



HD HYUNDAI
HEAVY INDUSTRIES

Memorandum of Understanding
On Skill Development Collaboration for Shipbuilding Industry
Between
Department of Skill Development and
HD Hyundai Heavy Industries Co., Ltd.

This Memorandum of Understanding (MOU) is made at the Department of Skill Development, Ministry of Labour, Thailand on the 11th day of October, B.E. 2567 (A.D. 2024), by and between:

Department of Skill Development, Ministry of Labour, Thailand, represented by Mr. Dechar Peukpattanaruk, Deputy Permanent Secretary, Ministry of Labour, Acting Director-General, with its main office located at Mit Maitri Road, Din Daeng Subdistrict, Din Daeng District, Bangkok 10400, Thailand, on the one hand;

HD Hyundai Heavy Industries Co. , Ltd. , Korea, represented by Mr. Kim Dong-Il, holding the position of Vice President, with its main office located at 1000, Bangeojinsunhwando-ro, Dong-gu, Ulsan, Republic of Korea on the other hand.

Both parties hereby agree to enter into this Memorandum of Understanding for collaboration on skill development in the shipbuilding industry, subject to the following essential terms:

Article 1: Objectives

- 1.1 Develop a skill development plan for the shipbuilding industry.
- 1.2 Create training curricula for the relevant areas of the shipbuilding industry.
- 1.3 Provide training for the Thai workforce in the relevant areas of the shipbuilding industry.
- 1.4 Establish skill standards in the relevant areas of the shipbuilding industry.
- 1.5 Exchange and transfer technologies, knowledge, and experiences in the relevant areas of the shipbuilding industry.
- 1.6 Share knowledge and experiences of skill development for Thai workers working abroad in the relevant areas of the shipbuilding industry.
- 1.7 Promote capabilities building in the shipbuilding industry of both parties.

1.8 Establish skill development networks in the relevant areas of the shipbuilding industry domestically and internationally.

Article 2: Scope

2.1 Integrate mutual cooperation for skill development in the shipbuilding industry.

2.2 Collaboratively develop knowledge, guidelines, standards, criteria, innovations, and academic provisions related to the shipbuilding industry.

2.3 Jointly build the capabilities of human resources for both parties in the shipbuilding industry.

2.4 Cooperatively develop a skill development network in the shipbuilding industry, both domestically and internationally.

Article 3: Responsibilities of the Parties

3.1 Responsibilities of the Department of Skill Development:

- 1) Establish a framework and plan for skill development processes related to the shipbuilding industry.
- 2) Create skill development databases for the shipbuilding industry.
- 3) Develop skill development curricula for the shipbuilding industry.
- 4) Mutually conduct skill training programs for the shipbuilding industry.
- 5) Mutually establish standards, guidelines, manuals, and criteria for the shipbuilding industry.
- 6) Mutually develop the capacities of human resources in the shipbuilding industry.
- 7) Mutually build skill development networks for the shipbuilding industry.

3.2 Responsibilities of HD Hyundai Heavy Industries Co., Ltd:

- 1) Mutually establish a framework and plan for skill development processes in the shipbuilding industry.
- 2) Support the creation of skill development databases for the shipbuilding industry.
- 3) Mutually develop skill development curricula for the shipbuilding industry.
- 4) Mutually conduct skill training programs for the shipbuilding industry.
- 5) Mutually establish standards, guidelines, manuals, and criteria for the shipbuilding industry.
- 6) Mutually develop the capacity of human resources in the shipbuilding industry.
- 7) Mutually build skill development networks related to the shipbuilding industry.

Article 4: Budgetary

Both parties agree to allocate their respective budgets according to their capabilities, context, and feasibility within the scope of their collaboration.

Article 5: Legal Binding Effect

This Memorandum of Understanding signifies the shared intention of both parties without establishing any legal obligations or liabilities, whether direct or indirect.

Article 6: Intellectual Property Rights

6.1 The intellectual property rights or any other rights of the work, inventions, manuals, documents, computer programs, data, or any other items belonging to any party and used in the operations under this Memorandum of Understanding shall remain the property of that party.

6.2 Intellectual property rights or any other rights of the work, inventions, manuals, documents, computer programs, data, or any other items created during the operations under this Memorandum of Understanding, including the management of such intellectual property, shall be governed by the agreement of both parties.

6.3 Any publication or dissemination of information related to the work resulting from seminars, lectures, teaching, training, or promotion in printed media, online media, or any other form of media, both parties must indicate that it is a joint effort between the Department of Skill Development and HD Hyundai Heavy Industries Co., Ltd. under this Memorandum of Understanding unless otherwise agreed in writing.

Article 7: Coordinators

This Memorandum of Understanding serves as a general agreement for the operations of both parties. Each party has the option to appoint coordinators who will collaborate to define specific details within the scope of this Memorandum of Understanding, in compliance with the laws, regulations, and rules of each party.

Article 8: Duration

This Memorandum of Understanding is valid for three (3) years starting from the date of signing by both parties.

Article 9: Amendments and Modifications

Amendments, changes, or extensions to this Memorandum of Understanding may be made as deemed appropriate with mutual agreement by both parties. This can be done by drafting an additional written agreement, which shall be considered part of this Memorandum of Understanding.

Article 10: Termination of the Memorandum of Understanding

Either party has the right to end this Memorandum of Understanding by giving written notice to the other party at least thirty (30) days before the intended termination date. Upon termination, the party ending the agreement will not have any further obligations or liabilities to the other party, unless otherwise agreed. All agreements linked to this Memorandum of Understanding will also be terminated. However, the termination will not affect ongoing collaborations, which will continue until completion unless both parties agree otherwise.

Article 11: Confidentiality

During operations outlined in this Memorandum of Understanding, both parties agree to maintain the confidentiality of any confidential information used and not to disclose it to others, unless with the consent of the owner of the information and as required by law for the public interest.

Each party is obligated to keep all documents, information, and materials obtained through operations under this Memorandum of Understanding confidential, and to use such information only for the purposes outlined in the Memorandum of Understanding.

This Memorandum of Understanding is created in two original copies, with each party holding one. Both parties have read and understood the contents and, to indicate their intention to implement this Memorandum of Understanding, have signed below in the presence of witnesses and affixed their seals (if applicable).

For and on behalf of:
Department of Skill Development



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(Mr. Dechar Peukpattanakul)
Deputy Permanent Secretary, Ministry of Labour,
Acting Director-General,
Department of Skill Development

For and on behalf of:
HD Hyundai Heavy Industries Co., Ltd.



.....
(Mr. Kim Dong-Il)
Vice President
HD Hyundai Heavy Industries Co., Ltd.

Witnessed by:



.....
(Mrs. Jiravan Sutasuntorn)
Deputy Director-General
Department of Skill Development

Witnessed by:



.....
(Mr. Shin Sang-Woon)
Head of Co-Prosperity Business Division
HD Hyundai Heavy Industries Co., Ltd.