Ennostar

Ennostar Intellectual Property (IP) Management Plan
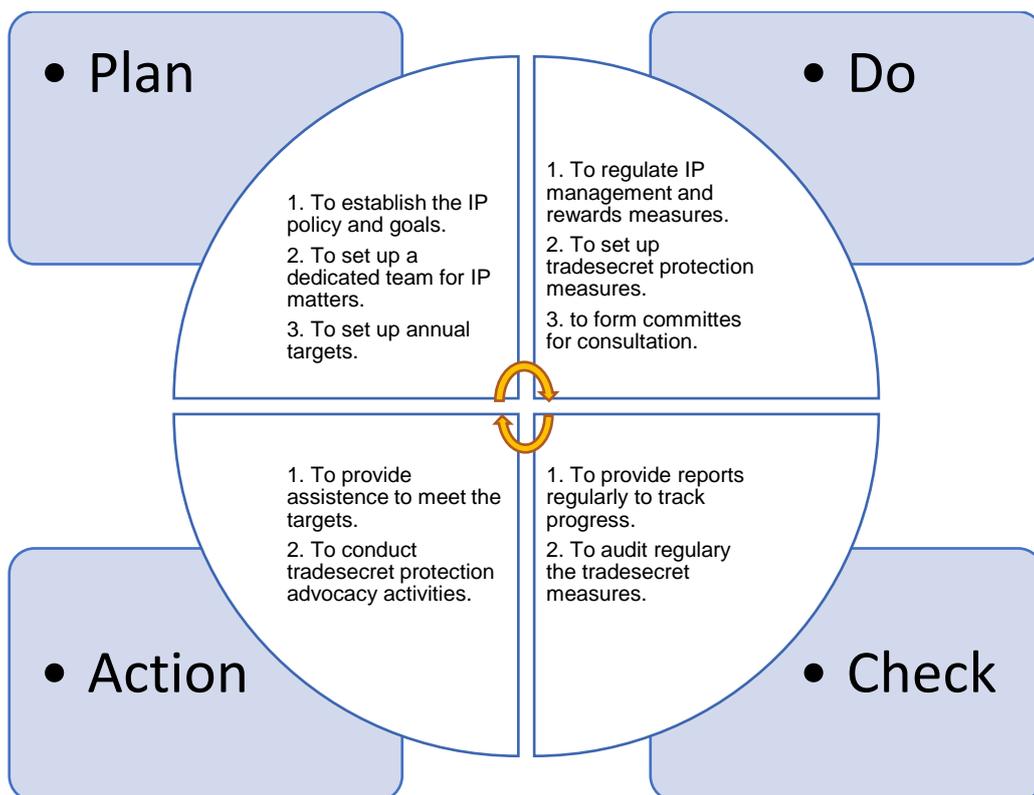
1. The Goal of IP Management
   - To sustain the momentum of research and development activities to ensure the leading brand of the technology and products in the industry.
   - To protect the company's intangible assets and to have an effective risk control for the operation.
   - To implement the corporate governance and the regulation compliance for sustainable operation.

2. The IP Management Policy
   - To plan IP deployment properly.
   - To strengthen the awareness of IP protection.
   - To integrate with the RD strategy and Business strategy closely for business goal accomplishment.

3. The IP management system
   - Using PDCA management cycle to establish the IP management system:

- **Plan**
  1. To establish the IP policy and goals.
  2. To set up a dedicated team for IP matters.
  3. To set up annual targets.

- **Do**
  1. To regulate IP management and rewards measures.
  2. To set up tradesecret protection measures.
  3. to form committes for consultation.

- **Action**
  1. To provide assistence to meet the targets.
  2. To conduct tradesecret protection advocacy activities.

- **Check**
  1. To provide reports regularly to track progress.
  2. To audit regulary the tradesecret measures.

- Ennostar spares no effort to ensure the trade secrets, patents, trademarks, and the information security generated from colleagues' achievements are well protected so the important information will not be leaked out and the competitiveness of company can be

sustained. Ennostar implements the following measures to manage its IP:

- Due Diligence: during the product development, Ennostar performs relevant art search to keep up with the state of the art, inspire the innovation or design around.
- Engineering Notebook: R&D engineers are required to take engineering notebooks to preserve the development history and records, which can be the defense evidence for possible IP disputes in the future.
- IP Rights Protection: Ennostar files applications or registrations for its IP rights including patents, trademarks, copyrights, and trade secrets. Ennostar also maintains its intangible assets in various countries based on the industry evolvement so the related rights are valid during the terms.
- Technology Collaboration: when collaborating with third parties for R&D or OEM businesses, Ennostar stipulates the terms to protect the confidential information and IP ownership in the written contracts drafted by the legal team or outside counsels.
- Confidential Information Management: the IT and Administration departments manage the IT security and access controls to control the information transmission. Ennostar also has training programs to raise colleagues' awareness of secrecy protection.
- Marketing and Promotion: Marketing team attends to the copyright and trademark issues when planning the promotion campaign.

4. Ennostar Patents Deployment: (up to Nov. 3, 2021)

	TW	US	CN	EU	JP	KR	Other	Total
Issued	1,791	1,842	1,068	239	300	220	35	5,495
Pending	192	195	256	67	41	35	6	792
Total	1,983	2,037	1,324	306	341	255	41	6,287