



HY GROUP CO., LTD. (Head Office)
709/23 Soi Onnut 7, Sukhumvit 77 Road

Onnut, Suanluang, Bangkok 10250, Thailand

INTELLECTUAL PROPERTY, FAIR COMPETITION & CYBERSECURITY POLICY

Effective Date: 1 January 2026

1. PURPOSE

1.1 This policy defines the Company's commitment to respecting intellectual property, competing fairly in the market, and securing its systems and those of its clients.

1.2 This policy supplements the Information Security & Data Protection Policy.

2. RESPECTING INTELLECTUAL PROPERTY

2.1 The Company respects the intellectual property rights of clients, partners, and third parties.

2.2 Only licensed software and tools are used in the Company's operations.

2.3 Third-party content, including images, fonts, code libraries, and templates, is used only under valid licenses or with permission.

2.4 Client materials remain the property of the client. Ownership of work products is defined in the client agreement.

2.5 Client work is referenced in the Company's portfolio only with the client's permission.

2.6 Intellectual property and confidentiality obligations are included in employment agreements.

3. CYBERSECURITY

3.1 Two-factor authentication is mandatory for all business systems.

3.2 Staff use unique credentials managed through a password manager. Credential sharing is prohibited.

3.3 Work devices run supported operating systems with security updates applied, disk encryption enabled, and automatic screen locking.

3.4 System access follows the principle of least privilege and is revoked immediately upon termination of employment or engagement.

3.5 Business data is hosted with reputable cloud providers, and business-critical data is backed up.

3.6 Staff are briefed on phishing and social engineering. Changes to payment details are verified through a second channel before execution.

3.7 Security incidents are reported immediately to management, contained, and assessed. Affected parties are notified as required by applicable law, including Thailand's Personal Data Protection Act.

4. FAIR COMPETITION

4.1 The Company complies with applicable competition laws, including Thailand's Trade Competition Act.

4.2 The Company does not engage in price fixing, bid rigging, collusion, or market allocation.

4.3 The Company does not make false or misleading statements about competitors.

4.4 Competitive information is gathered only through lawful and ethical means.

4.5 Participation in client procurement processes is honest and accurate.

5. COMPLIANCE

5.1 Suspected violations of this policy are reported to the Managing Director.

5.2 Violations may result in disciplinary action, up to and including termination of employment.

Approved by:

Umi Meder

Managing Director

Signature: _____