keeping abreast of applicable laws and regulatory requirements to ensure readiness for any changes.

The Audit Committee is of the opinion that the Company has complied fully and appropriately with the securities and exchange laws, the regulations of the Stock Exchange of Thailand, and other relevant laws governing its business operations.

5) Consideration of Connected Transactions and Transactions with Potential Conflicts of Interest

The Audit Committee has reviewed the connected transactions and transactions with potential conflicts of interest of the Company and its subsidiaries to ensure compliance with applicable laws and the regulations of the Stock Exchange of Thailand. The Committee has also considered the necessity and reasonableness of such transactions based on the principles of fairness, transparency, and the best interests of the Company, its subsidiaries, and stakeholders. In addition, the Committee has ensured that disclosures are complete, accurate, and adequate in accordance with the relevant rules and requirements of the Stock Exchange of Thailand.

The Audit Committee is of the opinion that the connected transactions entered into by the Company and its subsidiaries are reasonable and beneficial to the Company and its subsidiaries. Such transactions are conducted at reasonable prices and under normal commercial terms. Furthermore, the Audit Committee has not been informed of any irregularities by the external auditor in relation to the disclosure of connected transactions.

6) Nomination of Auditors and Annual Audit Fees

The Audit Committee has considered the nomination of the auditor by taking into account qualifications, knowledge, expertise, understanding of the Company's business, performance, and independence of the auditor, as well as the adequacy of resources and experience of the audit team, and the audit firm's quality control. The audit fee was also considered for its appropriateness. The Audit Committee then proposed the selected auditor to the Board of Directors for further submission to the shareholders meeting for approval of the appointment and audit fee.

In 2025, the Audit Committee considered and deemed it appropriate to propose the appointment of auditors from PricewaterhouseCoopers ABAS Ltd. as the external auditors of the Company and its subsidiaries for the year 2025, with an annual audit fee not exceeding Baht 4,650,000. The proposal was submitted to the Board of Directors and the shareholders meeting. The 2025 Annual General Meeting of Shareholders approved the appointment and the audit fee as proposed.

7) Review of the Audit Committee Charter and Performance Evaluation

The Audit Committee reviews its Charter on an annual basis to ensure alignment with best practices and the requirements of the Securities and Exchange Commission of Thailand and the Stock Exchange of Thailand. The Committee also regularly reports its performance to the Board of Directors.

In addition, the Audit Committee conducts an annual self-assessment of its performance. The results indicate that the Audit Committee has performed its duties adequately and effectively in accordance with its Charter and as assigned by the Board of Directors. The Committee has carried out its responsibilities with competence, due care, prudence, and sufficient independence. It has also provided opinions and recommendations for the benefit of stakeholders on an equitable basis, while promoting the Company's sustainable development in line with good corporate governance principles.

Based on the Audit Committee's performance for the year 2025 as reported above, the Audit Committee has carried out its duties in accordance with the responsibilities stipulated in the Audit Committee Charter and as assigned by the Board of Directors, with due care and to the best of its abilities. The Audit Committee is of the opinion that the Company has prepared its financial reports accurately and reliably, with adequate disclosure of information, in compliance with generally accepted accounting principles and financial reporting standards. The Company has also established adequate and appropriate internal control and risk management systems, complied with applicable laws, rules, and regulations relevant to its business operations, and adhered to good corporate governance practices.

In addition, the Company has continuously monitored emerging situations and risks to ensure preparedness in effectively addressing potential risks that may arise both in the present and in the future.

Information on summary of the results of duty performance of subcommittees

Meeting attendance and the results of duty performance of subcommittees

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 Mr. GRAN CHAYAVICHITSILP (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
2 Mr. JIRAYUT RUNGSRITHONG (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mr. WIWAT QUANGKANANURUG (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

The Nomination and Remuneration Committee has regularly reported the results of its meetings, together with its opinions and recommendations, to the Board of Directors. The key activities of the Nomination and Remuneration Committee in 2025 can be summarized as follows:

1) Nomination and selection qualified candidates for director

The Committee considered the nomination and selection of qualified individuals who possess all required qualifications and do not have any prohibited characteristics as prescribed by law, to serve as independent directors, directors, and members of sub-committees, in replacement of those due to retire by rotation. The proposed candidates were submitted to the Board of Directors for consideration and approval prior to being proposed to the shareholders meeting for individual election. The nomination and selection process was based on the Board Skill Matrix to ensure that the Board composition reflects diversity in terms of educational background, professional skills, and expertise beneficial to the Company's business, as well as alignment with the Company's business strategy. The process was conducted without discrimination based on gender, age, race, nationality, religion, or place of origin. In addition, the Company provided shareholders with the opportunity to propose qualified candidates for election as directors in advance. However, upon the expiry of the specified period, no shareholders proposed any candidates for election as directors.

In 2025, the Nomination and Remuneration Committee therefore proposed the re-election of three directors who retired by rotation, namely: (1) Mr. Kran Chayawajitraslip, (2) Mr. Yutthapong Ma, and (3) Ms. Chanida Pattanotai, for another term of office. The proposal was submitted to the Board of Directors and the shareholders meeting, and was approved by the 2025 Annual General Meeting of Shareholders as proposed.

