



Non-Violation of Intellectual Property and Copyright Policy and Practice

MK Restaurant Group Public Company Limited

MK Restaurant Group Public Company Limited ("the Company") and/or subsidiaries recognize the values and importance of intellectual property and copyright. The Company shall not support conduct akin to violation of intellectual property, be it copyright, patent, trademark, information system, and all categories of intellectual properties. Notably, the Company has enacted policies and practices on non-violation of intellectual property and copyright. Policies and practices on the topic is as follows.

1. The Company shall constantly review information, documents, and media used for the Company's business. If the work is copyrighted, the Company shall review relevant laws' requirements and conditions to ensure compliance.
2. The Company shall safeguard against the Company and/or subsidiaries' information and confidential matters, such as information from creative thought process, studies and research, technical knowledge related to or generated from the Company and/or subsidiaries' operations, being taken out. They are to be considered the Company's intellectual property, whether registered for copyright protection or not. Furthermore, distribution without written permission from the Company or authorized persons is also forbidden. This comprises works or any research resulted from performance according to their roles as assigned by the Company and/or subsidiaries, or data-driven work and work as learnt from the Company and/or subsidiaries. Rights to research, patent application, patent ownership, and payoff from the work, are all the Company's asset. Employees or designated person must deliver to the Company, be it information, work, or different patents, no matter what form of storage.
3. Computer software resulted from the Company's assignment for employees or designated persons to develop or create for the Company's usage. The Company is the copyright owner, also entitled to benefits yielded from the said program, and the Company shall not permit usage or installation of computer software irrelevant to the Company's business, or without permit on the Company's computers.
4. The employees must not violate intellectual property or copyrights, such as copy, duplicate, modify, distribute works, including computer software. Employees who violate intellectual property or copyright are to be reprimanded according to disciplinary measures as stipulated by the Company and relevant laws.
5. Usage of computer and information technology must be in accordance with the Computer Crime Act of B.E. 2550 (2007), under the Royal Decree of B.E 2551 (2008) regulating the business operation of electronic payment services and other relevant electronic data-related laws. Any violations found by the Company are offenses requiring disciplinary actions.

6. The Company has stipulated for employees to act in compliance with relevant intellectual property and copyright laws enforced, such as laws relating to trademarks, patent, and other pertinent ones. The Company also promotes training to educate employees on relevant intellectual property and copyright laws. The Company does support employees' usage of any products violating intellectual property or copyright.
7. If an employee discovered an action that is considered a violation of rights, or one that could potentially lead to issues, disputes or lawsuits relating to intellectual property or copyright, the employee has the duty to immediately inform the respective supervisor. Those violating the mentioned policy would be up for disciplinary action consideration, per work protocols stipulated by the Company, or by entities responsible in governing, controlling, and managing the matter. If the offense is punishable by law, then the transgressor must be brought for punishment as dictated by law.

This policy was effective from January 1, 2022 onwards.