

## Intellectual Property Policy

Amata Corporation Public Company Limited, its associated companies, subsidiaries, and affiliates (the Company) recognize the importance of intellectual property as an innovative tool and a valuable asset of the organization, which must provide protection to innovators and creators in order to create incentives for innovation and new contributions to be valuable products and services for the business.

The Company therefore strives to make full use of its assets and take care not to damage, lose, or use them for personal or other persons' benefit, including protecting and maintaining them from being abused, used, or distributed without permission, as well as respecting and not infringing the intellectual property rights of others under the principles of corporate governance and the Company's business code of conduct, in order to promote the potential to create unique products and services, deliver value to stakeholders, increase competitiveness, attract investors, and create sustainable business growth.

### Definitions

**Trade Secret** refers to trade information, which is not yet generally known as commercially valuable information because it is confidential and reasonable action has been taken to make it confidential.

**Trademark** refers to a mark, symbol, or brand that is applied to a product or service, divided into four categories: trademark, service mark, certification mark, and collective mark.

**Intellectual property** refers to the work of human invention or creation, which focuses on the product of intelligence and expertise, without limiting the type of creation or means of expression, in the form of tangible things, such as goods, or in the form of intangible items, such as services, business ideas, and industrial production processes. The intellectual property is divided into two categories: Copyright and Industrial Property.

**Industrial property** refers to human creativity related to various industrial products. This creativity may be an inventive idea, which may be an improved or reinvented manufacturing process or technique, or the design of industrial products that make up and shape the product. It also includes patents, trademarks, trade secrets, plant species protection, integrated circuit geography, and geographical indications, and so on.

**Layout-design of integrated circuits** refers to a design, diagram, or image made in any form or method to show the arrangement and connections of electrical circuits, such as electrical conductors or resistors.

**Copyright** refers to the exclusive right of the copyright owner to act on any work made by the creator, regardless of the form in which such work is expressed. The types of copyrighted work as defined by law include literature (including computer programs), drama, fine arts, music, audiovisual materials, film, sound recordings, broadcasting work, any other work in the literature department, science department, or art department. Copyright laws also protect the rights of actors. Copyright protection does not cover ideas, procedures, systems, methods of use, methods of working, concepts, principles, discoveries, scientific or mathematical theories.

**Geographical Indication** refers to a name, symbol or other thing that is used to call or represent a geographical location and can indicate that products that originate from that geographical location have quality, reputation or characteristics specific to that geographical location, such as Thung Kula Rong-Hai jasmine rice, Lamphun brocade silk, Nakhon Chai Si pomelo, and Chaiya salted eggs.

**Patent** refers to an important document issued by the government to protect the invention or design of products (industrial design) with the characteristics prescribed by law. A patent is divided into three categories: invention patent, petty patent, and design patent.

## **Practices**

All directors, executives, and employees must protect and take care of the Company's intellectual property in accordance with the law, including copyrights, patents, trademarks, trade secrets, and other types of intellectual property owned by the Company, and strictly respect the intellectual property rights of others by establishing guidelines that should be followed as follows:

- 1) Comply with laws, regulations, requirements, policies, and practices, as well as standards related to intellectual property that apply in all countries in which the Company conducts business.
- 2) Protect the intellectual property of the Company and others throughout the supply chain without infringing or encouraging any action to infringe copyrights, patents, trademarks, trade secrets, and other types of intellectual property, including not impersonating the work of others.

- 3) Evaluate and manage intellectual property risks thoroughly and continuously, as well as establishing effective risk control and prevention measures.
- 4) Support budget and appropriately and adequately allocate resources for the development and protection of short- and long-term intellectual property rights.
- 5) Promote and support the creation, invention, application, extension, and development of products, services, innovations, and operational processes to become the Company's intellectual property.
- 6) Protect, take care of, and maintain the Company's information, products, services, or trade secrets as intellectual property without disclosing, using, or allowing any other person to use them without permission.
- 7) Support the creative use of information, documents, computer programs, software, information, books, articles, videotape, voice recording tapes, or works of other people under their copyright and do not infringe the intellectual property of the person who owns or has the rightful right by exploiting, reproducing, modifying, disclosing, or publishing any copyrighted work, in whole or in part.
- 8) The discovery, invention, development of products and services, or any other work while an employee of the Company is the property of the Company, except where the Company has given written permission to be the work of the inventor, creator, developer, or other person.
- 9) Upon termination of the employee's employment, all intellectual property, including works, inventions, data, reports, statistics, formulas, programs, processes, must be returned to the Company.
- 10) Track, maintain, and monitor information, projects, and business activities, including intellectual property rights, regularly and without infringement of both the Company and others, and continuously review and improve operational performance.
- 11) Support resources and promote participation in the development and protection of intellectual property rights of the Company and others in collaboration with private organizations, the public sector, civil society, and local communities.

