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Intellectual Property Management Policy

Bangchak Sriracha Public Company Limited (“Company”) aims to elevating standards to excellence in management practices following the Thailand Quality Award criteria, valuing innovation, management, and protection of intellectual property innovation and other knowledge of the Company as well as value creation to the Company, suppliers, and stakeholders. To enhance long-term competitiveness, the Company has defined its intellectual property management policy as the direct accountability and responsibilities of its executives, all employees, subsidiaries, contractor and contractors’ personnel working for and/or on behalf of the Company. The policy is defined as following.

1. Comply with the relevant laws and regulations on the intellectual property and trade secrets of Thailand and the countries where the Company conduct business.
2. Promote and support the creation of works and innovations in all aspects, not limited to only commercial purposes.
3. Any work, inventions and knowledge that employees and/or executives generate as assigned or for the Company in the course of their employment and/or assignment shall be disclosed fully and promptly to their supervisors and the Company. Such work, inventions and knowledge shall become the property of the Company, unless the Company has given a written consent if the work belongs to creators, inventors or other parties. Once executives or employees dismiss from the Company, the intellectual properties shall be submitted to the Company, regardless of any format they are created.
4. Advocate and support knowledge management, archive innovation and intellectual property, and transfer that knowledge to all employees to promote extensive development, improvement, and application in the Company’s interests.
5. Maintain, safeguard, and protect any intellectual property of the Company domestically and internationally which may include but not limited to filing applications and/or submission for registrations, obtaining permits/licenses, as appropriate. As well as respect the intellectual property rights of other parties and not engage in any infringement or unauthorized use of a third party’s intellectual property.
6. Safeguard important documents, trade secrets, and any other confidential information of the company, partners, and stakeholders in a secure and appropriate location, with standard access controls. Do not disclose this information to unrelated parties. This duty continues even after ceasing to be an executive or employee of the company.

7. Do not reproduce, modify, or use the intellectual property and confidential information of the company, partners, and stakeholders in any way for personal or others' benefit without authorization.
8. Report to superiors when witnessing actions that violate intellectual property rights, could lead to intellectual property violations, or actions that might cause disputes related to the company's or others' intellectual property.
9. Provide support and allocate sufficient resources for the operations of departments responsible for managing the company's innovation, intellectual property, and knowledge.
10. Support cooperation on intellectual property matters with external entities, both governmental and private sectors.

Executives are expected to act as role models in compliance with this Policy. The Company's executives and employees in all levels are required to adhere, understand, and follow this Policy when conducting business to achieve the objectives and goals.

Mr. Bundit Hansapaiboon
Chief Executive Officer