

Sustainability Report 2025





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Acknowledgement of Country

In the spirit of reconciliation, Monash IVF Group acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community.

We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.



Monash IVF Group Sustainability Statement

As a provider of specialist reproductive care, Monash IVF Group blends ethics, medicine, science and the provision of personalised care to profoundly change our patients' lives.

As we strive to become the most admired reproductive care provider in the world, Monash IVF Group acknowledges that we are in a privileged position to actively drive positive societal change in relation to how people think and behave in relation to their reproductive health, and to protect the environment and natural resources for the benefit of the generations of children that will be born as a result of our efforts.

It is our belief that we cannot truly deliver on our vision of helping bring life to the world if we don't also take action to help make the world the best place it can be.

We recognise our ethical responsibility and embrace the opportunity to start difficult conversations, share knowledge, demystify and challenge stigmas and empower individuals to take proactive steps to improve their reproductive health and spark debate through our Monash IVF Group community, so those conversations and actions flow through the broader lives and communities of our people.

Every step that we take in driving this shift, even baby steps, count.

Chairman and Acting CEO's message

At Monash IVF Group, we recognise that environmental, social and governance (ESG) considerations are fundamental to delivering long-term value for all our stakeholders. Embedding sustainability into our decisions is not only about responsible business practice today - it is about protecting the wellbeing of future generations.

At the same time, our commitment to ESG goes hand in hand with our clinical purpose: to deliver the highest standards of safety, science and care for patients and doctors. By aligning sustainability with clinical excellence, we strengthen trust, safeguard our future, and ensure that the impact of our work endures well beyond each individual patient journey.

Following the two incidents at our Clayton and Brisbane clinics that we became aware of during FY25, we have further elevated our risk management and patient safety protocols. These additional safeguards and protocols go beyond the recommendations contained in the Independent Review.

On the environment, we are laying strong foundations for the future. Regulatory requirements around greenhouse gas reporting will soon become more rigorous, and we welcome this as an opportunity to improve transparency and demonstrate accountability. Beyond compliance, we are focused on practical initiatives that reduce waste and carbon intensity across our operations - from partnerships with suppliers on packaging, to laboratory recycling, to digitisation that reduces reliance on paper. Each step reinforces our determination to grow responsibly.

Our people are the cornerstone of our organisation. We are proud of the dedication and compassion they bring to patients and each other, and we remain committed to creating a workplace that supports both professional ambition and personal wellbeing. This includes innovative health and wellbeing programs, targeted

leadership development, and a deliberate focus on diversity and inclusion. The progress we have made - in workforce stability, gender representation, and professional development - gives us confidence that our culture will continue to strengthen.

For the communities we serve, our role extends well beyond delivering clinical outcomes. We strive to provide reassurance and clarity during what are often deeply personal and vulnerable moments. Education and research remain central to that mission, enabling patients to make informed choices while advancing reproductive science for the benefit of society more broadly.

Finally, strong risk management and governance underpins every decision we make. Our Board and committees maintain vigilant oversight across clinical, financial, and ESG matters, and we are preparing for new standards in climate and tax transparency reporting. These measures, together with our commitment to rigorous risk management, give our stakeholders confidence that Monash IVF Group acts with integrity and foresight.

Sustainability is a long-term commitment, and I am proud of the progress we are making. By continuing to embed environmental responsibility, care for our people, service to communities, and strong governance into everything we do, we are setting the foundations for delivering excellent clinical outcomes and long-term value creation for all stakeholders.



Mr Richard Davis
Independent Chairman

Malik Jainudeen
Acting Chief Executive Officer
& Company Secretary



Monash IVF Group FY25

Sustainability Strategy

We have summarised our Sustainability Strategy on a page to highlight the key areas of focus where Monash IVF Group can achieve the maximum impact in delivering safe, effective healthcare services, that give every person the best opportunity to create or grow their family.

