

AMICCOM Electronics Corporation (The “Company”)

Intellectual Property Management Plan

Board report date: December 25, 2024

1. Purpose

To protect advanced research and development achievements, maintain innovation capabilities, optimize competitive advantages, enhance corporate profitability, achieve operational goals, and ensure the sustainable operation of the company, our company plans to formulate an intellectual property strategy that integrates corporate operational goals with research and development resources. This strategy will establish an intellectual property management system and a protection mechanism for trade secrets, in order to maintain the maximum value and interests of the company and its shareholders.

2. Intellectual Property Management Strategy

2.1 Intellectual Property Acquisition Strategy

- (1) Analyze relevant industry patents.
- (2) Encourage colleagues to propose effective solutions to the problems encountered during the research and development process.
- (3) Establish a reward system to encourage employees to make innovative proposals.
- (4) When the innovative results of the research and development unit need to be protected, quickly confirm whether the new product design can obtain intellectual property rights protection and mitigate the risk of patent infringement.

3. Intellectual Property Maintenance and Utilization Strategies

- (1) Technology is advancing rapidly, and the life cycle of technologies and products is becoming shorter, while the statutory effective term of intellectual property rights is relatively long. The intellectual property management unit establishes an evaluation mechanism to regularly review the maintenance costs of the intellectual property owned by the company and track the revenue generated by the products protected by that intellectual property, in order to determine whether to continue maintaining or utilizing the intellectual property rights.
- (2) Each department analyzes the availability of patents in their technical fields and formulates application strategies, ranging from self-use and licensing to applying for government research and development subsidies, in order to enhance the knowledge (know-how) value of the company's patents.

4. Strategy for the Application of Silicon Intellectual Property (SIP)

The R&D design department, when developing a new chip and needing to add a new feature, can consider the possibility of directly purchasing licenses from IP vendors, in addition to independently developing the technology. This consideration takes into account the technical difficulty and development timeline, allowing for the option of not having to design everything from scratch. Researchers weigh the pros and cons of in-house production versus procurement, focusing on achieving added value with the goal of effectively reducing development costs, shortening development cycles, and improving product yield, in order to quickly launch new products to the market.

5. Intellectual Property Management System

5.1 Authority and Responsibility Organization

According to the needs of the company's organizational structure and development stage, the company has established a management policy for intellectual property rights, delineating the responsibilities of each department regarding intellectual property rights as follows:

PM: Responsible for the assessment and planning of intellectual property rights.

DSS: Responsible for the custody and maintenance of intellectual property on the workstation.

FW/SW: Responsible for the custody and maintenance of intellectual property on personal computers and jointly assess purchased intellectual property rights with PM/DS.

DS: Use the intellectual property on the workstation to jointly evaluate the purchased intellectual property with PM/FW/SW.

ADM: Responsible for formulating employee employment contracts, regulating the confidentiality and intellectual property rights that employees must adhere to.

PR: Responsible for procuring external intellectual property rights.

QA: Assistance with patent application, maintenance, and management. Maintenance of the list of externally purchased intellectual property rights. Responsible for legal-related issues and for the units responsible for patents, trademarks, and copyrights.

5.2 The management of various departments within the company is highly specialized, with senior management integrating colleagues from different departments to facilitate cross-departmental collaboration, and assisting relevant personnel in making the best decisions with a holistic perspective.

6. Protection of Trade Secrets

Trade secrets are crucial to a company's competitive advantage in research and development and design technology, and they are essential for protecting and maintaining customer trust. The company incorporates the topic of trade secret protection into the training of new employees to enhance their awareness of safeguarding confidential information. All employees are required to sign a written confidentiality agreement upon joining, ensuring that they adhere to the confidentiality obligations and responsibilities outlined in the "Employment Contract." We also periodically promote the importance of trade secret protection and information security through internal announcements, reinforcing employees' professional understanding of protecting the company's confidential information and compliance with laws, thereby reducing the risk of improper information leakage.

In addition, strict enforcement of access control and information security management measures is implemented to prevent the improper leakage of company confidential information that could harm the company's interests.

6.1 Access Control Security Management

All employees of the company are provided with access control magnetic cards, granting entry permissions based on their departmental attributes. Non-employees visiting the company must register their identity upon entry and are restricted to public areas of the building, with the requirement that they must be accompanied by a company employee at all times.

6.2 Information Security Management

All computer equipment of the company is accessed using individual employee accounts and passwords, which must be changed regularly. Each department is allocated its own physical and virtual file storage space, which is independently planned and used by the respective departments. Physical spaces must ensure proper management of keys, while virtual spaces (public computer folders) will have read and write permissions set.

7. The main activities related to the intellectual property management system in recent years are described as follows:

In 2008, the "Document Control Procedure" was established. In 2020, the revised version 2.4 was announced.

In 2008, the "Procurement Management Procedures" were established. In 2020, the revised version 4.5 was announced.

In 2010, the "Contract Management Regulations" were established. In 2014, the revised version 1.5 was announced.

In 2011, the "Patent Proposal and Reward Measures" were established.

In 2014, the "Document Retention Period and Destruction Management Regulations" were established.

In 2015, the "Patent Maintenance Management Operation Guidelines" were established.

In 2015, the "Intellectual Property Management Regulations" were established. In 2017, the revised version 1.0 was announced.

8. Reference Documents

- 1). Q2-A-03 Intellectual Property Management Regulations v0.1
- 2). Q3-Q-12 Patent Maintenance Management Operation Guideline v0.1
- 3). Patent Proposal and Reward Method v1
- 4). List of Purchased Intellectual Property Rights

Implementation Status of the Intellectual Property Management Plan for the Year 2024

I. The company is gradually establishing an intellectual property management system, with the main implementation status as follows:

1. In April and July of 2024, cybersecurity awareness emails were distributed, and department heads were enrolled in online cybersecurity training courses to enhance employees' cybersecurity awareness and ensure the company's information security is well protected.
2. During the first half of 2024, the company audited its computer operating system versions, replacing outdated systems that could not be upgraded to prevent the use of software with security vulnerabilities, thus safeguarding the company's information systems.
3. An annual review of application system data access permissions is conducted to check for abnormal account additions and ensure that unused accounts are deleted.
4. Continuously monitor the status of patent applications, with relevant records managed by responsible units.
5. All new employees in 2024 signed employment contracts, which explicitly detail confidentiality obligations and intellectual property rights agreements to ensure employees understand the importance of confidentiality and intellectual property.
6. The list of externally procured intellectual property is updated regularly based on actual annual procurement details.

II. The company's list of intellectual property and achievements.

Patents: As of December 2024, the company has accumulated a total of 21 granted patents worldwide.

Trademarks: As of December 2024, the company has a total of 3 trademark registrations in Taiwan and 6 trademark registrations in China.