

A large white wind turbine stands in a lush green field. The sky is a vibrant blue with scattered white clouds. The foreground is filled with out-of-focus green foliage, creating a sense of depth and a connection to nature.

2025 Annual ESG Report

Building a sustainable
and healthier future

Our commitment

At Meticuly, the foundation of good health is built not only on the innovations we bring to healthcare but also on the elevated environmental, social, and governance values that define our journey.

On behalf of Meticuly, I—the Chief Operating Officer and the Head of the ESG Committee—am proud to present our 2025 ESG Report. This report is a reflection of our deepening commitment, translating our ambition into meaningful action across our global operations.

Within these pages, you will find concrete evidence of our expanded initiatives across three critical pillars:

- **Environmental Stewardship:** We are moving beyond mere footprint minimization to actively integrate sustainability as a core innovation driver, adopting circular practices and scaling eco-conscious operations across our entire supply chain.

- **Social Impact & Equity:** We are advancing our focus on building a truly equitable workforce, strengthening our ethical conduct with enhanced governance structures, and significantly expanding our contribution to improving health outcomes in underserved communities.
- **Corporate Governance Excellence:** We are setting new benchmarks for transparency, accountability, and ethical risk management, ensuring Meticuly's business is not just compliant, but operates as a global leader in integrity and purpose-driven decision-making.

This 2025 report demonstrates the evolution of our strategy and the measurable progress we have made toward our long-term goals. We remain dedicated to continuous improvement and invite you to explore this journey with us as we collectively build a healthier and more sustainable future.

On behalf of Meticuly,



Peeranoot Lohwongwatana
COO and Head of the ESG Committee at
Meticuly



AT A GLANCE

At Meticuly, we hold our core values to heart. We aim to take on the challenges of creating better lives for our patients, medical providers and our prospective employees.

As such, Meticuly supports the UN Sustainable Development Goals (SDG) with the following most closely related SDG's:



Our core values:

Quality

We strive to do our best all the time.
Every Time.

Unity

We work hand-in-hand together in
harmony towards the same goal.

Innovation

We continually seek newer and better
ways.

Meticulous

We pay great attention to detail.

Integrity

We always commit to doing what is
right.

Customer Focus

We dedicate ourselves to making our
customers happy and satisfied.

Prioritising health and medical excellence

At Meticuly, our commitment to the UN Sustainable Development Goal 3 – Good Health and Well-being – remains a core pillar of our long-term value creation strategy. As a MedTech company built on patient-specific innovation, we believe access to safe, effective, and high-quality healthcare should not be limited by geography or economic status.

Expanding access to care remains a key ESG priority. In 2025, we strengthened our social impact initiatives by supporting underserved healthcare systems, donating 10 cases of medical devices to 6 remote-area hospitals, with a total value of THB 860,000.

We also continued to invest in capacity building for healthcare professionals through training programs on advanced medical devices and emerging clinical techniques, supporting sustainable improvements in patient care. In parallel, accessibility is embedded in our innovation roadmap, with ongoing development of cost-optimized medical devices that maintain clinical quality while reducing treatment costs.

Behind every metric is a patient, a healthcare professional, and a community. This responsibility continues to guide our decisions as we scale impact responsibly and strengthen healthcare systems for the long term.





Ensuring ethical supply and workplace equality

In the MedTech sector, ethical governance, inclusive workplaces, and responsible supply chains are essential to innovation, resilience, and long-term trust. At Meticuly, ethical conduct and equality are embedded in how we operate and govern. Our commitment to workplace equity, responsible sourcing, and regulatory compliance supports sustainable value creation and reinforces stakeholder confidence.

Advancing workplace equality and inclusion

Equality and diversity remain strategic priorities. As of December 2025, women represent 48% of our full-time workforce, reflecting our commitment to inclusion in a traditionally male-dominated industry. We apply a merit-based approach to recruitment, promotion, and remuneration, ensuring equal opportunity regardless of gender or background. This approach extends to leadership roles, where balanced representation supports stronger governance and better decision-making.

Strengthening ethical supply chains and preventing modern slavery

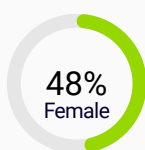
Responsible supply chain management is a core part of our ESG framework. In 2025, we strengthened our approach to identifying and mitigating modern slavery and labor rights risks, mapping 100% of our Tier 1 suppliers to enhance transparency and accountability.

