

Wan Hai Lines Ltd. and its Subsidiaries

Regulations Governing Intellectual Property Rights Management

- Article 1 The Regulations Governing Intellectual Property Rights Management (hereinafter referred to as “the Regulations”) are formulated to manage all intellectual property rights of the Company and for compliance thereto.
- Article 2 The Regulations are formulated in accordance with the Trade Secrets Act, Trademark Act, Patent Act, Copyright Act, and other laws and regulations related to intellectual property rights.
Where the Regulations are incomplete or are in contradiction with the laws, the latest laws shall prevail.
- Article 3 All employees (including that of the branch offices and subsidiaries, hereinafter referred to as “all employees”) shall comply with the Regulations.
- Article 4 Based on the respect and protection of intellectual property rights, the Company must not infringe others’ intellectual property rights when it is engaged in matters including invention, creation, publications, trade secrets, research and development, and production.
When the Company realizes or holds the evidence that a third party has infringed its intellectual property rights, the Company may take legal action against the crime in accordance with the law.
- Article 5 The intellectual property rights and other related rights arising from all employees’ inventions, publications, literature, and other matters during employment shall be owned by the Company, and shall not be transferred to any employee after resignation.
- Article 6 All units shall place the Company’s trademark on all products, services, and the Company’s business listed on the trademark registration in order to maintain its right to exclusive use of trademarks.
- Article 7 The trademark shall be in line with the reproduction of the trademark registered on the corporate identification handbook. Neither the alterations to the patterns, and colors, as well as height, width, and diameter of fonts, and the relative position and proportion of all parts in the trademarks, nor the additional words or patterns to trademark reproduction are allowed.
- Article 8 All employees shall assume the duty of confidentiality for and not disclose any documents, technologies, reports, methodologies, plans, or other information that may be used on sales or business that are classified as “secret” or above. After resignation, all employees may also not disclose any business secrets in any form, otherwise, the Company may take legal action against crimes and claim for damages in accordance with the laws.
- Article 9 When handling related business documents and archives, all units shall take appropriate confidentiality measures according to the nature and level of

importance and determine the authority level for viewing and retention periods.

- Article 10 All employees are prohibited from using programs, or software that is illegal or is against the Company's rules and regulations, and shall comply with the Company's Regulation Governing Computer Software Management.
- Article 11 If the invention, creation, or design is evaluated to be of patent value, the Company will retain attorneys to provide professional advice, then carry out applications, changes, assignment of patents, and conduct education training to strengthen all employees' awareness regarding patent right protection.
- Article 12 The Company shall carry out reasonable searching, analysis, and strategic planning of the patent rights before filing for patent registration. Before filing for a patent right, or obtaining a patent, all personnel involved in the invention, creation, or design shall assume the duty of confidentiality for the information related to the said invention, creation, or design.
- Article 13 Any employee who violates the Regulations may be punished according to the Company's work rules and relevant regulations governing awards and penalties depending on the seriousness of the violation and may face civil or criminal prosecutions.
- Article 14 The Company's intellectual property management plan and execution results shall be reported to the Board of Directors at least once a year and disclosed in the annual report and company's website.
- Article 15 The Regulations and any amendments thereafter shall become effective upon the approval by the President.
- Article 16 The Regulations were announced and came into effect on December 10, 2021.