

## **Policy on Intellectual Property Infringement-Free**

### **TQM Alpha Public Company Limited**

TQM Alpha Public Company Limited (“the Company”) and/or subsidiaries have policies and guidelines regarding the non-infringement of intellectual property, such as copyrights, patents, trademarks, and more. These policies and guidelines outline the practices in relation to the aforementioned matters as follows:

1. The company and/or its subsidiaries have a policy and guidelines regarding the non-disclosure of confidential information and intellectual property, including data derived from research, technical knowledge, and other business-related information. These are considered intellectual property of the company, regardless of whether they are legally registered as such. It is strictly prohibited to disclose such information without explicit permission from the company or authorized personnel in writing.

2. Any work or research conducted as part of the duties assigned by the company and/or its subsidiaries, performed or created by employees or personnel responsible for such tasks, or utilizing data and knowledge obtained from the company and/or its subsidiaries, including rights to research, patent ownership, and resulting benefits from such work, shall be considered the company's intellectual property. Employees or personnel responsible for such work are required to deliver it to the company, regardless of the format in which the work or intellectual property is stored.

3. Computer programs that are developed by employees or personnel assigned by the company and responsible for such tasks are owned by the company, including copyrights and any benefits derived from the programs.

4. Employees must not infringe upon any intellectual property or copyrights, such as copying, reproducing, modifying, or disseminating various works, including computer software. Any employee who violates intellectual property or copyrights will be subject to disciplinary action and applicable laws.

5. The use of computers and information technology must comply with the Computer Crime Act of 2007, the Electronic Transactions Royal Decree of 2008 regarding the control and supervision of electronic payment service businesses, and other relevant electronic laws. If the company discovers any improper actions, it will be considered a disciplinary offense.

6. The company requires employees to comply with relevant laws regarding intellectual property and copyrights, such as laws concerning trademarks, patent laws, copyright laws, or other related regulations. The company also promotes training and knowledge-sharing among employees regarding the legal aspects of intellectual property.

7. If any actions are found to be infringing on rights or may potentially lead to disputes related to intellectual property, employees are obligated to report them immediately to their superiors. Those who

violate or breach the aforementioned policy will be subject to disciplinary actions in accordance with the company's regulations or the governing authority's guidelines. In the event that the violation constitutes a legal offense, it will be subject to legal penalties as prescribed by the law.