2) Determination of Directors and Sub-Committee Remuneration

The Committee reviewed the remuneration of the Board of Directors and its sub-committees and proposed it to the Board of Directors for consideration and approval prior to submission to the shareholders meeting for approval. The remuneration was determined based on the appropriateness of duties and responsibilities, alignment with the Company's performance, prevailing economic conditions, and benchmarking against companies in similar industries. The objective is to attract and retain qualified directors, while ensuring that the remuneration structure is clear, appropriate, fair, transparent, and in accordance with good corporate governance principles.

In 2025, the remuneration of the Board of Directors and sub-committees was proposed at the same rate as in 2024. The proposal was approved by the 2025 Annual General Meeting of Shareholders. The details of directors and sub-committee remuneration are disclosed in the Company's Annual Report / Annual Registration Statement (Form 56-1 One Report).

3) Performance Evaluation of the Board of Directors and Sub-Committees

The Committee considered the criteria and evaluation forms for assessing the performance of the Board of Directors, both on a collective basis and on an individual basis, as well as the performance of the sub-committees, in accordance with good corporate governance practices. The evaluation results are reported to the Board of Directors and disclosed annually in the Companys Annual Report / Annual Registration Statement (Form 56-1 One Report).

In 2025, the performance evaluation results of the Board of Directors, both as a whole and individually, as well as those of the sub-committees, were rated at an excellent level.

4) Enhancement of the Roles and Responsibilities of the Nomination and Remuneration Committee

The Committee regularly reviews its Charter on an annual basis and considers matters within its scope of duties to enhance its effectiveness in line with the corporate governance practices of the Stock Exchange of Thailand. Such review is aligned with the Corporate Governance Code (CG Code), the Companys sustainability strategy, and its corporate governance policy. Any proposed revisions are submitted to the Board of Directors for approval.

In 2025, the Nomination and Remuneration Committee reviewed its Charter and resolved that no revisions were necessary, as the current Charter already clearly and comprehensively defines the roles, duties, and responsibilities of the Committee.

5) Director Development

The Committee supports all directors in attending training programs and participating in relevant activities to continuously enhance their knowledge, utilizing the Companys resources. Such development contributes to more effective formulation of the Companys strategies, policies, and business direction. In addition, each director conducts a self-assessment of their competencies based on the Board Skill Matrix, which encompasses a comprehensive set of skills aligned with the Companys business strategy.

The Nomination and Remuneration Committee has performed its duties to the best of its abilities with due care, prudence, and transparency, in accordance with good corporate governance principles, while taking into account the best interests of shareholders and all stakeholders. In addition, the Committee remains committed to continuous improvement, strengthening stakeholder confidence, and enhancing the Companys value to achieve sustainable growth.

Corporate Sustainability Policy

Information on policy and goals of sustainable management

Sustainability Policy

Sustainability Policy : Yes

The Company is committed to sustainability development, driving the organization forward in alignment with the rapidly changing global landscape. Guided by the concept of "Sustainable Growth Together". The Company firmly believes that sustainability is a fundamental pillar in creating opportunities for all to grow and thrive with quality.

The Company continues to prioritize business operations under the principles of Good Corporate Governance (GCG) and the Code of Conduct (CoC) by integrating sustainability goals into its business strategy. It aligns its sustainability efforts with the United Nations Sustainable Development Goals (SDGs) as a framework for setting long-term objectives. By embedding these principles across the value chain, the Company ensures tangible actions that consider the impact on stakeholders, society, and the environment. This commitment drives continuous sustainability development across all dimensions.

The Company focuses on advancing innovation and high-end medical technologies to increase the success rates of fertility treatments for patients experiencing infertility. It also emphasizes the development of highly skilled medical personnel to ensure treatment quality and build patient confidence, while conducting its business in an environmentally friendly manner to reduce long-term environmental impacts. The Company has established a solid foundation for its sustainability management system, covering all three key dimensions:

Economic and Corporate Governance: The Company aims to become a leader in leveraging AI technologies and medical innovations to enhance treatment efficiency, while expanding access to high-quality healthcare services through the development of both domestic and international partnerships.

Social: The Company places importance on developing medical personnel to achieve international standards of expertise, creating a positive working environment, and fostering strong relationships with communities through various CSR initiatives.

Environmental: The Company recognizes the importance of and supports environmentally friendly operations by using energy and resources efficiently, adopting digital technologies to reduce paper consumption, utilizing renewable energy, and managing medical waste effectively.

