

Intellectual Property and Copyright Policy

Chularat Hospital Public Company Limited

Chularat Hospital Public Company Limited and its subsidiaries (“the Company”) recognize the importance of respecting intellectual property rights and copyright, which are vital to fostering innovation, knowledge creation, and sustainable business development. The Company is committed to conducting business in full compliance with applicable laws, ethical principles, and international standards to prevent the infringement of third-party rights while safeguarding the Company’s own intellectual property. The Company has established the following practices to ensure proper adherence:

1. All information and trade secrets—such as ideas, research, technical knowledge, and other know-how arising from the business of the Company and/or its subsidiaries—shall be recognized as the intellectual property of the Company and/or its subsidiaries, regardless of whether such rights have been formally registered under applicable intellectual property laws. Such information must not be disclosed, shared, or disseminated without the prior written consent of the Company or an authorized representative.
2. All works, research, or studies arising from duties assigned by the Company, whether undertaken or prepared by employees or other responsible personnel, or developed through the use of the Company’s information and knowledge, shall constitute the exclusive property of the Company. This includes, without limitation, all rights in research, patent applications, patent ownership, and any benefits or proceeds derived therefrom. Employees and responsible personnel are obligated to duly transfer and deliver such works to the Company, together with all related data, intellectual property, or copyrights, in whatever form such materials may exist.
3. Any computer program developed by employees or personnel under assignment from the Company shall constitute the exclusive property of the Company. The Company shall retain full copyright ownership, together with all rights and benefits derived therefrom.
4. Employees are strictly prohibited from infringing upon intellectual property rights or copyrights in any form, including but not limited to the unauthorized copying, reproduction, modification, adaptation, or distribution of works, as well as computer software. Any violation of intellectual property or copyright laws shall be deemed a serious breach of discipline and may result in disciplinary measures in addition to legal action under applicable laws.
5. Employees and personnel must utilize computers and information technology in strict compliance with the Computer-Related Crime Act B.E. 2550, the Royal Decree on the Supervision of Electronic Payment Service Business B.E. 2551, and all other applicable laws and regulations governing electronic transactions. Any actions or

conduct deemed improper, unauthorized, or in violation of these laws shall constitute a disciplinary offense and may result in appropriate corrective or legal action by the Company.

6. Employees are required to strictly adhere to applicable laws and regulations governing intellectual property, including trademarks, patents, copyrights, and related legislation. The Company shall provide ongoing training and guidance to ensure employees are fully informed of their legal obligations and best practices in relation to intellectual property.

7. Additional Provisions

- 7.1) Any intellectual property, work, or information obtained from external parties—whether acquired personally or in the course of assigned duties—and intended for use within the Company must be thoroughly verified by the responsible individual to ensure that such use does not infringe upon the intellectual property rights of any person or organization.
- 7.2) The disclosure of proprietary information or the granting of any license or permission to external parties to use the Company's intellectual property shall require prior written authorization from the Company or the designated responsible authority.
- 7.3) Employees and relevant personnel shall comply strictly with the Company's established guidelines regarding the use of its trademarks, trade names, and other commercial identifiers, ensuring consistency and protection of the Company's brand and intellectual property rights.

8. Employees are obligated to promptly report to their immediate supervisor any actions that are perceived to constitute an infringement of intellectual property rights or that may potentially give rise to disputes concerning such rights. Any employee found to be in violation of this policy shall be subject to disciplinary proceedings in accordance with the Company's internal regulations and/or the requirements of the relevant regulatory authorities. Furthermore, should the violation constitute an offense under applicable laws, the employee shall be held accountable and subject to the full extent of legal sanctions prescribed by law.

The Company shall conduct regular reviews of this policy and continually enhance related practices to ensure that all business operations consistently adhere to the principles of intellectual property and copyright protection.