	Commitment	Strategy	Metrics
 Environment Climate change Waste management	Understand and minimise our impact on the environment	Measure and reduce greenhouse gas emissions Reduce waste, re-use and recycle Include sustainability in procurement decisions	Measure carbon footprint and develop strategy towards net zero Measure waste and implement strategy to reduce landfill waste per patient episode
 Our People Employee attraction, retention & development Providing a safe workplace that celebrates diversity	Provide an inspiring and fulfilling workplace where everyone feels safe to be their true self	Drive employee engagement through every stage of the employee life cycle Empower individual career ownership through transformational learning opportunities	Engagement Scores (Employee and Clinician) Turnover (voluntary and non-voluntary) Learning modules introduced / completed Workplace safety, measured through Lost Time Injuries
 Communities Providing safe and effective care that meets the needs of our stakeholders	Supporting people making informed decisions about their reproductive plans	Maintain accreditation Invest in research with potential for direct clinical or laboratory application	Patient Satisfaction Success Rates Adverse Event Rate Number of transfers from Day Surgery Unit to another facility
 Governance Ethics and compliance Privacy and data security Upholding human rights	Maintain confidence and trust	Safeguard data entrusted to us Comply with all ASX Reporting and Disclosure Requirements	Publication of Annual Modern Slavery Report Audit of Cybersecurity Monetary losses as a result of Medicare false claims or fraud Reportable Privacy Breaches

Who we are

An overview of Monash IVF Group

← Monash IVF Group is a **market leader** in reproductive care →

Domestic IVF

24 clinics &
4 services centres
132 Fertility Specialists
(8 trainee)
7 Australian States
/Territories
4 Day hospitals
(SA, NSW, QLD, VIC)



International IVF

4 clinics
18 Fertility Specialists
(1 trainee)
4 international cities
2 Day hospitals
(Malaysia & Singapore)



Ultrasound

17 clinics
21 Sonologists
4 Australian
states



Genetics & Pathology

1 Genetics Laboratory
(SA)
5 Endocrine Laboratories
(SA, VIC, NSW, WA and QLD)
11 Andrology Laboratories
(SA, NT, VIC, NSW, WA and
QLD)



— **172** Medical Specialists | **154¹** Scientists¹ | **561¹** Nursing and Support Staff | **45¹** Sonographers —

1. Employee numbers represent the full time equivalents as at August 2025 and include recent acquisitions



Who we are

About Monash IVF Group

The teams at Monash IVF Group share a common goal of providing the best experience, medicine and care as they give every person the best opportunity to create or grow their family.

Monash IVF Group partners with clinicians, patients, carers, state and territory health systems, suppliers and healthcare organisations to deliver access to a safe, high-quality and sustainable health system throughout the fertility care cycle.

Our Assisted Reproductive business is a trusted partner, known for delivering a comprehensive range of reproductive services including in vitro fertilization (IVF), egg freezing, fertility preservation, reproductive genetics, donor and surrogacy programs. Established with a strong focus on research and innovation, the organisation combines advanced medical technologies with personalised care to support individuals and couples on their fertility journeys.

Monash IVF Group's Diagnostics business provides comprehensive, end-to-end diagnostic services across the entire reproductive journey, offering high-quality, timely testing in Ultrasound, Genetics, and Pathology. We have a team of expert clinicians across all areas of reproductive Diagnostics, and we are the only IVF provider in Australia that offers Ultrasound, Genetics and Pathology.

Our Ultrasound clinics provide advanced tertiary level fertility, gynaecological and obstetric ultrasounds, utilising the latest technology. Monash IVF Group offers the full range of reproductive genetic testing, supported by our leading clinical geneticists, and an extensive genetic counselling network.



Screening for infectious diseases, genetic carrier screening and semen analysis



Pre-conception health assessments



Fertility treatment and storage of gametes



Information and informed consent



Counselling and Genetic Counselling



Donor and Surrogacy services



Embryo Screening (PGT)



Pregnancy Ultrasound



Pregnancy Genetics (NIPT)

Our range of fertility related services aims to provide people with the information, resources and services required to make informed decisions and access treatment and support at the time that is right for them.

Through integration of ESG considerations into our strategy, governance, policies and processes and culture, Monash IVF Group is able to offer safe clinically effective services, choice and respectful, affirming patient-centred care.

Bringing ESG to life at Monash IVF Group

Our annual report includes key metric data, so in this section Monash IVF Group will instead share highlights of projects and activities under each of the ESG headings.

For the metrics below, a green trend arrow represents a positive trend, a teal trend arrow represents a minor shift or a trend that requires ongoing monitoring and a red arrow represents a trend of concern





Environment

Looking ahead, greenhouse gas emissions reporting will become mandatory from FY2027. Monash IVF Group will continue to align with this standard, building on our already established practice of measuring emissions on a two-yearly cycle. This change represents an opportunity to enhance transparency, strengthen our ESG reporting, and demonstrate our ongoing commitment to reducing environmental impacts as our business continues to grow.