We reinforced supplier due diligence through targeted assessments in higher-risk areas, expanded employee training on risk identification and reporting, and implemented structured KPIs to drive continuous improvement.

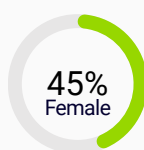
Governance Oversight

Oversight of workplace equality, ethical conduct, and supply chain responsibility is embedded within Meticuly's governance framework. Senior management is accountable for policy implementation, with key risks escalated through defined reporting channels.

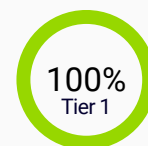
Through these actions, Meticuly continues to strengthen ethical sourcing practices, protect human rights, and uphold responsible business conduct across its value chain.



All employees



Engineers



Suppliers mapped for
modern slavery risks



Fostering a culture of growth and well-being

At Meticuly, we foster a workplace culture that supports continuous learning, professional growth, and employee well-being, recognizing that our people are central to sustainable performance.

Employee training and development

We invest in structured learning to build organizational capability. Employees complete seven mandatory training programmes to ensure essential competencies and compliance, alongside over 30 voluntary training sessions, increase 15% from 2024, covering topics from IPs, leadership development to AI prompt engineering. In 2025, we met our planned training investment, providing employees with the resources to develop their skills and advance their careers at Meticuly.

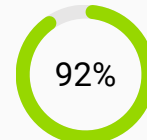
Employee engagement and cultural

We support engagement and belonging through initiatives that promote social and cultural well-being. These include annual Christmas and New Year celebrations, traditional company ceremonies such as merit-making activities and visits to sacred sites, and complimentary weekly massage therapy sessions provided by visually impaired massage therapists, supporting both employee well-being and social inclusion.

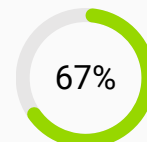
Health and well-being initiatives

We recognize that a healthy workforce drives productivity and engagement. Our initiatives include activity challenges that encourage regular exercise, annual health check-ups, and a 3-day, 2-night company retreat in Khao Yai featuring outdoor and team-building activities to strengthen collaboration.

In 2025, 67% of employees participated in these initiatives, reflecting strong engagement and positive impact on workplace morale.



Employee satisfaction



Participation in activity

Revolutionising patient care through innovation

Meticuly places innovation at the center of its long-term value creation, advancing personalised medical solutions while reinforcing resilient healthcare systems.

Our intellectual property strategy is a critical enabler of this approach, safeguarding proprietary technologies and ensuring that innovation translates into sustained clinical, commercial, and societal impact.

As of 2025, our IP portfolio comprises

- **53 patents** (10 granted and 26 pending)
- **15 trade secrets**
- **18 trademarks**

Our innovation leadership received global recognition in 2024, when Meticuly was named a **winner of the WIPO Global Awards**. This distinction underscores our ability to convert research excellence into scalable commercial outcomes, deploy IP-led growth strategies, and deliver innovations aligned with the United Nations Sustainable Development Goals (SDGs).

Meticuly fosters a culture of continuous improvement, empowering teams to initiate process optimization and material efficiency initiatives across operations. In 2025, these efforts achieved a 45.50% cost reduction in packaging material usage. This improvement enhances resource efficiency and cost discipline while directly contributing to a reduced environmental footprint through lower waste generation and associated carbon emissions, reinforcing our commitment to responsible manufacturing.

In parallel, Meticuly views knowledge-sharing as a core driver of med-tech advancement. We actively contribute to the scientific and clinical community through research dissemination. As of 2025, Meticuly has cumulatively produced 32 technical publications and 35 medical-related publications, supporting evidence-based innovation, industry collaboration, and the broader adoption of personalized medical solutions.



Sustainable Cities and Communities

In 2025, Meticuly strengthened its engagement with the local academic ecosystem by welcoming nine interns with strong interests in healthcare and medical device technology. These interns were recruited from nearby schools and universities, supporting skills development while contributing directly to our ongoing projects.

Located in close proximity to Chulalongkorn University, our headquarters enables close collaboration with academic institutions. Meticuly actively supports employees who choose to pursue graduate studies at the university, helping to build advanced technical and research capabilities within the organisation. As of 2025, graduate-level employees represent 18% of our total workforce.

In addition, Meticuly contributed to community knowledge exchange by hosting two university group visits and participating in one educational exhibition booth at a local university. These activities promote awareness of med-tech careers, strengthen academia–industry linkages, and support the development of sustainable, knowledge-based communities.