Sustainability management goals

Does the company set sustainability management : Yes
goals

The Company is committed to operating under a corporate sustainability strategy, continuously improving operational efficiency, and fostering communication with employees, business partners, and relevant stakeholders. This approach ensures that the Company can achieve its sustainability objectives across the dimensions of governance, economy, society, and environment, in alignment with the 17 Sustainable Development Goals (SDGs) set by the United Nations, as outlined below:

Economic and Corporate Governance

Sustainability

1. Business Growth
2. Innovation and advanced medical technologies
3. Data Security and Personal Data Protection
5. Risk Management
8. Business Ethics



Social Sustainability

4. Specialists Development
7. Employee Engagement and Satisfaction
8. Employee Health and Safety
12. Corporate Social Responsibility



Environmental Sustainability

9. Energy and resource management
10. Greenhouse gas emissions management
11. Waste management
13. Water Management



United Nations SDGs that align with the organization's sustainability management goals : Goal 1 No Poverty, Goal 3 Good Health and Well-being, Goal 4 Quality Education, Goal 5 Gender Equality, Goal 6 Clean Water and Sanitation, Goal 7 Affordable and Clean Energy, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action, Goal 16 Peace, Justice and Strong Institutions

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

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

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

Information on impacts on stakeholder management in business value chain

Business value chain

The Company operates its business under a value chain that covers upstream to downstream activities. The Company's business value chain consists of five primary activities and three supporting activities, as detailed below:

Core Activities	Details
1. Research and Development	Continuously research and develop knowledge, technologies, tools and equipment, as well as treatment approaches, in order to enhance service quality and medical outcomes.
2. Procurement	Select standardized medical supplies, equipment, and laboratory instruments to support safe and efficient service delivery.
3. Service Delivery	Provide diagnostic and treatment services in accordance with professional standards, with a patient-centric approach, while ensuring quality control and safety at every stage.
4. Marketing and Sales	Conduct advertising and public relations by communicating service information transparently, building trust with clients, and fostering long-term customer relationships.
5. After-Service	Monitor treatment outcomes, provide ongoing guidance, and gather feedback to continuously improve service quality.

Supporting Activities	Details
1. Human resource management	Develop and manage personnel fairly, while promoting engagement, health, safety, and career advancement.
2. Information technology	Support operations through digital systems while ensuring personal data protection and strengthening information security.
3. Procurement	Manage the procurement process with transparency and accountability, while considering standards of quality, environmental responsibility, and supplier ethics.

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
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Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			
<ul style="list-style-type: none"> • Employees 	<ul style="list-style-type: none"> - Fair and appropriate remuneration, aligned with economic conditions - Equal treatment with dignity and respect, in accordance with human rights principles - Training and development programs to enhance skills, knowledge, capabilities, and support career advancement - Effective management of safety, occupational health, and a positive working environment 	<ul style="list-style-type: none"> - Provide appropriate and competitive remuneration, including welfare and benefits that meet or exceed legal requirements - Foster a culture of mutual respect and dignity, upholding human rights principles across the organization - Promote training and development to enhance employees knowledge, capabilities, and job-related skills in line with the annual plan - Organize seminars and training programs aligned with job functions to 	<ul style="list-style-type: none"> • Internal Meeting • Others <ul style="list-style-type: none"> • New employee orientation programs and ongoing consultation provided by the Human Resources Department • Executive communication with employees (e.g., CEO Talk) • Internal communication through various channels, such as notice boards, LINE groups, intranet, and email • Organization of employee engagement activities, such as merit-making ceremonies, sports days, annual seminars, and New Year parties • Quarterly Staff Welfare Committee meetings to gather feedback, suggestions, and better understand employees needs • Meeting of Occupational Safety, Health and Environment Committee • Employee happiness and engagement surveys

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>strengthen employees competencies, such as training on medical equipment and new medical technologies</p> <ul style="list-style-type: none"> - Establish clear career paths and implement Individual Development Plans (IDPs) - Ensure a safe and healthy working environment in compliance with occupational health and safety standards - Implement employee wellness initiatives, including exercise benefits and annual health check-ups 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>External stakeholders</u>			
<ul style="list-style-type: none"> • Investors or investment institutions • Shareholders 	<ul style="list-style-type: none"> - Good corporate governance, with transparent management practices and a strong commitment to anti-corruption - Effective enterprise risk management - Accurate, complete, and timely disclosure of material information relating to the Company's operations - Fair treatment and protection of the interests of shareholders and investors - Strong operating performance and sustainable business growth - Reasonable returns on 	<ul style="list-style-type: none"> - Establish policies and guidelines to ensure that business operations are conducted in accordance with good corporate governance, with transparency, fairness, and accountability - Implement Enterprise Risk Management (ERM) across all areas and continuously enhance risk management policies in line with international standards - Disclose information and reports through the Stock Exchange system and the Company's website in a complete 	<ul style="list-style-type: none"> • Annual General Meeting (AGM) • Others <ul style="list-style-type: none"> • Prepare and disclose Management Discussion and Analysis (MD&A) on a quarterly basis, as well as in the Annual Report (Form 56-1 One Report) • Organize investor relations activities throughout the year, both online and offline, such as Analyst Meetings, Opportunity Day, Company Visits, Conference Calls, and Roadshows • Provide communication channels for inquiries, feedback, and complaints via the Company's website and email