Using FY2025 data, which includes Scope 1, Scope 2 and selected Scope 3 emissions, Monash IVF Group recorded a result of 3.8 tonnes of CO₂-e/FTE. This represents a reduction in GHG emissions intensity of approximately 30%, primarily driven by lower electricity consumption across our operations. This progress has occurred alongside the continued growth of our business footprint. It remains important that any opportunities identified are assessed for materiality, address environmental risks, and represent genuine impact minimisation.

Climate Change

Waste Management

Our Commitment

Understand and minimise our impact on the environment

Strategy

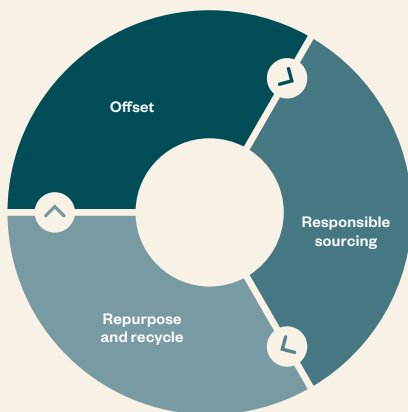
- Measure and reduce greenhouse gas emissions
- Reduce waste, re-use and recycle
- Include sustainability in procurement decisions



Environment (Continued)



As part of Monash IVF Group's commitment to reducing carbon emissions, we are exploring opportunities that balance impact, practicality, and scale. In doing so, we will prioritise initiatives that deliver meaningful environmental benefits while aligning with our operations and long-term sustainability goals.



Many of our recycling and repurposing initiatives are championed by our teams, who actively advocate opportunities to reduce waste. Their commitment has led to the appointment of Green Champions across sites, dedicated to identifying opportunities and driving new initiatives.

In our laboratories, we are collaborating with suppliers to cut down on packaging and to ensure unavoidable materials are recycled wherever possible. Our lab teams actively contribute by recycling soft plastics and general recyclables (such as plastics, boxes, and cartons), stainless steel cooling rods (Rapid-I devices), and ice packs that are not returned to suppliers. They also participate in Cooper Surgical's wool-pak re-usable packaging initiative and support Vitrolife's program to collect styrene containers and ice bricks for reuse in future packaging.

Through our Digital Transformation program, we are also reducing paper use and expanding digital record-keeping, giving teams easier access to information at the point of care while lowering our environmental footprint.



Our People

At Monash IVF Group, we are dedicated to building a workplace where people feel genuinely supported, respected, and valued. We encourage learning and growth at every stage, offering opportunities to develop new skills and pursue career aspirations. By fostering an inclusive and caring environment, we aim to help our people thrive – both personally and professionally.

Employee attraction, retention & development

Providing a safe workplace that celebrates diversity

Our Commitment

Provide an inspiring and fulfilling workplace where everyone feels safe to be their true self

Strategy

- Drive employee engagement through every stage of the employee life cycle
- Empower individual career ownership through transformational learning opportunities



Our People (Continued)

Our Employees

The Monash IVF Group annual employee engagement survey conducted by an independent party, Best Practice Australia, provides insights into workplace culture and climate. Our engagement score in 2025 saw a decline of 9% which is attributed to change factors that occurred throughout 2025. Our engagement journey continues to sit above industry benchmarks (private healthcare sector).

Aim	Measure	Result	Trend
Foster a culture of pride, passion and capability	Employee Engagement Survey	58%	↓
	LMS (Learning Management System) Modules for staff	3,621	↑
	LMS Modules completed	5,566	↑
	Workplace Lost Time Injuries	6	↑
	Turnover – voluntary	17.56%	↑
	Turnover – non-voluntary	2.6%	↑

Our Clinicians

Similar to our Employee Engagement annual survey process, Monash IVF Group has developed two key questions that demonstrate the level of engagement of our Doctor group, through an annual survey. This is also conducted by our Survey partner, Best Practice Australia, who provides industry benchmarks for clinician engagement. Throughout 2025 we continued to focus on Doctor engagement and was reflected in increased engagement scores

Aim	Measure	FY25 Result	Variance from FY24
Develop mutually beneficial partnerships with our doctors that benefits our patients and enables growth	Doctor Engagement Survey		
	Would you recommend MVF as a great place to practice?	+56	↑
	Would you recommend Monash IVF as a service provider to patients?	+70	↑



Our People (Continued)



Our Principles & Culture

Monash IVF Group is committed to fostering a workplace culture that prioritises mental health, psychological safety, and meaningful connections. We recognise that our people can provide the most genuine care to each other, our patients, and donors only when they are also supported to care for themselves.

