



(Translation)

Policy on Non-Infringement of Intellectual Property Rights and Copyrights

Bangkok Dusit Medical Services Public Company Limited (the “Company”) has a policy to comply with all applicable laws relating to intellectual property rights and copyrights and has established the following practice guidelines:

1. Employees are prohibited from disclosing information and secrets of the Company, e.g. information obtained from the concepts, research, know-how, or techniques relating to and arising from the business of the Company and/or its subsidiaries, and all such material shall be deemed to be the intellectual property of the Company and/or its subsidiaries, regardless of whether such material has been duly registered in accordance with intellectual property laws, without the written approval of the Company or the authorized person.
2. All work and research findings completed or prepared by the responsible employees or personnel in the course of work performance as instructed by the Company or work which uses the information of or learned from the Company, rights over research work, applications for patents, ownership of patents and remuneration resulting therefrom shall be deemed as assets of the Company. Responsible employees or personnel are required to deliver the same to the Company, regardless of the form in which such work or copyright is kept.
3. Computer programs developed by responsible employees or personnel of the Company as instructed by the Company, as well as the benefits arising from such programs, are copyrights of the Company.
4. Employees shall not infringe upon any intellectual property rights or copyrights, such as by copying, reproducing, modifying, or disclosing work or computer software. Employees who infringe upon intellectual property rights or copyrights shall be deemed to have committed a disciplinary offense and an offence as prescribed by the applicable laws.
5. The use of computers and information technology shall be in compliance with the Computer Crimes Act B.E. 2550 (2007), Royal Decree Regulating Electronic Payment Service Business B.E. 2551 (2008), and other applicable laws governing electronics. If, having duly performed inspections, non-compliance is found, such non-compliance shall be deemed to be a disciplinary offense.
6. The Company requires that all employees comply with the laws relating to intellectual property rights and copyrights such as the laws governing trademarks, patents, copyrights, or other applicable laws, and encourages that training sessions be held for the employees in order to ensure that they are provided with knowledge on intellectual property.



7. Other provisions:

- 7.1) If a person is desirous of using the work or information owned by a third party which he/she received personally or in the course of work performance for the Company, such person shall have the duty to duly check such work or information to ensure that its usage does not constitute an infringement of the intellectual property rights of a third party or another organization.
 - 7.2) The disclosure of information owned by the Company to a third party and granting of permission to a third party to use the intellectual property of the Company shall require the written approval of the Company or the authorized person.
 - 7.3) All employees shall comply with the guidelines for using the trademark and trade name of the Company.
8. If an employee discovers that an act which constitutes an infringement of a right or which may cause a potential dispute relating to intellectual property has been committed, such employee shall immediately report the matter to his/her supervisor. Violators or perpetrators of such policy shall be subject to disciplinary action as provided in the Employee Rules and Regulations of the Company or the rules of the relevant regulatory agency. In the case that such act constitutes an offense under the law, violators or perpetrators shall be subject to further punishment as prescribed by the law.