

Dynamic Holding Co., Ltd.

Intellectual Property Management

1. Intellectual Property Management

Participating in the early-stage development of customer products with professional technical services is one of the company's missions which makes intellectual property management one of the company's key tasks. The company values its own intellectual property and respects the intellectual property of others (such as customers, suppliers, etc.) and prevents the occurrence of infringement or disclosure. Therefore, the company launched a conjoined-business project, which is to establish and control the knowledge management system to protect intellectual property. The company encourages employees to innovate and develop high-quality intellectual property to strengthen competitiveness and improve profitability.

The company's main business model is to participate in customers' product development and to manufacture printed circuit boards for customers, therefore, keep intellectual property related affairs confidential is our main job, followed by patents.

1) Confidentiality management:

- ◆ Access control management: Each employee of the company is provided with an access control card and is given appropriate access permissions based on departments and ranks. Non-employee personnel should fill in personal information before entering and be limited to the area of activities during the visit, and should be accompanied by company's employee at all time.
- ◆ Document management: The company uses a knowledge management system to manage internal and external documents. Appropriate reading permissions will be granted based on departments and ranks. The technical information related to customers is only allowed to be used on the project leader computer.
- ◆ Information security management: Each computer of the company must be identified and logged on by the user's account and password of an employee, and the password is changed every two months.
- ◆ Confidentiality propaganda: In addition to signing confidentiality agreements with all employees, the company also regularly reminds them of the confidentiality with a special topic to effectively establish the awareness of law-abiding and confidentiality.

2) Patent management:

- ◆ Standardization: The company establishes patent management regulations to standardize patent management. The incentives system and the implementation of education and training are used to ensure the company's research and development results.

- ◆ Proposals: All employees of the company can submit patent proposals after the internal search and evaluation. The proposals will be processed in accordance with the operating procedures after reviewing by the responsible supervisor and the approval by the R&D director or ranks above.
- ◆ Management: The company builds a patent database on the knowledge management system after the patent being applied, sets reading permissions based on departments and ranks, and manages the confidentiality of relevant information. Providing the required list according to the needs of the department/employee based on the authority and responsibility. Publishing the patent quarterly report on the company's knowledge management system homepage.
- ◆ Usage: The use of the company's patent rights can only be authorized or cross-authorized externally after the chairman's approval. If a notice of infringement dispute is received, the legal department and related departments will handle it.

2. Implementation

- 1) The achievement and list of intellectual property obtained: As of the year 2025, the company has filed a total of 147 patent applications in Taiwan and mainland China, of which 111 have been granted and are currently maintained.
- 2) Report the implementation results to the board of directors at least once a year, and report to the board of directors on December 15, 2025.