Two key initiatives are prioritised at Monash IVF Group. Our partnership with CU Health provides unique health and wellbeing support, ensuring our people have access to qualified practitioners including psychology, nutrition, GP and health coaches through convenient virtual channels. It goes beyond traditional EAPs by focusing on prevention as well as support, providing personalised care plans that help employees stay healthy, engaged, and connected.

Our Peer Support Champions is a second initiative that continues to play a vital role in supporting the emotional wellbeing of our people. Recognising that life has its challenges, the initiative offers access to meaningful connections and support whenever it is needed. Our internal network of peer support champions has now grown to 36 — a 27% increase since its creation.

We are proud to continue our partnership with Mitch Wallis and the Real Conversations® for Peers program, which underpins this initiative. Through a structured five-step communication framework, participants learn early intervention skills that build emotional resilience, strengthen connections, and contribute to a supportive workplace culture. On completion, participants become “Real Conversations Accredited” and join our growing Peer Support Champions network.

Initiatives such as these not only enhance the wellbeing of our people but also contribute directly to measurable outcomes, including higher levels of engagement, improved workforce stability, and stronger retention. Together, these outcomes support our Employee Stability Index of 83.1%, which remains above the industry benchmark.

Our Principles continue to underpin our culture. Defined by our employees, they set out the values and behavioural standards that

guide how we interact with one another, our patients, donors, and the communities that support those undertaking a reproductive health journey. These Principles are the foundation of our patient-focused culture and are evident in the actions of our people every day.

We are committed to fostering gender equity and creating an environment that values and supports contributions from people of all backgrounds, experiences, and perspectives. We are building a balanced workforce and leadership structure, reflected in our diverse Board (40% female), executive leadership team (40% female), and management teams (90% female). With a strong focus on equal opportunities, we are closing gaps and promoting a workplace where every employee feels seen, valued, and empowered to thrive.

Our initiatives ensure that inclusion is embedded in our policies, recruitment and development programs, driving sustainable progress towards equitable representation. We ensure equal access to opportunities, resources and pay for all employees, regardless of gender identity. Through our Diversity and Inclusion strategy and action plan alongside our Diversity & Inclusion employee Council, we have achieved progress recognised by the Australian Workplace Equity Index as a bronze employer and we will continue to foster a culture that supports equity at every level, creating an inclusive and affirming environment for all.

Our Cudos Reward and Recognition program celebrates employees who go above and beyond in demonstrating Our Principles. It is designed to reinforce excellence, recognise commitment, and acknowledge the positive impact our people make every day.

In FY25, 673 Cudos were awarded, consistent with the strong level of recognition achieved in the prior year.



Our People (Continued)



Employee and Doctor Engagement

Clinical leadership is fundamental to the sustainability of Monash IVF Group. Our Clinicians, Nurses, Counsellors, and Scientists are encouraged to collaborate, teach, listen, and learn from one another through respectful communication. This shared commitment to delivering the best possible care, alongside the integration of Monash IVF Group's sustainability initiatives into everyday practice, helps foster a positive and inclusive workplace culture that ultimately benefits our patients.

In 2025, while we observed a modest change in doctor recommendation of Monash IVF Group as a place to practice, our results remain above the industry average for the private healthcare sector. This reflects the strength of our workplace culture and the ongoing trust our teams place in the organisation.

Learning & Development

Building capability and strong development pathways remain key strategic drivers within our People and Culture strategy. Our learning and development framework continues to empower our people with opportunities for both professional and personal growth, through the access of over 3600 courses, 4 leadership pathways and technical learning streams tailored for each of the clinical roles available within Monash IVF Group. In FY25/26 our focus is on quality, relevance and impact - embedded into every learning experience to ensure it is engaging and supports our employee's career objectives and aligns to organisational goals.

In line with our Employee Value Proposition, Monash IVF Group is committed to enabling both personal and professional development for our people.

This commitment was taken to a new level in FY25 with the launch of our own registered training organisation (RTO) – M Group Healthcare Institute.