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	investment, including appropriate dividend payments	<p>and timely manner</p> <ul style="list-style-type: none"> - Provide shareholders with opportunities to exercise their rights, including proposing agenda items, nominating candidates for directorship in advance, submitting questions ahead of meetings, and expressing opinions and suggestions - Drive business growth and profitability, while ensuring long-term sustainability - Actively listen to feedback and suggestions from shareholders and investors 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> • Customers 	<ul style="list-style-type: none"> - High-quality, standardized, and safe treatment, delivering outcomes that meet expectations - Expertise of physicians, scientists, and medical personnel - Advanced, efficient, and safe medical equipment and technologies - Clear and transparent communication regarding treatment procedures, risks, costs, and timelines - Excellent service and personalized care - Secure protection of personal and medical data, ensuring confidentiality and preventing data breaches 	<ul style="list-style-type: none"> - Provide treatment in accordance with international standards and quality, with certifications including RTAC, UKNEQAS, ISO 9001:2005, ISO 15189:2022, and ISO 15190:2020 - Continuously support the training and development of physicians, scientists, and medical personnel to enhance their knowledge, capabilities, and professional skills - Adopt new technologies to improve treatment efficiency and success rates - Provide dedicated 	<ul style="list-style-type: none"> • Online Communication • Complaint Reception • Satisfaction Survey • Others <ul style="list-style-type: none"> • Communicate news and promotional campaigns through social media platforms and offline channels • Organize customer relationship and marketing activities to continuously engage with clients • Provide contact channels, including a call center and the Company's website • Publish a Personal Data Protection Policy and implement Personal Data Consent Forms for data usage

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		<p>personal care coordinators with experience, service-minded attitudes, and multilingual communication skills to guide patients throughout the entire treatment journey</p> <ul style="list-style-type: none"> - Offer reasonable pricing, along with packages and promotional programs tailored to patients budgets - Establish policies and measures for personal data protection and information security, certified under ISO 27001 and ISO 27701 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> Suppliers 	<ul style="list-style-type: none"> Operate business in accordance with the Companys code of conduct and policies Ensure transparent and fair procurement processes Comply with contractual obligations, agreements, and commercial terms Make timely payments for goods and services in line with agreed payment terms Monitor and evaluate suppliers performance to foster sustainable business relationships Respect human rights and ensure fair labor practices, while demonstrating 	<ul style="list-style-type: none"> Adhere to ethical business practices, including the Companys code of conduct and business ethics guidelines Establish procurement policies, criteria, and processes to ensure fair and appropriate supplier selection Strictly comply with the Companys procurement regulations, conducting procurement processes and fulfilling contractual terms with integrity Set fair commercial terms and agreements and ensure full compliance with contractual obligations 	<ul style="list-style-type: none"> Complaint Reception Others <ul style="list-style-type: none"> Conduct meetings with business partners to jointly improve procurement processes and establish fair contractual terms and agreements Hold regular review meetings on supplier assessments and due diligence processes Facilitate meetings among executives and ongoing discussions between company representatives Provide channels for complaints and feedback, including through the Companys website and other platforms Arrange site visits to both business partners and the Companys operations

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>responsibility toward society and the environment</p> <ul style="list-style-type: none"> - Provide feedback to partners to support improvements in operations, products, and services 	<ul style="list-style-type: none"> - Implement ongoing supplier selection and performance evaluation processes - Encourage business partners to operate sustainably, with respect for human rights, compliance with labor laws, and a commitment to anti-corruption practices - Promote regular communication and exchange of feedback with business partners 	
<ul style="list-style-type: none"> • Community • Society 	<ul style="list-style-type: none"> - Conduct business with responsibility toward society, communities, and the environment - Promote and support 	<ul style="list-style-type: none"> - Conduct business with due care and prudence to ensure that the Company does not cause adverse impacts on society, 	<ul style="list-style-type: none"> • Social Event • Others <ul style="list-style-type: none"> • Conduct community needs assessments • Receive feedback and complaints through the Companys various communication channels

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
	<p>social and community initiatives, including health education programs</p> <ul style="list-style-type: none"> - Contribute to improving quality of life for communities and society - Mitigate impacts from climate change <p>Use natural resources efficiently and responsibly</p>	<p>communities, or the environment</p> <ul style="list-style-type: none"> - Allocate budget to support community and social initiatives, and actively participate in community activities - Develop and disseminate medical and health-related content through various social media platforms - Provide channels to receive feedback, complaints, and suggestions from society and communities - Promote and encourage efficient use of resources - Reduce energy and resource consumption, and implement 	

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
		effective waste management processes	

Information on organization's material sustainability topics

Organization's material sustainability topics

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

Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Expand services in related businesses	• Others : Expand services in related businesses
Innovative services, Biotechnology and Advanced Medical	• Innovation Development
Personal Data Protection	• Customer / Consumer Responsibility
Risk Management	• Sustainability Risk Management
Business Ethics	• Good Governance
Reducing Use of Energy and Resource	• Energy Management
Reducing Greenhouse Gas Emissions	• Greenhouse Gas Management
Reducing Waste and Pollution	• Waste and Waste Management
Water Management	• Water Management

