

Outline governing Intellectual Property Management and Utilization

Preamble :

- 1 To declare the Intellectual Property Management and Utilization Policy, this outline is hereby promulgated.
- 2 In the outline, the intellectual property means all kinds of intellectual property produced or acquired by the employees (including personnel with fixed-term contracts) of the Company.

The Basic Policy governing Intellectual Property Management and Utilization :

1. The Company values our own intellectual property and respects the intellectual property of others.
2. The priority of the Company is ensuring that the introduction of technologies do not infringe on any intellectual property of others.
3. In principle, the intellectual property of the Company shall actively be licensed out to factories for their use.

Ownership Principle for the Intellectual Property :

- 1 The ownership of the intellectual property of inventions, creations, and trade secrets of the employees of the Company in the course of their duties shall be the Company's.
- 2 The Company may implement or use the inventions, creations, or trade secrets of the employees of the Company who utilize the resources or experience of the Company.
- 3 In the event that the Company contracts with or accepts contracts from or collaborates with others to develop technology, the ownership of intellectual property of such technology is subject to the contractual agreements.
- 4 In the event of joint ownership, the rights and obligations of joint ownership shall be agreed mutually in detail.

Protection Principle for the Intellectual Property :

- 1 In respect to the plans, documents, charts, etc. of the Company classified as confidential, the employees of the Company shall obey the confidential obligation, shall not release them and shall bear the liability under the Civil Code, Criminal Code, specific laws in the event of any violation thereof.
- 2 The employees of the Company shall immediately inform the Company in the event that any release/disclosure is made due to his/her fault or if he/she learns of a release/disclosure made by others. This confidentiality and notification obligation shall survive the termination of the employment contract.
- 3 The employees of the Company shall return the trade secrets of the Company, such as information, documents, in their possession before their departure and it shall be confirmed and signed by the respective business manager.
- 4 The Company will pursue the civil or criminal liability of the employee of the Company in the event that such employee violates the confidentiality obligations.

Prevention Principle for the Infringement of Intellectual Property :

1. Prevent the Infringement of Trade Secrets of Others :
 - In the event that confidential or non-confidential information documents are received by the Company, a contract will be executed between the Company and the party who delivers such documents and the items of information delivered are specified.
 - In the event that the Company realizes that there is a likelihood that the information documents received are being obtained illegally, such documents shall not be used and

released any more.

- The Company respects the trade secrets of others, so that in the event that consultants, experts or technical personnel are contracted/employed, the reminder shall be made to such personnel not to reveal the trade secrets of their original employers.
 - The employees of the Company shall guarantee that they do not breach their non-competition and confidentiality obligations to their former employers during their employment period with the Company.
2. Prevent the Infringement of Intellectual Property of Others :
- The employees of the Company are prohibited from using illegal computer programs and shall comply with the legal restrictions established by the owners of the computer programs and databases.

Incentive Principle for Intellectual Property-related Matters :

- 1 The Incentive Scheme for Patents is established by the Company to encourage employees to disclose their inventions and creations, and to apply and utilize the patents they have obtained.
- In the event that the patent application is approved by the supervisor of the unit and the application procedure is completed externally, the inventor or creator will be awarded a bonus in accordance with the type of inventive creation.
 - The inventor or creator will be granted with a medal (certificate) and be awarded with a bonus in accordance with the type of inventive creation in the event that the external patent applicant is awarded with Patent Certification.
 - During the term of patent, in the event that the direct contribution to the revenue of the Company is due to the enforcement, license or assignment of the patent case, the inventor or creator and the department or personnel who has made the contribution in utilizing the patent shall be awarded a bonus in accordance with such revenue on a year-by-year basis.
 - The Company may give a reward to the informer in the event that such informer discovers that the patent of the Company that has been infringed upon by others and reports to the Company so that the damage is reduced or the compensation is received by the Company.
- 2 Incentive Scheme for Others :
- The operating bonus from the annual operating revenue of each unit will be awarded as an incentive for good performance in the licensing of trade secrets and proprietary technology.