Becoming an RTO allows us to deliver nationally recognised training directly within our organisation, giving employees access to high-quality education and qualifications that strengthen individual capability and career pathways. This initiative not only empowers our people but also reinforces our reputation as a leader in the Assisted Reproductive Technology (ART) sector. Monash IVF Group is proud to be the only provider within our industry to establish an RTO, with the first cohort of students now embarking on the Certificate III in Allied Health Assistance (HLT33201).

Beyond the RTO, our learning and development framework continues to focus on building talent from within. Leadership development programs and career-long learning opportunities are designed to create sustainable career pathways, nurture future leaders, and ensure we stay ahead of emerging skills. By equipping our employees with the tools and knowledge to perform at their best, we are strengthening our workforce for the future while supporting long-term retention and engagement.

RTO Code 46329



Diversity & Inclusion

Monash IVF Group has participated in the Australian Workplace Equity Index (AWEI) assessment for the past three years and continues to implement our Diversity, Equity and Inclusion Action Plan. In recognition of our progress, we were awarded Bronze Tier in the most recent assessment.

AWEI is the national gold standard for LGBTQI+ workplace inclusivity. It sets the benchmark for excellence in identifying the impact of inclusion efforts on organisational culture, considering both identifying and non-identifying employees, and promoting greater inclusivity across workplaces.

This recognition reflects the continuous improvements we are making to ensure every aspect of the Monash IVF Group employee experience fosters inclusivity and empowers people to bring their whole selves to work each day.

We extend our sincere gratitude to our Diversity, Equity and Inclusion Committee, whose dedication, teamwork, and leadership have been instrumental in driving this progress. Their ongoing efforts to identify opportunities, build partnerships, and provide education and resources continue to benefit both our employees and the patients we serve.



Communities & Patients

Accessing healthcare can feel overwhelming, particularly during times of vulnerability. At Monash IVF Group, we place strong emphasis on education and research as a way of equipping individuals with the knowledge they need to make confident, informed choices. Coupled with dedicated support networks, this approach fosters a sense of trust and reassurance for our patients.

Our deep clinical and scientific expertise underpins every service we provide, ensuring care that is both safe and effective, and helping to positively shape each patient's healthcare experience.

Providing safe and effective care that meets the needs of our stakeholders

Our Commitment

Supporting people making informed decisions about their reproductive plans

Strategy

- Maintain accreditation
- Invest in research with potential for direct clinical or laboratory application



Communities (Continued)

Aim	Measure	Result	Trend
Deliver a patient experience and clinical excellence that is consistent with a premium service	Patient Net Promotor Score	73.28	↑
	Assisted Reproductive Technology (ART)	58	↑
	Ultrasound	77.7	↑
	Success Rates Clinical pregnancy rate for women aged <43 years (per embryo transferred) period October - March 2025	40.2%	↑
	Adverse Events	2.1%	↓
	Transfers from DSU	0.06%	↔

Transfers from DSU

Monash IVF Group monitors transfers to other hospitals as a safety measure to ensure that we are only admitting and treating patients who are suitable for a day procedure setting. While the percentage of admissions has remained consistent with the previous year, we continue to monitor this closely as part of our commitment to patient safety.

Research

At the Monash IVF Group, we are in an enviable position to not only provide clinical excellence in reproductive science, but to undertake valuable research to improve our patients' experiences and outcomes. The scope and strength of our research capability has enabled us to establish successful ongoing partnerships with academic institutions, including Monash University, The University of Melbourne, RMIT University, The University of NSW, and The University of Adelaide, and to invest in beneficial commercial opportunities with industry innovators.

Our researchers publish broadly in highly regarded peer-review journals to disseminate our knowledge and understanding to the wider medical and scientific community.

Patient care and safety at the heart of everything we do

Monash IVF Group acknowledges the significant responsibility we hold in helping individuals and families realise their dreams of parenthood. Our approach to fertility care is firmly anchored in principles of safety, transparency, and trust. Recognising the importance of continual improvement, we have responded proactively to recent incidents by further strengthening our identification procedures and implementing enhanced safeguards. These measures are designed to minimise risks by reducing the likelihood of such events recurring. By fostering a culture of learning and accountability, Monash IVF Group demonstrates our unwavering commitment to sustainable, high-quality care for all patients.

In 2025, we experienced two serious incidents which, while rare, have reinforced the importance of our ongoing governance and education programs. Throughout, we have maintained a strong reporting culture with timely and transparent reporting. The moderate increase in Adverse event rates reflects this focus on ongoing education. This transparency and positive approach is critical in ensuring that Monash IVF Group is well placed to manage risk, with effective controls.

