



Policy regarding non-infringement of intellectual property or copyrights

Vibhavadi Medical Center Public Company Limited (“the Company”) has a policy to comply with the laws regarding intellectual property and copyright, in accordance with the following guidelines:

1. Do not use the Company’s confidential information, including information obtained from ideas, research, and technical knowledge related to and created as a result of the Company’s and/or its subsidiaries’ operations, which is considered the Company’s and/or its subsidiaries’ intellectual property, whether or not it is registered under intellectual property law. Such information cannot be disseminated without prior written permission from the Company or the responsible person.

2. Any works and research studies arising from the performance of duties assigned by the Company by having the employee or responsible personnel taking action or preparing, or is a work that uses information and work learned from the Company, research rights, patent applications, patent ownership, and the returns received from that work, will be considered the Company’s property, and the employee or responsible personnel must deliver such work to the Company regardless of the format of the work or copyright that it is stored in.

3. The copyrights as well as the benefits obtained from computer programs developed by the Company’s employees or responsible personnel, will be considered the sole property of the Company.

4. Employees must not infringe on any intellectual property or copyrights, through actions of copying, duplicating, modifying, or distributing various works or computer software. Employees found to infringe on any intellectual property rights or copyrights will be considered as committing a disciplinary or legal offense.

5. The use of computers and information technology shall be in accordance with the Computer Crime Act, B.E. 2550 (2007), the Royal Decree on the Supervision of Electronic Payment Services Business, B.E. 2551 (2008) (2008), and other related electronic laws. Any misconduct on this part will be considered a disciplinary offense.

6. The Company requires its employees to comply with laws related to intellectual property and copyrights, such as the laws on trademarks, patents, copyrights, or any other related laws. In this regard, the Company supports training to educate employees on the relevant intellectual property laws.

7. Other requirements

7.1 Employees are duty-bound to ensure that using works or information which is the rights of third parties, obtained personally or due to their responsible work duties, and which

will be used within the Company, does not infringe on the intellectual property rights of other individuals or organizations.

7.2 Disclosure of the Company's proprietary information to third parties and allowing them to use such information requires written authorization from the Company or responsible authority.

7.3 Strictly abide by the guidelines for using the Company's trademarks and trade names.

8. If employees come across any action that is considered a rights violation, or considered as actions that may cause disputes regarding intellectual property, the employees are duty-bound to report such incidents to their supervisor immediately. Those who violate or transgress on this policy will be subject to disciplinary action according to the Company's work regulations, or according to the requirements of regulatory agencies. In the event that the offense is an offense that violates the provisions of the law, the employee will be considered and punished according to the prescribed law.