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Specialists Development	• Others : Specialists Development
Creating Employees Engagement	• Fair Labor Practices
Employee Satisfaction	• Others : Employee Satisfaction
Employee Health and Safety Improvement	• Others : Employee Health and Safety Improvement
Community Relationship	• Community / Social Responsibility

Information on sustainability report

Corporate sustainability report

Corporate sustainability report : Have data

Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with : GRI Standards
standards or guidelines

Sustainability risk management

Information on risk management policy and plan

Risk management policy and plan

The Company is dedicated to effectively managing risks that impact the achievement of organizational objectives. This encompasses the management of security risks, health, and hygiene risks of employees in accordance with international standards, compliance with laws, regulations, and operational standards, and adherence to relevant operational guidelines. The Company responds fairly to stakeholders while considering the performance goals and investments of the Group in both the short and long term, consistent with principles of good corporate governance. This approach aims to minimize the likelihood of potential risks or damages, and to seize business opportunities, while creating sustainable value for the business. To ensure clarity in the Company's risk management, the management establishes the following guidelines.

1. The Company will establish a system and process for enterprise-wide risk management that aligns with the business strategies and objectives, in accordance with international standards.
2. The Company will maintain risks at an acceptable level or ensure that the deviation of risks from the established level will not exceed the level acceptable to the Company.
3. The management will supervise the Company's risk management, ensuring compliance with the policy, conducting screenings, providing feedback, suggestions, and monitoring to enhance the efficiency and effectiveness of risk management. The management must also report any significant risks that may severely impact the Company's business operations to the Audit Committee and the Board of Directors and seek appropriate remedies.
4. The Board of Directors must oversee and manage risk within the organization and approve remedial measures.
5. The management oversees the risk management across the Group and monitors the management of each risk in accordance with their responsibilities. This includes ensuring that the management aligns with the Company's various policies and regularly providing reports on risk management performance to the Board of Directors for their approval or feedback, as appropriate.
6. Executives across all departments of the Company must manage risks at the organizational, functional, and operational levels, either through their designated responsibilities or as assigned by management. They must also report operational outcomes in the formats and guidelines specified by management. Additionally, they are encouraged to promote employee awareness of the importance of risk management.
7. The management must provide advice, opinions, suggestions, and guidelines on risk management to various departments within the Company and regularly report to the Board of Directors or as appropriate.
8. All employees must comply with the Company's risk management systems and processes at the organizational, functional, and operational levels as determined by the Company or management.
9. Each year, the internal auditors or internal audit department must audit internal controls and verify operational risks within the Company.

Information on ESG risk factors management standards

ESG risk factors management standards

Standards on ESG risk management : No

Information on ESG risk factors

Risk factors on business operation

Operational risk associated with the Company or the group of companies

Risk 1 Risk of competition in the infertility treatment business

Related risk factors : Strategic Risk
• Competition risk

ESG risk factors : No

Risk characteristics

Currently, the infertility treatment services tend to be more intensely competitive. As the incumbent operators improve their service quality and increase their reputation. And as new operators are gradually entering the market, causing the market share to be taken from the existing operators. As a result, there is an awareness of service competition and the use of pricing policies to attract customers. In addition, the impact of trade and service liberalization under the agreement of the ASEAN Economic Community (AEC) may result in new competitors within ASEAN countries expanding their service scope into Thailand. These competitive factors may inevitably affect the Company.

Risk-related consequences

1. The increase in the number of service providers, including hospitals, specialized clinics, and new market entrants, may intensify competition in attracting patients. This could result in a decline in the Company's patient volume or market share and may adversely affect overall business revenue.
2. Heightened competition may also lead service providers to reduce prices or offer promotional campaigns to attract customers, which could negatively impact profit margins.
3. The Company may need to increase its budget for marketing, public relations, branding, and customer access channels in order to retain existing customers and attract new ones.
4. Competition in the IVF industry is often driven by advanced medical technologies, treatment success rates, and the expertise of medical professionals. Therefore, the Company may need to invest further in medical technologies and laboratory facilities, which could lead to higher operating costs.

Risk management measures

When compared to other infertility treatment centers in the market, the Group has many competitive advantages. Both in terms of the long-established reputation, location, as well as the quality and modern service standards of the Group.

The Company acknowledges the risk of competition and has therefore established a quality policy for efficient organizational development. The risk management policy aims to establish a sustainable competitive advantage, including access to services in branches located in key tourist destinations within the country. This is done to cater to consumer needs and ensure their access to the services provided by the Group. The quality policy encompasses advancements in medical practices, compliance with relevant laws, regulations, and requirements, and emphasizes the provision of comprehensive services through innovative approaches. The development of staff capabilities to meet consumer demands is also prioritized. Based on this organizational development policy, the Company believes it can effectively create a sustainable competitive advantage.

Risk 2 Risk of reliance on distributors for drugs, medical supplies, tools, equipment, and reagents used in laboratory analysis.

