

## Ennostar Intellectual Property (IP) Management Plan

### 1. The Goal of IP Management

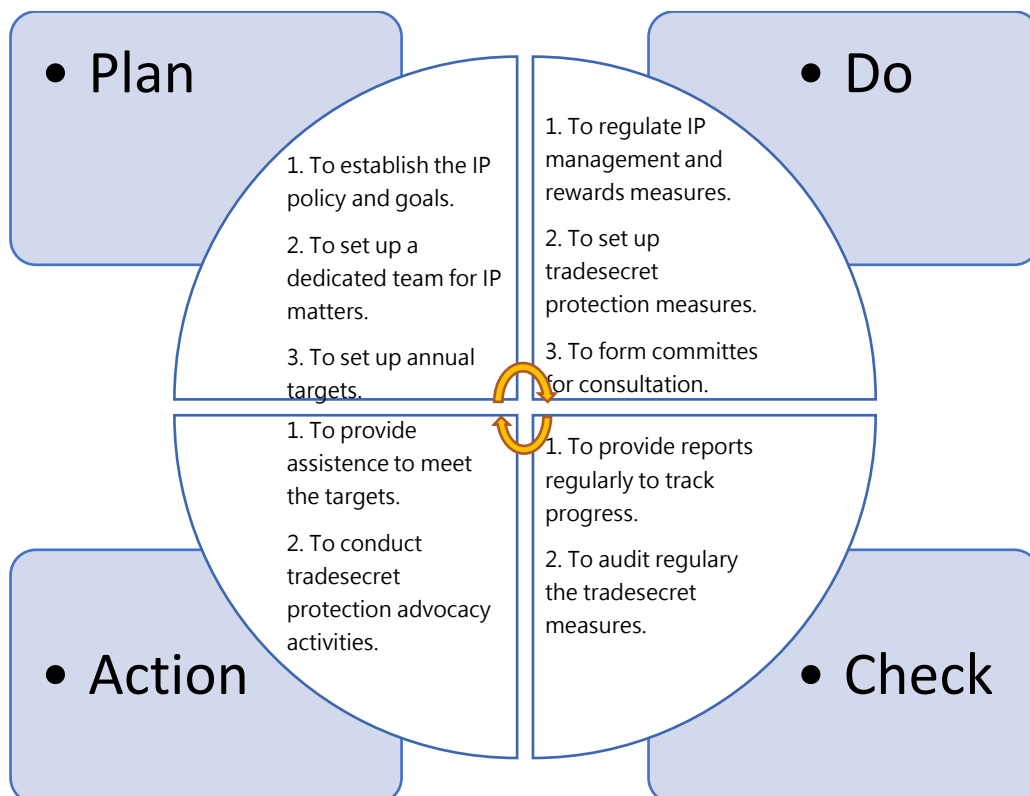
- To sustain the momentum of research and development activities to ensure the leading brand of the technology and products in the industry.
- To protect the company's intangible assets and to have an effective risk control for the operation.
- To implement the corporate governance and the regulation 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 R&D strategy and business strategy closely for business goal accomplishment.

### 3. The IP management system

- Using PDCA management cycle to establish the IP management system:



4. 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:

- 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.
- Trade Secret Registration: Important subsidiaries have the trade secret registration system to keep the company's valuable intangible asset. R&D engineers are also 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.
- 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.
- 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.

5. Ennostar Patents Deployment: (updated: May 31, 2022)

	TW	US	CN	EU	JP	KR	Other	Total
Issued	1,814	1,861	1,066	184	289	221	22	5,457
Pending	201	191	218	65	38	38	7	758
Total	2,015	2,052	1,284	249	327	259	29	6,215