

Intellectual Property Management Plans Of CHC Healthcare Group (The “Company”)

The Company values intellectual property rights of its own and others. When doing research, introducing technology, operating and marketing, it is the Company’s first order of business to make sure there’s no intellectual property rights infringement of others.

The Company works hard to develop its own patented technology to avoid not having a clear role position or motive among competitors, upstream and downstream partners at home and abroad in the competitive market. Therefore, devoting time and effort to intellectual property is of great importance to all the missions given to the research and development team.

1. The Company’s plans, layout and training for establishing an internal system on patent are as follows:

1.1 Patent proposing system

The patent proposing form shall be designed based on the actual content in the patent application description. For example, material in a patent proposing form shall include the following five items:

- 1) Subject of the invention
- 2) Purpose of the invention
- 3) Problem to be solved through the invention
- 4) Effect achieved through the invention
- 5) Concrete means and implementation

1.2 Patent proposal review system

The Company shall choose patent proposals that meet the corporate development goals from numerous proposals to avoid wasting resources but not having benefits on the development of the Company. In the review of patent proposals, the following shall be considered:

- 1) Whether they meet the corporate development goals for short-term/mid-term/long term
- 2) Whether they can be transferred to a subject under the protection of the patent right
- 3) Whether they have commercial value (one of a kind or replaceable product/technology, technology life cycle length, authorization value, application and maintenance cost)

1.3 Patent reward system

The patent reward system shall grant different rewards according to the commercial value of the proposal, subsequent application status, etc. (Differentiated bonuses may be provided according to the types of patents approved, such as invention patent bonuses, utility model patent bonuses and design patent bonuses.) In addition, the Company may combine the patent reward system with other corporate personnel systems (such as salary, promotion, rewards and punishments, etc.) to deepen and enlarge the intensity of patent rewards.

1.4 Patent application and preparation orientation

Title of the patent	Country	Category	Preparation orientation
Intelligent sterilization process	Taiwan	Invention patent	a) Setting of electron source and design of conveyor system (including rotating device) b) Electron source loading/Dose uniformity ratio optimization from product stacking in optimal dimension c) Combination of the electron source and other devices using different sterilization methods
Radioresistance product	Taiwan	Invention patent	Strengthening plastic parts through irradiation
Application of sterility assurance technology on medical device	Taiwan	Invention patent	

2. The Company's trademark application and layout are as follows:

2.1 Trademark application

The Company's newly acquired registered trademark "CHC" is designed to show the unique character of CHC Healthcare Group of paying attention to detail and precision, and enhancing the external brand image and brand consistency.

2.2 Trademark management

Legal Affairs Department exercises unified management on trademark application and renewal, and provides relevant legal assessment and advice.

2.3 Trademark usage

Each trademark user shall use the Company's trademark on the products listed on the trademark certificate and for the business to ensure the exclusive right to use a registered trademark of the Company.

3. The Company's protective measures of trade secrets are as follows:

3.1 Employee aspect

The Company stipulates in its system and the employment contract that employees shall undertake confidentiality obligations and shall not disclose trade secrets. Violators shall bear both civil and criminal responsibility. The confidentiality obligation shall not become invalid even the employment contract is terminated. Business material, sponsored and undertaken by each unit, with commercial value for the Company's course of production, sales or operations shall be protected with appropriate confidentiality measures based on the nature of the material by relevant units. Employees are prohibited from using illegal computer application programs and shall abide by the legal restrictions set by the owner of programs and database, and shall return the corporate information, documents and other trade secrets before resignation.

3.2 External aspect

Non-disclosure agreements or contracts with confidentiality clauses shall be signed before business consultants or external professionals (such as translation agencies) are invited to participate in the confidential cases handling by each unit. Requirements of not misappropriating intellectual property rights or trade secrets of others when providing services shall also be included. If a violation causes prejudice to the Company, the mandatory shall compensate for the injury.

4. Intellectual property knowledge education and training

4.1 Comprehensive intellectual property knowledge education and training

Each new employee, regardless of department, shall receive education on basic knowledge of intellectual property and patents. Every employee is expected to come up with innovative ideas suitable for patent application and equip with ingrained concept of trade secrets protection in daily work.

4.2 Hierarchical intellectual property knowledge education and training

The Company shall conduct in-depth patent training for employees in patent, research and development related and other specific departments. For example, hiring teachers to conduct education and training on patent knowledge, patent literature search skills, patent document drafting, trademark dedicated to marketing, trade secrets protection, etc., in order to improve the practical capabilities of employees in specific departments in intellectual property. In addition, it is advised to select employees who are interested in patents for further patent education and training to build key patent talent, in expectation of driving internal patent output and serving as the communicator between internal employees in research and development department and external patent agents.

5. Short-term & mid-term corporate intellectual property development strategy formulation

5.1 Short-term strategy

The short-term goal shall focus on the Company's understanding of the intellectual property rights system and the importance of building the system, followed by the establishment of the Company's patent application system, including how to propose, what the proposal review procedure is, how to reward research and development personnel for patent application, how to cooperation with external patent agents, etc.

5.2 Mid-term strategy

The mid-term goal is to establish an integrated dynamic information platform, which includes the industry, products, market, technology, patents, legal, competitors, etc., so as to help the decision-maker grasp competitive relationship without delay and build the relationship between the industry, relevant products, specific supply chain, related technology and patents, and intellectual property rights.

The Plan shall be publicly announced and enter into force following the approval of the Chairman. The same provision applies to subsequent amendments. The Plan was enacted on Apr. 27, 2020.