

Wan Hai Lines Ltd. Intellectual Property Rights The execution results of the 2021 management plan

I. Intellectual Property Rights Management Plan

With the aim of effective management and protection of the intellectual property rights, Wan Hai Lines Ltd. and its Subsidiaries formulated the “Intellectual Property Rights Management Plan” in accordance with the “Trade Secrets Act,” “Trademark Act,” “Copyright Act,” and “Patent Act,” to serve as a guideline for the Company’s intellectual property right management, protect its own rights and interests, prevent infringing that of the others, and to deliver correct knowledge of intellectual property rights to all employees of the Company, attach great importance to innovation, and improve the competitiveness. Subsequently, the plan and the execution results are reported to the Board of Directors at least once a year.

(I) Trade Secrets Management

In order to enhance the Company and its Subsidiaries’ trade secrets management and to protect the Company’s rights and interests, the Company specifies the following in the employee work rules, employee handbooks, and employment agreement:

1. During employment and after resignation, all employees of the Company shall strictly observe professional ethics, and assume the duty of confidentiality for the business and trade secrets obtained during their employment.
2. Both during and after employment, all employees of the Company may not disclose any business secrets in any form. Otherwise, the Company may punish the employee (even to be relieved of their posts) according to relevant regulations governing awards and penalties, and the Company has the right to take legal action or claim for damages in accordance with the laws.
3. The intellectual property rights arising from all employees’ inventions, publications, documents, and other matters during employment shall be owned by the Company, and shall not be transferred out after the employees’ resignation.

(II) Trademark Management

1. Conduct analysis on the Company’s business and its locating countries and regions to ensure the legality and specificity of its trademarks and to prevent infringing that of the other companies.
2. Proactively protect the Company’s right to exclusive use of trademarks through legal remedy.
3. Prevent infringement of the Company’s trademarks by third parties to protect the Company’s right to the trademark.
4. Make adjustments to the trademark plans based on external changes including changes in the laws, and investments.

5. Update the Company's trademark registration and renewal in various countries, create digital files, and provide the information to the Finance Division for archiving.
6. The Board of Directors would carry out evaluation and inspection on the performance of the Company's trademark management, in order to ensure thorough execution of the management plan.

(III) Copyright Management

1. When publishing, the employees of the Company shall pay attention not to infringe the copyright of others. When the employees of the Company is citing others' publication, it shall be used within a reasonable range and provide the references.
2. Work equipment and computer software must be used legally, so as not to violate the Copyright Act.
3. The Company shall carry out inventory preservation on published literature, and organize intellectual property rights education training to enhance the employees' awareness of intellectual property rights.

(IV) Patent Management

The Company strategically plans its patents according to all its technology R&D plans to increase the Company's product value and profitability. When required, the Company hires external patent firms to carry out planning for application, subsequent protection, and maintenance. After obtaining the patent, the patent right belongs to the Company.

(V) Others

1. The Company has formulated the "Ethical Corporate Management Best Practice Principles" in 2018: Each department of the Company shall abide by the relevant regulations of intellectual property, the Company's internal operating procedures, and contractual provisions. Intellectual property shall not be used, disclosed, disposed of, damaged, or otherwise infringed without the consent of the owner of the intellectual property rights.
2. Ethical Corporate Management Procedures and Conduct Guidelines: Each department of the Company shall thoroughly execute the management, preservation, and confidentiality of the trade secrets, trademarks, patents, and publications, and intellectual property of the Company in order to ensure the continuity of the effectiveness of the Company's confidentiality regime.
3. The Company must include warranties against rights defects in the collaboration agreements with external suppliers, and requests counterparties to ensure that there are no matters of infringement of any third parties' patent, copyright, trade secrets, or other rights when executing the agreements.

II. Results:

- (I) The Company has submitted the report regarding intellectual property to the 10th Board Meeting of the 21st session held on December 10, 2021, and proposed improvement measures based on the Directors' suggestions.

- (II) In order to enhance the trade secrets management of the Company and its Subsidiaries and to protect the Company's interests, the Company has formulated the "Wan Hai Lines Ltd. and its Subsidiaries Regulations Governing Trade Secrets Management" on October 1, 2021.

- (III) The 2021 trademark management plan and execution results: (as of October 2021)
 - 1. A total of 168 trademarks were registered in 22 countries and regions: 12 in Taiwan, 24 in Hong Kong, 15 in two countries in East Asia, 19 in three countries in the Middle East, India, and Pakistan, 58 in seven countries in Southeast Asia, one in the EU, 39 in six countries in America.
 - 2. Trademarks in process of application: 12 are currently under review in two countries.
 - 3. Trademark renewal: In 2021, 6 renewals in one country have been completed, 18 are currently under the renewal process in two countries.

- (IV) Education training: The Company holds education training regarding ethical management, and Trade Secrets Act. The Company organized the course "Trade Secrets Act Advocacy -- Secrets Aren't to be Stolen" to raise employees' awareness and enhance their knowledge of intellectual property rights. In total, 240 participants have completed the course.