

## **Intellectual Property Management Plan and Execution Status of Year 2025**

### **I. Intellectual Property Management Plan:**

Intellectual property rights are important assets to companies. In order to enhance competitiveness, we encourage employees to sustainably innovate and produce high-quality patents, and protect our business secrets, research and development results at the same time. We look forward to continuously creating and maintaining the advantages and values of our company, integrating intellectual property strategies with the company's operational goals.

#### **1. The Management of Patents:**

- R&D Process: To reduce infringement risk and protect our intellectual properties, we conduct patent searches by ourselves or entrust professional patent consultants to conduct it based on different needs.
- Patent Applications: We conduct internal proposals and foreign patent evaluations through the e-patent platform, and entrust professional patent consultants and patent firms to assist in the patent review and to file patent applications in different countries. We also provide patent bonuses according to internal patent management measures to encourage employees to propose proposals and create high-quality patents.
- Patent Maintenance: We collect patent fee details through the e-patent platform, conduct regular inventory checks and re-evaluate patents to control costs.

#### **2. The Management of Trade Secrets:**

- Our employees sign the "Employment Contract", which includes provisions on the protection of intellectual property and trade secrets. In the meantime, we provide new employee orientation to understand the importance of intellectual property and trade secrets protection.
- Our employees receive dissemination of information security from time to time, and participate in business secrets related training as needed.
- Our company classifies our confidential information into different levels of confidentiality, different access and storage period according to its nature and importance.
- Every resigned or retired employee signs the "Resignation Letter", and acknowledges that they still need to abide by the confidentiality obligation and protect our intellectual property and business secrets after resignation or retirement.

- In addition, our company conducts internal intellectual property audits every year to ensure that the acquisition, maintenance, and use of intellectual property comply with internal regulations.

### **3. The Management of Trademarks:**

To reduce infringement risk and protect our intellectual properties, we conduct trademarks searches by ourselves or entrust professional trademark firm to conduct it based on different needs, and entrust trademark firm to assist in the trademark review and to file trademark applications in different countries.

By monitoring internal and external intellectual property risks related to operations, we take corresponding measures, including internal management regulations, staff trainings, patent proposal/application incentive mechanisms, and gathering of evidence of infringement, to manage and reduce risks associated with intellectual property rights.

## **II. Execution Status:**

The management plans and operations of aforesaid policies were reported to our Board of Directors on November 7, 2025.

Our company has formulated and implemented Patent Management Measures since 2009 to promote the Intellectual Property Management Plan.

The main implementation highlights in recent years are as follows:

- In 2022, we enhanced our intellectual property management plan and opened a feature page on “Intellectual Property” in our official website.
- In 2023, we opened a feature page on “Intellectual Property Knowledge” in internal website.
- In 2024, we have registered in TIPO's electronic filing system to systematize the internal patent process. In addition, we have held advanced patent courses as part of the educational training.
- In 2025, we have held Trade Secrets and Corporate Governance courses as part of the educational training, 53 people trained, total 159 hours; we have amended and added trade secrets related content to our new employee orientation.
- In 2026, we plan to amend our Patent Management Measures, and establish Trademark Management Measures.

Our company will plan and continuously implement improvement mechanisms to ensure that the operation and effectiveness of the intellectual property management plan meet our expectations.

### III. Intellectual Property Achievements

As of the end of December 2025, our intellectual property achievements are as follows:

- 5 trademarks;
- 280 invention patents, 61 utility model patents, 1 design patent;
- Innovative R&D achievements and output in 2024 and 2025:

Year	Internal patent proposals (number)	Granted patents (number)
2024	12	20
2025	26	18