

# **Intellectual property management plan of**

## **Teco Electric Group**

For intellectual property management of this company, we have made patent management and reward rules(1995),trademark management rules(1988), technology license handling rules(2003), projects and achievements management rules of research and development(1998), pioneer and creative technology research and development management rules(2003), information network usage rules(2007) and so on, we also created digital platforms included, patent reward application system, certificate copy application system, patent annual fee maintenance system, company patent search system, patent search system of different countries, trademark application system, trademark certificate copy application system, trademark effective date search system and so on to speed up intellectual property affair, patent KPI of each unit are also set(2005).

According to rules and system above, we encourage creative or improvement of every product and process, and estimate their possibility to apply, and file patent and trademark applications, get certificates, annual maintenance evaluation, so as to protect our technology and products for sale.

To continually enhance industry leading position and maintain advanced technology outcome that not easy to get, by past experience, we make intellectual property strategy that combines company operating goal and R&D resource, to build operating mode of company value by intellectual property rights, not only protect company operating freedom, but also enhance our advantages of competition, so as to increase company profits, therefore we made this management plan.

This management plan should report in the board meeting once a year to disclose intellectual property management achievements in said year.

Intellectual property management of the company as follows:

## 1. Patent protection

### i. First stage is to increase quantity:

develop company culture that cares patent rights, enact patent management rules, build digital platform and database, set patent KPI of each business unit, encourage staff to apply patents by trainings, project co-work, complete reward system.

### 2、Second stage is to increase quantity and quality:

Obtain high quality patents by continuous patent applications and raise standard of proposal examination.

### 3、Third stage is to increase quality:

According to company operating strategy and goal to analyze technology development trend to build patent map and complete portfolio so as to bargain for license internally and externally, and chance to obtain profits, invalidate or design around patents of competitors.

We will continue to follow and update relevant laws and rules, hold trainings by internal and external teachers, join relevant seminars and exhibitions nationally and internationally, join national invention contest and so on so as to increase R&D ability and patent quality of staff.

Our intellectual property management system of the company fits current company operating strategy, and continue to obtain, protect, maintain and manage intellectual property by following above systems, we will also observe risks or chances and take proper actions, plan and execute continuous improvement to ensure operations and outcome of intellectual property management system fits company expectation.

- ✦ Pioneer product developments planned by the company as follows,
- ✦ Patent portfolio planned as follows,

energy saving	PM & SRM high efficient motors, E-House, VB/VBAC	
emission reduction	EV powertrain, super high efficient medium voltage motors	
intelligent	E-ID, Mhm diagnosis system, AGV, Fleet management, intellectual retail	industrial
automatic	delicate HD bearing, robot joint system, Matrix Converter	ethernet

## 2.Trademark protection

By CIS enterprise identification policy of the company, we make trademark management rules, estimate budget of brand protection, pre-check and design different trademarks, build digital platform and database, co-work with each business unit to proceed global business portfolio, includes continuous maintain current trademarks of each categories and apply trademarks in every country for new categories/products, we also monitor and search trademarks to invalidate suspicious trademarks, with examine and control strictly, to build solid distribution/license relationship to protect our brands.

Trademark issuance and applications as follows,

Issuances		Applications	
Asia( includes middle east)	Turkey, China, Bahrain, Pakistan, Israel, Qatar, Taiwan, Iran, Indonesia, India, Saudi Arabia, Oman, UAE, Kuwait, Jordan, Hong Kong, Thailand, Malaysia, Philippines, Vietnam, Singapore, Myanmar	Asia	Japan, Iraq, Cambodia, Sri Lanka

America	Ecuador, Brazil, Paraguay, Canada, Dominican Republic, Venezuela, Argentina, United States, Colombia, Uruguay, Peru, Chile, Mexico	America	N/A
Europe	Denmark, Spain, Greece, France, Poland, Finland, Russia, United Kingdom, Norway, Benelux, Austria, Ireland, Switzerland, Sweden, Italy, Portugal, Germany, Cyprus, European Union	Europe	N/A
Oceania	Australia, New Zealand, Fiji	Oceania	N/A
Africa	Ivory Coast, Tunisia, Egypt, South Africa	Africa	Angola, Ethiopia, Nigeria, Tanzania, Uganda

### 3.Trade secret protection

i.Trade secret, not only to protect specific intellectual property asset, but also vital for this company to take the lead in technology, manufacture and customer trust.

ii.To ensure internal information management of this company complies the requirement of secrecy, economic value and reasonable confidentiality of the trade secret law, capable of enforcing its right civilly and criminally against any disclosure, this company should enact internal "trade secret management procedure", so as to protect essential secret information and asset of this company.

iii.To properly manage trade secret of this company, compliance and legal office will audit every unit once a year periodically, includes trade secrets of this company and signed NDAs that obligate to keep confidential of trade secrets of other companies. Meanwhile to review whether all trade secrets of each unit are well protected or any improvement needed, and ask audit unit to check.

## Achievements

In this company, intellectual property affair was reported in the board meeting at least once a year, last reported in 20<sup>th</sup> board meeting, 25<sup>th</sup> session, on Nov. 13<sup>th</sup>, 2020.

This company actively to start intellectual property management since 2010, recent achievements as follows,

1. 2016 - winning silver award of national invention contest.  
- held internal basic and advanced patent trainings.
2. 2017 –national top 100 patent applications and issuance company, ahead of Cheng Uei Precision, E ink Holdings, Phison Electronics, Qisda, Nanya Plastics.  
- announced “trade secret protection policy of Teco Electric Group”, to rule confidentiality, information security policy, trade secret audit and confidentiality measures.  
- held internal basic and advanced patent trainings.
3. 2018 – national top 100 patent applications and issuance company, ahead of UMC, Shihlin Electric, Panasonic, Chicony Electronics.  
- complete patent and trademark digital platform successively.  
- patent sale discussion with A company of China.
4. 2019 – national top 100 patent applications and issuance company, ahead of Powertech Technology, Shihlin Electric, Genius Electronic Optical while invention patents issued more than novelty patents, therefore increases patent value.
5. 2020 –winning silver award of national invention contest.  
  
– patent sale discussion with B company of China.

### 6. Intellectual property asset list:

#### (1)Patent:

- Until Q3 of 2020, there are 388 issued and maintained patents and 115 applications globally.

#### (2)Trademark:

- Until Q3 of 2020, there are 367 issued and maintained trademarks and 30 applications globally.