At Monash IVF Group, we are committed to maintaining the highest standards of quality and safety across all aspects of our scientific processes.

As part of our ongoing efforts to enhance operational sustainability and patient confidence, we have implemented advanced verification protocols that go beyond industry best practice.

A key component of this commitment is our use of the IMT Matcher™ electronic witnessing system. This system provides comprehensive electronic traceability throughout critical laboratory procedures, including embryo culture, biopsy, cryopreservation, and transfer. By scanning and cross-checking barcodes at each stage, Matcher™ ensures accurate identification and prevents mismatches, supporting a secure and transparent fertility journey for our patients.

We have also strengthened our Chain of Custody processes, which govern the tracking and handling of eggs, sperm, and embryos within our laboratories. These enhancements include additional patient engagement steps, allowing us to confirm expectations and ensure alignment before any laboratory preparation or embryo transfer. This proactive approach reinforces our dedication to patient safety, ethical practice, and continuous improvement.

Advocacy

As a leading reproductive healthcare provider, Monash IVF Group believes that anyone who needs medical assistance to create their family should have access to fair and equitable care that is provided in safe and well-regulated settings.

As fertility treatments evolve and society becomes more accepting of diverse family structures, Monash IVF Group continues to actively work with governments, regulators and other stakeholders to ensure our industry remains at the forefront of global reproductive healthcare standards.

We welcome changes to the definition of infertility giving same sex female couples and single women equal access to Medicare rebates and reforms to remove longstanding barriers to surrogacy in some Australian states.

We are looking forward to working with the Australian Commission on Safety and Quality Health Care as it takes over regulation of the IVF industry and will continue to support national IVF laws that benefit patients across Australia.

MitoHOPE

Building on their initial participation in 2023, the incredible team from Monash IVF Group once again joined the mitoHOPE Bloody Long Walk, this time in Melbourne in May 2025, continuing their commitment to raising vital funds and awareness for Australians living with mitochondrial disease.

Monash IVF Group is proud to be part of the research team for the mitoHOPE program, a groundbreaking research project that has the potential to change the lives of many Australian families who are impacted by mitochondrial disease.

Monash IVF Group's participation in the walk reflects not only their dedication to scientific advancement but also their deep compassion for the mito community.

The team is preparing for the next Bloody Long Walk along the Mornington Peninsula this October, ready to walk another 35km in solidarity with the brave families impacted by mitochondrial disease.

Partnerships & Ambassadors

Corporate Partners

Monash IVF Group is expanding its corporate partner offering to provide fertility benefits in the workplace. These partnerships strengthen employee wellbeing and deliver meaningful support through access to world-class fertility care.

Corporate Responsibility Partner

Monash IVF Group is developing a shortlist of corporate responsibility partners to engage with for the long term. As part of this, the annual employee gifting program has been expanded to provide employees with the option to donate their gift to a chosen partner charity. In addition, Monash IVF Group will explore opportunities for fundraising and volunteering to further deepen impact and community engagement.

Pride & LGBTQIA+ Events

Monash IVF Group proudly participated in Midsumma Festival in Melbourne, Wear It Purple Day, and Pride Month celebrations. These events highlight Monash IVF Group's ongoing commitment to allyship and support for the LGBTQIA+ community.

Jeans for Genes Day

Monash IVF Group employees proudly supported Jeans for Genes Day, raising funds for the Children's Medical Research Institute. Every employee donation was matched by Monash IVF Group, helping advance vital research and treatments for children with genetic conditions.

Ambassadors

The Monash IVF Group ambassador program continues to showcase key reasons patients choose Monash IVF Group, including Egg Freezing, donor access, and genetic screening. Through their unique audiences, ambassadors help raise awareness and provide education on these important pathways to parenthood.

Our most successful ambassador agreement to date saw us partner with AFLW player and women's sport advocate Chloe Dalton. As a Monash IVF Group athlete ambassador, Chloe publicly shared her personal experience of having a baby through donor treatment and helped us raise awareness of fertility health through her popular podcast and large media profile.





Governance

As an ASX listed company that operates in the healthcare sector and in multiple jurisdictions across Australian and Southeast Asia Governance and Regulatory frameworks and guidelines are a key part of how we do business every day.

These frameworks and guidelines help maintain high standards of care by establishing protocols, monitoring performance, ensuring compliance with regulations and best practice, thereby positioning Monash IVF Group to effectively respond to changing healthcare market needs and enable the execution of new opportunities.