Related risk factors : Strategic Risk
• Reliance on large partners / distributors or few partners / distributors

ESG risk factors : Yes

Risk characteristics

Risk management measures

During the epidemic, the Company's executives and relevant departments closely monitored news that may impact the Company, allowing them to develop appropriate response plans if a communicable disease were to occur. This includes building a positive image that instils confidence in using the services provided by the Company's infertility treatment centers. Specific measures are implemented to ensure the safety of customers, such as requiring the use of masks throughout working hours and scheduling appointments appropriately for each patient. Additionally, medical equipment and operating rooms are properly conducted to comply with established standards.

Additionally, amidst the COVID-19 epidemic and travel restrictions that significantly affected the influx of foreign customers seeking services from the Group, the Company has adjusted its business strategy to align with the prevailing circumstances. By targeting the local Thai customer base during this period, the Company could mitigate the impact to a considerable extent and generate a net profit from its operations amidst the COVID-19 outbreak.

Currently, the COVID-19 epidemic situation in Thailand is gradually improving, leading to increased relaxation of entry measures as the country reopens to international tourists. Consequently, foreign customers have begun to return and use the services. However, the Company remains vigilant, closely monitoring news that may impact its operations in order to effectively manage business activities according to the established operational plan.

Risk 4 Risk of compliance with relevant laws, regulations, and guidelines related to the business

Related risk factors :

Compliance Risk

- Change in laws and regulations

ESG risk factors : Yes

Risk characteristics

As a business operator engaged in providing medical assisted reproductive technology services, laboratory analysis services, genetic disease screening, and beauty clinic services, the Group must obtain a business license from the relevant authorities and comply with applicable laws, regulations, and various standards. This includes the Act on the Protection of Children Born Using Assisted Reproductive Technologies, B.E. 2558 (2015) and relevant regulations, as well as other government agencies responsible for regulating licenses or standards necessary for the Company's operations, such as the Sanatorium Act, B.E. 2541 (1998) (as amended) and the Medical Device Act, B.E. 2551 (2008) (as amended). The Company must also adhere to any periodic license renewal requirements specified in announcements by the Ministry of Public Health. Changes or amendments to current laws, regulations, rules, and announcements, or the introduction of new regulations, may impact the Company's operations, necessitating additional actions. Interpretation of current laws, regulations, rules, and announcements, as well as the promulgation of new laws or regulations, indicates a trend towards increased stringency. These developments may impact the Company's operations.

Risk-related consequences

The Company is exposed to the risk of non-compliance with laws and regulations related to Assisted Reproductive Technology (ART), which may result in license revocation, legal actions, loss of revenue, diminished patient confidence, and a material impact on the continuity of the Company's operations.

Risk management measures

The Group recognizes the significance of adhering to announcements, regulations, and relevant laws, and prioritizes compliance with applicable announcements, rules, regulations, and laws. It has a policy in place to ensure that responsible personnel actively and consistently monitor, inspect, attend training sessions, and seminars to stay informed about the Company's medical business operations as provided by the government. This enables the Company to comply with announcements, rules, regulations, and relevant laws accurately and to meet the established standards. Furthermore, it emphasizes that responsible personnel must ensure that the Company obtains and maintains the licenses required for its business operations. They must also ensure that there are no grounds to revoke these licenses. The management team will adhere to various regulatory requirements, including newly issued

regulations, to effectively plan the Company's business operations and adapt to any necessary changes promptly. This approach enables uninterrupted business operations.

Risk 5 Risk of being sued for damages arising from medical services or the risks involved in patient care, including symptoms or complications from surgery or procedures

Related risk factors :

Compliance Risk

- Legal risk

ESG risk factors : Yes

Risk characteristics

The Group prioritizes quality treatment and meeting patient expectations. However, each patient has different expectations, and treatment outcomes vary depending on the individual. Failure to meet patient expectations puts the Group at risk of treatment outcomes falling short of expectations.

Risk-related consequences

This could lead to patient criticism on social media, complaints to relevant agencies, and potential legal action. Therefore, the Group is at risk of being sued due to patient dissatisfaction with the treatment outcomes or potential implications related to the medical care provided by the physicians and specialists within the Company. The Group and/or the physicians may be required to compensate the claimant, which can impact the future performance and reputation of the Group.

Risk management measures

The Group has consistently developed the quality of its services, prioritizing safety. This includes selecting experienced and skilled physicians and personnel, establishing policies and procedures for treatment, assessing the patient's mental condition, and obtaining clear and explicit consent through documents such as consent letters that specify the relevant laws or regulations. Additionally, the Group regularly assesses the quality of service, particularly in medical treatment and patient satisfaction when customers receive services and treatment from the Group. These measures allow the Group to continuously monitor operational efficiency and the quality of service delivery. The established procedures also indirectly aim to prevent potential legal claims and various damages that may occur. The processes are also implemented, controlled, and monitored within a consistent framework, process, and policy across all service branches. This is to maintain the Groups uniform service quality standards. It involves regular training for personnel based on their roles and responsibilities to enhance their skills and expertise in their work. Furthermore, the Group has established a risk management working group to comply with sound corporate governance principles. Their role is to identify, assess, and monitor risks, as well as manage them effectively, to minimize potential risks systematically and efficiently.

