



## Sonix Technology Co., Ltd.

# Intellectual Property Management Plan

Report to the Board of Directors Date :

November 8, 2024

### Goal

Innovation is the lifeblood of business, intellectual property (IP) rights protect inventions and technological innovations. Developing robust IP strategies is not just an option but a necessity for businesses looking to thrive. We implement the IP management policy to protect our R&D achievements and innovations, strengthen competitive advantages, which in turn increase corporate profits and ensure sustainable business operation goals.

### Management

The core philosophy of our IP management is the accumulation and protection of our R&D achievements and innovations, and establishing based on the Plan-Do-Check-Action cycle and risk-based thinking. The IP Legal Department is responsible for executing the IP management of all kinds and handling IP disputes.

#### (一) Acquisition

- We integrate industry dynamics and technological trends from time to time to employees to drive R&D advancement. We establish the "Patent Application and Reward Program", through a reward system to incentivize employees to apply for patents, and combine with our patent strategy by identifying patentable technologies, conducting patent searches, that we obtain and develop, patent portfolios.
- Trademarks build brand recognition, customers associate quality and reliability with familiar brand names and logos. In conjunction with our marketing strategies, we select and register trademarks to protect our brand identity.

#### (二) Maintenance

By regularly assess and maintain IP rights that align with our business goals and market positioning, we gain a competitive edge.

#### (三) Protection

- We clearly stipulate the ownership of IP rights and confidentiality clause in employment contract, these topics are also included in employee orientation training to reinforce the protection of our IP assets. Through education and training, we deepen our employees' awareness of IP rights and confidentiality of sensitive information.
- Protecting our sensitive information through physical controls, e.g. access control,



storage security settings, and surveillance measures, etc., and monitoring the controls measures for ongoing viability to ensure the continued ability of controls measures to function as needed.

- We establish “Implement Rule of R&D information control” and “Trade Secret Management Regulation” to clearly classifying and controlling sensitive information relating to our R&D information and trade secrets, and to distribute responsibilities among different people, including separating authorization, access, and record-keeping roles to prevent errors and inappropriate actions to minimize the company's operational risks.

## **Potential Risks and Countermeasures**

(一)The IP infringement claims or IP theft risks in product development

Countermeasure: Seek professional and appropriate opinions from the IP Legal Department in mitigating these risks through comprehensive IP strategies.

(二)Lack of the understanding of IP rights and confidentiality duty, leading to IP infringement or the R&D information and the key business information leakage.

Countermeasure: Signing confidentiality agreements with all employees to protect confidential information, and raising awareness of IP rights and the confidentiality duty through orientation and periodic training sessions. With the advance of technology, we establish and update our information security systems and measures to protect our sensitive information, and our partners’ confidential information.

(三)Confusion risks during product marketing

Countermeasure: To prevent others from using similar marks in a way that could confuse customers, we establish brand recognition and customer trust during product marketing, we select and register trademarks that align with our brand identity and product marketing. We also maintain and enforcing trademark rights actively from competitor’s misusing according to trademark law.

## **Achievements**

IP management plan is a dynamic and customized roadmap designed to protect and maximize the value of a company’s intellectual assets, Well-managed IP assets can enhance a company’s valuation.

As of October 2024, we own accumulated a total of 134 patents and 26 trademarks worldwide.