We provide net impact to local talent development, stronger academic partnerships, and a more resilient innovation ecosystem.





Optimising resources for a sustainable future

At Meticuly, we are committed to reducing our environmental footprint through sustainable operating practices, improved resource efficiency, and targeted carbon reduction initiatives.

In 2025, we strengthened our environmental management approach by refining carbon emissions calculations, optimising resource consumption, and accelerating waste reduction efforts.

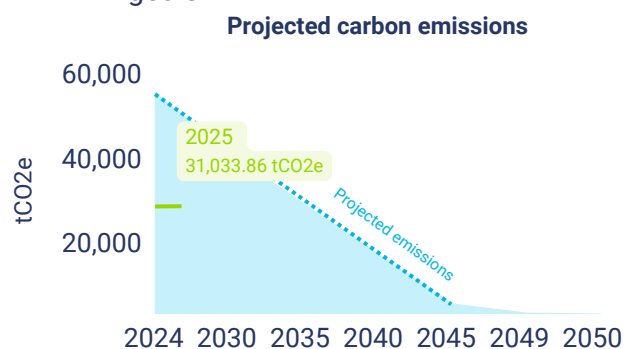
In support of Responsible Consumption and Production (SDG 12), we focused on practical resource optimisation measures.

- The introduction of an in-house grinding machine reduced outsourced grinding activities by 10%, delivering both cost efficiencies and a corresponding reduction in carbon emissions.
- The optimisation of our packaging material dimensions enabled a 45.50% cost reduction while significantly reducing material waste and lowering carbon emissions associated with product transportation.
- In parallel, our Argon gas reduction initiative achieved a 30% decrease in Argon gas usage, directly supporting our broader efforts to lower operational emissions.

Collectively, these initiatives represent measurable progress toward more sustainable operations, demonstrating our commitment to efficient resource use while systematically reducing environmental impact.

Climate action (SDG 13)

- In 2025, we conducted a more comprehensive carbon emissions assessment, establishing a new baseline of 31033.86 tCO₂e, 30% reduced from 2024. This expanded assessment covers Scope 3:
 - Upstream transportation and distribution
 - Waste generated in operations
 - Business travel
 - Employee commuting
 - Downstream transportation and distribution
- We remain committed to our long-term target of achieving carbon neutrality by 2050.
- 85% of our freight forwarding suppliers have pledged to reach Net Zero before 2050, aligning with our sustainability goals.



30%

Argon gas usage
reduction

Shaping the future of sustainable healthcare

At Meticuly, we recognize that progress is continuous. As we reflect on our achievements in 2025, we reaffirm our commitment to driving innovation, developing future talent, and advancing sustainability across the MedTech value chain.

Investing in Future Innovators

Throughout the year, we continued to support our internship program, providing emerging talent with hands-on experience in 3D-printed medical implants and the opportunity to contribute to real-world clinical and engineering projects. As a company with strong academic roots, we also advanced scientific discovery by supporting research initiatives and contributing to technical and medical publications.

Beyond internal research, Meticuly actively promoted knowledge exchange across the ecosystem. Our leadership team participated in medical conferences, webinars, and panel discussions, sharing insights and contributing thought leadership to the broader MedTech community.

In parallel, we remain committed to giving back to the communities that support our growth, reinforcing our role as a responsible corporate citizen and a long-term partner in healthcare innovation.

Driving sustainable growth

Meticuly's long-term sustainability agenda is guided by our ESG Committee, which is developing a structured roadmap to strengthen our environmental, social, and governance performance. This roadmap anchors sustainability within our growth strategy and ensures accountability across the organisation.

Looking ahead, we will prioritise the following initiatives:

- We will expand our point-of-care 3D printing capabilities. In 2025, Meticuly established a fully operational titanium 3D printing facility at Siriraj Hospital, demonstrating our commitment to decentralised, on-demand medical manufacturing that improves access, efficiency, and clinical responsiveness.
- We remain focused on process optimisation to improve efficiency and minimise resource waste.
- We will continue to track and manage our carbon footprint. Building on a newly established emissions baseline, we will refine our sustainability actions and systematically monitor progress toward our long-term ambition of achieving carbon neutrality by 2050.

By embedding innovation, ethical leadership, and sustainability into our core operations, Meticuly remains focused on delivering long-term value—advancing healthcare outcomes, developing future talent, and contributing to a more responsible and resilient MedTech industry.



METICULY

Thank you for your ongoing support.

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