In 2025, the Group had no lawsuits claiming damages resulting for medical treatment services that had any significant impact on the Group.

Risk 6 Risk of a shortage of skilled physicians or medical personnel

Related risk factors :

Operational Risk

- Shortage or reliance on skilled workers

ESG risk factors : Yes

Risk characteristics

The Groups business operations rely on medical personnel who possess knowledge, abilities, and specialized expertise in various fields, including physicians, nurses, pharmacists, and embryo culture scientists. Therefore, there may be a shortage of personnel, which could impact the Group's business operations. Specifically, physicians must have specialized knowledge in reproductive technology, while scientists need specific skills for processes such as laser procedures, egg drilling, sperm insertion, and egg selection. Currently, personnel with these skills are limited.

Risk-related consequences

The Group may face future challenges due to a shortage of these personnel.

Risk management measures

Historically, the Group did not experience any shortage of personnel. The average employee turnover rate in the Group was 0.67% in 2025. Acknowledging the significance of medical personnel, the Group has implemented a talent management policy. This includes the following incentives.

- 1) The Group recruits personnel with knowledge, skills, experience, and values that align with the Group's organizational culture, both through its own recruitment channels and in collaboration with external agencies.
- 2) The Group establishes compensation, welfare, and benefits that are commensurate with the individual's experience, knowledge, and abilities, and can be compared to those offered by other companies.
- 3) The Group prioritizes personnel development and provides career pathways that support employees in all positions. It encourages further studies relevant to their roles and responsibilities and ensures regular participation in training programs and site visits organized by both internal and external entities, including educational and research institutions, both domestically and internationally. Moreover, Group personnel may also serve as consultants or trainers, sharing their knowledge with individuals both domestically and internationally.
- 4) The Company evaluates its employees and makes necessary adjustments to ensure that compensation, welfare, and performance benefits are commensurate with employees' abilities and job positions. This approach aims to motivate employees and encourage their personal development.
- 5) The Group regularly reviews its manpower plan to ensure a continuous supply of knowledgeable, skilled, and experienced personnel who are ready to fulfil their roles effectively. It also establishes a succession plan for key positions, considering performance and potential, particularly in leadership, and alignment with corporate values.

Risk 7 Risk associated with technological advancements in medical instruments and equipment

Related risk factors : Strategic Risk
• Changes in technologies
ESG risk factors : Yes

Risk characteristics

The Company's infertility treatment services rely on state-of-the-art medical and laboratory equipment.

Risk-related consequences

The rapid advancement of medical technology may impact the Company's financial position, operating results, and business prospects, as well as customer satisfaction and future customer demands.

Risk management measures

The Company's executives and working group continuously monitor news and advancements in medical technology related to assisted reproductive technology. They also assess the necessity and suitability of adopting new, efficient technologies that adhere to international standards, ensure high security, and have the potential for economic benefits. The Company encourages relevant personnel to regularly participate in academic conferences and seminars organized by government agencies or trusted medical institutions. Additionally, it establishes action plans for senior executives to present new innovations to the Board of Directors and medical experts, including scientists. This demonstrates the Company's excellent potential in adapting to changes in technology, treatment methods, and medical instruments, and equipment. By continuously selecting and importing new technologies, the Company has achieved a high success rate in treatments and consistently improved its performance. These innovative technologies have gained significant popularity in infertility treatment centers throughout Thailand. The Group is committed to preserving this capability to ensure continuous operations and development consistent with its strategic and business objectives.

Risk 8 Risk of renewing branch lease agreements

Related risk factors :
Operational Risk

- Property lease agreement execution

ESG risk factors : No

Risk characteristics

The Company's primary business is providing infertility treatment services. Currently, it operates through 5 branches, namely Gaysorn Amarin Building (Headquarter), and 4 other branches located in key economic areas in Bangkok and each region in Thailand. Next Generation Genomic Company Limited provides genetic laboratory services. Safe Wellness Company Limited operates as a skin and aesthetic clinic service provider under the brand "The Fountain Wellness Centre". The head office, located in the Amarin Tower, has been operational since 5 November 2009. Currently, the headquarter, including the Ram Indra branch and Phuket branch, operate under a short-term lease agreement with a term of 3 years.

Risk-related consequences

The Company may face the risk of lease agreement non-renewal or an increase in rental and service rates. These risks may impact the Company's operational continuity.

Risk management measures

Throughout the Company's past operations since its establishment, the owners of the rental spaces have never terminated the Company's lease agreements. Moreover, the Company has the ability to renew the lease agreements at any time. Under the majority of the lease agreements, the Company may negotiate lease renewals upon expiration. The leases include clearly defined rental rate adjustment terms. The Company continues to foster and maintain positive relationships with all lessors by consistently making timely rental payments and faithfully adhering to the terms of the leases.

