

Intellectual property management plan

In order to achieve the capability of independent research and development of test machines and key components, KYEC has setup one of the core values of its operations as "innovation" and hopes to provide innovative packaging and testing solutions for customers with satisfactory quality and higher excellent service. The company establishes an intellectual property management plan that strengthens the company's competitive advantages and operational goals, protects the packaging and testing technology developed by the company, creates the economic value of intellectual property, reduces operational risks, and improves the company's operating performance.

1. Patent management:

(1) Patent review meeting: In order to enhance the company's development capabilities of semiconductor packaging and testing technology, and to accumulate the company's intellectual assets and enhance the company's competitive advantages, a patent review committee is established, which is chaired by the general manager, R&D, manufacturing and business executives. The Patent Review Committee convenes a patent review meeting to examine the company's patent application proposals, improve the quality of patent applications, formulate patent application reward methods, and issue bonuses for inventors with respect to patent application type, to encourage colleagues with actively innovation.

(2) Intellectual property education and training: The company has formulated the "Training System Regulation Management Procedure" to standardize the work functions of employees. Education and training related to intellectual property rights are held every year to strengthen employees' understanding and respect for the concept of intellectual property rights protection. Another organization is held The R&D innovation course uses innovative techniques such as TRIZ and brainstorming to stimulate invention ideas and produce core patents.

(3) Promote new intellectual property knowledge: In order to continue to promote colleagues' concepts on the protection of domestic and foreign intellectual property. Besides, the company regularly issues an intellectual property e-newsletter every two months, which contains the latest intellectual property knowledge, recent patents, and trade secrets. Examples include newly revised intellectual property laws, industry patents or trade secrets and other litigation information to deepen the thinking among colleagues that intellectual property is inseparable from corporate operations, to cultivate the intellectual property strategies needed to face competition.

(4) Electronic intellectual property management system: KYEC has established an electronic intellectual property management system, among which the "patent

application system" manages all patent proposals in the company and exports various patent proposals via the electronic patent proposal system. The electronic intellectual property management system could manage reports, analyze colleagues' proposal trend analysis and classification of proposal technology, as a reference for promoting proposals. In addition, the company has established a "Patent Management System" and a "Trademark Management System" to comprehensively manage the company's subsequent patent and trademark maintenance matters and improve the company's efficiency in patent and trademark management.

2. Protection of trade secrets

(1) Confidential information management procedures: In response to the increasingly complex international business activities and the development of economic globalization, production information such as technology and talents are frequently flowing across borders. The company has invested a lot of resources in the face of fierce competition, and highlighted the great importance to the protection of trade secrets. To prevent customers or the company's important technology from being easily stolen to achieve the purpose of protecting trade secrets. In order to safeguard business interests and information security, and to avoid infringement of other people's trade secrets, the company has established a "Confidential Information Management Procedure" to define the confidentiality level and reading permissions of organizational documents at all levels. Important electronic files cannot be downloaded or copied without authorization from supervisors above a certain level, and the identities of employees who have access to the computer should be restricted to reduce the risk of leakage of important secrets. Confidential written documents should be stored in dedicated safes or specific storage areas to avoid confusion, omission or loss.

(2) Signing of confidentiality agreement: The company must sign an "employment agreement" and a "non-competition and confidentiality agreement" containing confidentiality clauses when all employees arrive on the job, so as to regulate employees not to use or exploit without authorization during their employment. Deliver, disclose or hold company or customer confidential information and must take good care of it.

(3) Education and training: In addition, in order to strengthen employees' awareness of the protection of confidential information, an "Information Security and Intellectual Rights Protection Policy" course is arranged every year to educate all employees on the job, and a quiz is conducted to confirm that employees understand the company's trade secrets policy and stipulated status.

Execution situation

The implementation of the protection measures adopted by the Company for intellectual property in recent years is as follows:

- Formulate patent examine methods in 2012 to strengthen the quality of patent applications.
- Developed an intellectual property training system in 2013 to establish colleagues' concepts of protecting intellectual property rights .
- The patent application system was modified in 2015 to provide a user-friendly system interface to facilitate colleagues to propose patent applications.
- Issue an intellectual property e-newsletter on a regular basis in 2016 to promote the latest intellectual property knowledge of colleagues and provide information on the status of new patents in the industry.
- Start-up an electronic patent management system online in 2020 to comprehensively manage the company's patent status, including annual fee expiration status to improve the efficiency of patent maintenance.
- Established an electronic trademark management system in 2022 to manage the company's domestic and foreign trademark status, including functions such as trademark expiration email warning notifications, advanced search and management report output, to improve trademark management efficiency.
- The results of the company's intellectual property acquisition are as follows :
 As of October 1, 2024, the company had accumulated domestic and foreign patents, including 423 valid patents and 74 pending patent applications. There are a total of 16 registered valid trademarks.

Intellectual property	Patent	Applying	74
		Valid patent	423
	Trademark	Applying	0
		Valid trademark	16

Continuous improvement measures:

In addition, in recent years, the company has continued to grow and its technology has continued to innovate, and it has also faced many potential risks of intellectual property being stolen. In the future, it will strengthen intellectual property management and effectively propose contingency plans in view of the infringement of intellectual property rights for defending our company's patent rights. In addition, in order to meet semiconductor testing needs from customer and industry development trends, we strategically plan and deploy patents in multiple countries

to strengthen the protection of the company's intellectual property and maintain the company's competitiveness.