- 12) Provide communication and promotion of intellectual property awareness among employees, suppliers, business partners, and relevant stakeholders on an ongoing basis.
- 13) Disclose risk information and report on the performance of intellectual property management through reports or channels to the public and relevant stakeholders in a transparent, timely, and verifiable manner.

## **Duties and Responsibilities**

### Board of Directors

- 1) Consider approving and reviewing current intellectual property protection policies and guidelines appropriate to the environment and risk factors, covering business activities and stakeholders throughout the value chain, reviewed at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise business operations in accordance with relevant laws, regulations, policies, and practices, as well as encouraging the concrete implementation of this policy.
- 4) Consider reports on risks and performance in accordance with intellectual property protection policies and guidelines and make recommendations that are useful to management for development and improvement.
- 5) Consider urgent issues related to intellectual property to ensure timely action.
- 6) Encourage and support executives to recognize and value intellectual property and cultivate it into a corporate culture.

### Executives

- 1) Provide rules, procedures, and guidelines for protecting intellectual property that are appropriate to the context of each company and in accordance with the policies, procedures, and laws of the country in which the Company operates business.
- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.

- 3) Set objectives, goals, strategies, plans, and intellectual property indicators that are linked and consistent, including business continuity management.
- 4) Provide for the development and review of adequate and effective risk management, internal control, and internal audit systems for intellectual property.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures, as well as developing and improving practices to be more effective.
- 6) Encourage innovative thinking and inspire employees to initiate, innovate, engage with, develop, and protect the Company's intellectual property on an ongoing basis.
- 7) Raise awareness and promote a culture of creativity, development, and protection of intellectual property by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the intellectual property policy, including protection measures for whistleblowers, complainants, witnesses, and information reporters.

#### Departments or Individuals Responsible for Intellectual Property

- 1) Develop a strategic plan, criteria, guidelines, or measures to protect intellectual property rights that are clear and consistent with the context of the business in order to control harassment and protect against the misuse of intellectual property.
- 2) Establish a clear, transparent, and verifiable process for disclosing and reporting intellectual property information.
- 3) Assess and manage intellectual property risks, including guidelines for prevention and mitigation.

- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Protect and safeguard the Company's intellectual property, including reviewing the results of innovative processes, copyrights, patents, petty patents, and inventions to prevent infringement of the intellectual property of others.
- 6) Regularly monitor the use of programs and software within the Company and suspend their use immediately upon discovery of copyright infringement.
- 7) Follow up, inspect, collect information, and prepare reports on intellectual property information regularly and disclose the information to stakeholders on an annual basis and in accordance with requirements of the regulatory authorities.
- 8) Report risk information or significant intellectual property issues to management regularly and promptly in the event of an abnormality.
- 9) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish measures, management, and mechanisms for control, response, and problem solving.
- 10) Communicate and train to raise awareness and promote participation in the protection and non-infringement of intellectual property for employees and relevant stakeholders on an ongoing basis.
- 11) Provide initial suggestions on the implementation of the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 12) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 13) Review the intellectual property policy in accordance with relevant laws, regulations, practices, and standards.

## Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and relevant standards.
- 2) Communicate and transfer knowledge about the Company's intellectual property protection policies and guidelines to business partners, suppliers, contractors, and relevant stakeholders.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

## **Communication and Training**

The Company provides communication of intellectual property policies through appropriate training, orientation, meetings, or activities in various forms that are appropriate for the directors, executives, employees, subsidiaries, associated companies, other companies over which the Company has control, business representatives, and suppliers, as well as relevant stakeholders, along with evaluating their effectiveness for continuous improvements.

## **Whistleblowing**

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

## **Penalty**

The intellectual property policy is considered part of the discipline of the work. Directors, executives, and employees who fail to comply must be investigated and considered for disciplinary action in accordance with the Company's regulations, charters, and related laws. This may include dismissal. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 28, 2024.

*-Signature-*

(Mr. Vikrom Kromadit)

Chairman of the Board of Directors