Ethics & Compliance

Privacy & Data Security

Upholding Human Rights

Our Commitment

Maintain confidence and trust

Strategy

- Safeguard data entrusted to us
- Comply with all ASX Reporting and Disclosure Requirements



Governance (Continued)

Different levels of Governance throughout the organisation ensure that subject matter experts are involved in policy recommendations and decision making.

The Board of Directors

Monash IVF Group remains committed to maintaining its position as a leader in fertility care (including day hospitals) and diagnostics. This commitment is strongly supported and overseen by the Board of Directors. This focus underpins sustainable growth and ongoing value over the long term for our shareholders. The Board continues to champion strong corporate governance and takes seriously its responsibility to uphold the highest standards in practice and accountability across the business.

To support this, the Board is assisted by a number of specialised sub-committees - including the Remuneration and Nomination Committee and Audit and Risk Committee- which provide dedicated oversight in their areas of expertise and report directly back to the Board.

Clinical Governance

As part of our commitment to sustainable, high-quality care, Monash IVF Group is actively reviewing our Clinical Governance Framework to reinforce patient safety and continuous clinical improvement. This comprehensive review aims to build on our existing Medical and Scientific Advisory Committee framework and align our practices with the Australian Commission on Safety & Quality in Healthcare governance standards. This will ensure rigorous oversight across all aspects of our operations, both across Australia and internationally. By fostering greater clinical engagement and leadership, we are working to bolster our approach to considering the clinical impacts associated with new business initiatives, partnerships and expansions. This approach supports our ongoing dedication to responsible and sustainable healthcare delivery, placing patient safety and quality at the forefront of everything we do.

Research Governance

Research governance, overseen by the Research & Translation Executive Committee (RTEC), provides a rigorous and coordinated framework for approving and monitoring research activity. This multi-disciplinary approach ensures that risk is carefully managed, and that research outcomes are translated responsibly and effectively into clinical practice. RTEC also plays a key role in enabling the safe and timely adoption of new technologies, supporting Monash IVF Group's commitment to innovation, evidence-based care, and continuous improvement.



Governance (Continued)

Financial Governance

As an ASX-listed healthcare organisation with operations across Australia and Southeast Asia, we adhere to the ASX Corporate Governance Principles and Recommendations, integrating robust risk management frameworks and internal controls into our financial practices. Our governance approach includes rigorous oversight by the Board and Audit & Risk Committee, compliance with applicable regulatory requirements in all jurisdictions, and a commitment to continuous improvement in financial reporting and disclosure. We recognise that strong financial governance underpins sustainable growth, supports investor confidence, and enables us to deliver quality healthcare services responsibly and ethically across diverse markets.

Monash IVF Group has complied with all laws and regulations related to financial reporting and ethical standards as expected from an ASX listed company. The Company is subject to external audit and received an unqualified audit opinion on its financial statements for the year ended 30 June 2025.

The Company interacts on a regular basis with its shareholders and believes that the transparency of reporting, accountability and risk management policies are critical to the maintenance of shareholder trust and support.

In FY26 we are seeking to enhance our financial governance through the introduction of voluntary tax transparency reporting under the Tax transparency Code developed by the Board of Taxation.

We are also preparing for the introduction of mandatory climate related disclosures under AASB S2 in FY27. The climate-related financial disclosures are divided into four key pillars, being governance, strategy, risk management, and metrics and targets, and include required disclosures on scenario analyses and greenhouse gas emissions (Scope 1, 2 and 3).

Further information regarding financial outcomes is available in the Monash IVF Annual Report.

Data Management and Cyber Security

Data management and cyber security are overseen by the Group Chief Information Officer, who provides regular recommendations to the Board to ensure our policies and systems deliver the highest levels of protection for sensitive information. Ongoing education and awareness programs across all levels of the organisation equip employees to recognise risks, respond appropriately, and escalate concerns quickly. This proactive approach ensures we continue to strengthen our defences, safeguard the trust of patients and stakeholders, and adapt to the evolving cyber security landscape.

The ESG Committee

As further ESG frameworks are developed, the ESG Committee will make recommendations to the Board for implementation of these across the organisation.

If you have any questions or would like any further information, please contact us at groupenquiries@monashivf.com



Monash IVF Group supports a move to National IVF legislation and regulation and is confident that the Australian Commission on Safety & Quality in Healthcare will bring fresh perspectives to the IVF industry.

