

## Implementation of Intellectual Property Management Plan

In order to strengthen the company's leading position in the industry and protect advanced technological achievements, the company has formulated an intellectual property strategic management plan to closely integrate the company's operational goals with R&D resources. Through the use of intellectual property rights, we are committed to creating value while ensuring operational freedom and enhancing competitive advantages to achieve corporate profits and strengthen market positions.

### •Patent management

In order to build a solid patent portfolio, our R&D department conducts technology development. In order to continue to motivate employees to file patent applications, the company has designed multiple innovation mechanisms. Employees are encouraged to continuously file patent applications and occasionally entrust external patent firms to conduct patent layout and application planning to obtain high-quality patent protection.

### •Business secret management

The employment contract between the company and its employees stipulates the following matters: :

- Employees have the obligation to keep personal business and company business secrets
- Employees shall not disclose any business secrets during their tenure and after their resignation. If the regulations are violated, the company has the right to request compensation for the company's losses.
- Employees of our company are also not allowed to disclose or use the business secrets of their former employers to ensure that the leakage and infringement of business secrets are avoided.

The above provisions not only make employees aware of their obligations, responsibilities and importance of business secrets, but also ensure that the company's competitive advantages and business interests are protected.

### • Trademark management

Ensure that the company's trademarks are fully protected in the market to prevent infringement by others and protect the company's brand image. ◦ Our company values the value of our trademarks and is committed to ensuring their distinctiveness and exclusivity, thereby ensuring our company's recognition and competitive advantage in the market.

Through trademark protection measures, we ensure that the company's brand is fully protected worldwide and provide consumers with reliable and high-quality products and services. At the same time, it also helps safeguard the company's operating business interests and prevent unfair competition and trademark infringement.

### **Implementation situation**

The company regularly reports to the board of directors on matters related to intellectual property in the previous year in the third quarter of each year (the latest reporting date was August 4, 2012).

The Company has actively promoted intellectual property management since 2017. The main implementation situations in recent years are as follows: :

- In 2018, the "Business Secret Management Measures" were updated and revised to promote the obligation to keep business secrets confidential.
- In 2019, we will improve the patent reward methods to encourage employees to innovate and apply for patents.
- From 2020 to 2021, we have cooperated with the revision of intellectual property regulations and conducted education and training for employees to understand the latest regulatory developments.
- In 2022, the company obtained the Taiwan Intellectual Property Management Standards (TIPS) A-level course self-evaluator registration qualification and strengthened the company's awareness of intellectual property management.

The list and results of obtaining intellectual property are as follows: :

1. Patent : As of the end of 2022, the company's total number of global patent applications has accumulated 1,307. The total number of patents approved has accumulated to 958. Applied for 47 patents in 2022, 17 of which are Taiwanese patents. ◦ 43 patents were approved in 2022 (including applications before 2022), 18 of which are Taiwan patents. In terms of patent quality, the company's cumulative patent approval rate has exceeded 70%. ◦
2. Trademark : By the end of 2022, the company had accumulated 53 trademark applications worldwide, and 43 were approved ◦

### **Get Verified**

The Company has obtained the Taiwan Intellectual Property Management System (TIPS) A-level course self-evaluator registration qualification in 2022. We are currently working hard towards the goal of Taiwan Intellectual Property Management System (TIPS) verification.