Risk 9 Risk of dependence on key executives

Related risk factors :

Operational Risk

- Reliance on employees in key positions

ESG risk factors : Yes

Risk characteristics

Since the Company was founded by Dr. Wiwat Quangkananurug, an executive who plays a crucial role in the Company's management, his expertise, knowledge, and reputation as a renowned specialist in reproductive medicine have greatly contributed to the Company's success. Dr. Wiwat Quangkananurug has held the position of Chief Executive Officer for over 15 years, as well as Chief Medical Officer and Executive Director. The Company's operations have largely relied on the decisions made by the management, including the direction of business growth, adoption of new medical technologies and innovations, and the selection of the medical team.

Risk-related consequences

1. The loss of key executives may result in delays in management, policy formulation, or strategic decision-making, and may affect the continuity of the Company's operations.
2. In the absence of suitably qualified successors with sufficient understanding of the business, the execution of strategies or business plans may not achieve the intended objectives.
3. Unexpected changes in key executives may also adversely affect the confidence of shareholders, investors, employees, and other stakeholders in the Company's stability and strategic direction.

Risk management measures

The Group acknowledges the potential risks and has implemented an adequate internal control system. It has also established guidelines for risk reduction in accordance with the criteria specified in the Capital Market Supervisory Board's notification. The Company has a well-defined organizational structure that specifies the scope of authority, responsibilities, and approval authority for each position and department. It also has a system in place to carefully select personnel with relevant experience and suitability for their respective positions. The Group has also

implemented a succession plan to effectively manage personnel, ensuring a suitable decentralization of power and mitigating the risks. Furthermore, the Group benefits from a management team comprising predominantly long-term employees who have been working with the Group for an average of over 10 years, including physicians and key medical personnel. This tenure ensures that they possess extensive experience, knowledge, and a deep understanding of the infertility service business.

Information on business continuity plan (BCP)

Business Continuity Plan (BCP)

Business Continuity Plan (BCP) : Yes

The company has established an IT Disaster Recovery Plan to address potential disasters or emergency situations, such as fires, floods, earthquakes, riots, or any IT system disruptions caused by various factors, including hardware failures or operating system malfunctions. This plan ensures the continuity of business operations and minimizes the impact of unexpected incidents on the company's IT infrastructure.

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 : No
policy and guidelines

Information on sustainable supply chain management plan

Sustainable supply chain management plan

Company's sustainable supply chain management : No
plan

Information on new suppliers undergoing sustainability screening criteria

New suppliers undergoing sustainability screening criteria

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

Information on supplier code of conduct

Supplier code of conduct

Supplier code of conduct : No

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

Key suppliers acknowledging compliance with the supplier code of conduct

Does the company require key suppliers to : No
acknowledge compliance with the supplier code of
conduct?

Innovation development

Information on innovation development policy and guidelines in an organizational level

Research and development policy (R&D)

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

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

Research and Development

1) Investment in technology

The Group establishes operational plans for senior executives to present information on new innovations to the Board of Directors, medical professionals, and scientists. This process showcases the Company's capability to adapt to changes in therapeutic technology, medical tools, and equipment. By consistently selecting and importing efficient and economically feasible new technologies, the Company has achieved a track record of successful treatment outcomes. Additionally, these technologies have gained widespread popularity in fertility treatment centers in Thailand today. The Group is dedicated to maintaining and enhancing this potential, ensuring continuous operational improvement aligned with its strategies and business objectives.

2) Expanding the network of partnerships to include educational institutions, research institutes, and infertility treatment clinics worldwide

The Group supports personnel in all positions by providing opportunities for further education and training related to their roles and responsibilities. This includes regular participation in training programs and visits to both internal and external organizations, including educational institutions and research institutes, both domestically and internationally. Additionally, Company personnel may also serve as consultants or trainers, sharing their knowledge with others both locally and internationally. This process ensures that personnel continuously develop their knowledge, expertise, and experience to keep up with rapidly evolving events and technologies.

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 : Yes
innovation culture

1. The Group has established an operational framework under which senior executives regularly present information on new innovations to the Board of Directors, as well as to specialist physicians and scientists. This process demonstrates the Company's strong capability to respond effectively to advancements in treatment technologies, medical tools, and equipment. Through the continuous selection and adoption of new technologies that are both efficient and economically viable, the Company has consistently improved its treatment success rates and overall performance. These technologies have also become widely adopted among fertility clinics in Thailand. The Group remains committed to sustaining this capability in order to continuously align its operations and development with its business strategies and objectives.
2. The Group encourages personnel at all levels to pursue further education relevant to their roles and responsibilities, and to regularly participate in training programs or study visits with both internal and external

organizations, including academic institutions and research institutes in Thailand and abroad. Personnel are also encouraged to consistently attend international conferences and academic lectures. In addition, the Company's personnel actively serve as consultants and trainers, sharing their knowledge with others both domestically and internationally. These initiatives ensure the continuous development of employees' knowledge, expertise, and experience, enabling them to stay current with rapidly evolving technologies and industry developments.

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

Benefits of innovation development

Financial benefits

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

Non-financial benefits

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

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