

# Symtek Automation Asia

## Intellectual Property Management Plan

To protect research and development resources, maintain innovative energy, enhance competitive advantages, and ensure sustainable operations, our company emphasizes not only the protection of our own intellectual property (IP) but also respect for others' IP. Through proactive IP management, we encourage employees to innovate and develop high-quality intellectual properties, thereby strengthening our competitive edge and improving profitability. By carefully assessing the IP rights of others, we aim to foster collaboration opportunities, minimize infringement risks, and maximize the value and interests of SAA and its shareholders.

### I. Core Technologies of SAA:

1. Smart Factory: Intelligent automation technologies for PCB factories, combined with the Intelligent Equipment Manager (IEM) and IoT Gateway for smart data collection, enabling equipment networking and unmanned logistics handling in a smart factory.
2. Semiconductor AMHS Systems: Automated solutions for 8-inch and 12-inch wafer carriers, photomask carriers, and micro-warehouse systems, incorporating self-developed three-axis robotic arms, positioning us as the first domestic company certified and adopted by wafer fabs.
3. Integration Capabilities: Integration of automation equipment with machine vision applications, wireless communication, wireless charging, big data analysis, artificial intelligence (AI) applications, multi-axis robots, automated guided vehicles (AGVs), autonomous mobile robots (AMRs), and rail-guided vehicle (RGV) systems to construct Industry 4.0 smart factories for the manufacturing sector.
4. High-Load and Wide-Angle Three-Axis Robotic Arm Applications: Mastering critical modular technologies for enhanced technical competitiveness.
5. Modular Design Capabilities: Integration of mechanical, electrical, software, and system components to achieve low-code development, reduce redundant development, and shorten the time from design to production.

### II. Patent Application Measures:

To protect SAA's intellectual property, the following processes are applied for patent applications:

1. The inventor submits a proposal for initial review by their direct supervisor. The heads of the respective R&D units then evaluate the proposal and decide on domestic or international patent applications, which are subsequently processed through a patent firm.
2. Patent managers from the R&D units oversee the application progress. Patent firms regularly discuss with inventors to secure the most suitable patent rights aligned with SAA's strategic layout, focusing on invention (offense) and utility model (defense).
3. If a patent application is abandoned due to rejection or other factors, the decision must be made through a meeting involving the first-level supervisor and at least half of the second-level supervisors of the R&D unit.

### III. Patent Protection Measures:

1. To maintain the validity of patent rights, designated internal personnel and external patent firms closely monitor patent renewal deadlines and expiration dates. Annual reviews of the necessity for patent continuation guide timely payment of renewal fees.
2. Market information is periodically collected to monitor competitors' developments. If evidence of patent infringement is found, a comparative analysis is conducted to evaluate legal actions and safeguard patent value.
3. In case of overlapping patent rights with others, an "IP Validity Analysis" is performed to assess whether to initiate invalidation proceedings.
4. To secure the confidentiality of IP-related documents, confidentiality agreements are included in employment contracts, with additional agreements for personnel involved in significant R&D projects.

### IV. Trade Secret Protection:

Trade secrets are critical assets. To mitigate the risk of leaks that could harm SAA, the management prioritizes the following measures:

1. Personnel Management: Confidentiality clauses in employment contracts and additional agreements for project-specific personnel. Regular awareness campaigns reinforce employees' understanding of their obligations.
2. Information Security: Firewalls, antivirus software, and departmental data access permissions are in place to prevent data leaks. The IT department periodically conducts security training to combat phishing risks.
3. Partner Agreements: Confidentiality agreements are signed with clients, suppliers, and development partners to mutually protect sensitive information.

### V. Digital IP Management:

In 2023, SAA implemented a patent management system to enhance patent application and protection processes, focusing on digital and systematic IP management to strengthen defensive capabilities. Anticipated benefits include:

1. Effective Patent Strategies: Enabling managers to understand SAA's patent landscape and adapt strategies to align with product trends.
2. Increased Application Efficiency: Streamlined application processes to save time and unify management practices.
3. Cost Reduction: Preventing overlapping patent applications through a shared system, optimizing value assessment for cost-effective patent retention.
4. Innovation Utilization: Tracking and managing innovative concepts to develop patent-worthy products, enhancing corporate value.
5. Enhanced Risk Management: Systematic processes ensure compliance with regulations and readiness for infringement cases.

#### Implementation Overview:

At the end of each year, IP-related matters are reported to the board of directors, with suggestions for improvement. Since 1997, SAA has actively promoted IP management plans. Recent

achievements include:

1. Focusing on semiconductor AMHS development and smart manufacturing solutions for PCB and substrate industries. High R&D investment has resulted in continuous innovation and record-breaking revenue growth.

Unit : NT\$ Thousand ; %

Year	Consolidated R&D Expenses	Consolidated Revenue	R&D Expense Ratio
2021	314,596	4,905,620	6.41%
2022	344,616	5,761,799	5.98%
2023	340,362	5,810,295	5.86%

2. Annual training programs in patent search and application techniques for R&D personnel, supported by experienced mentors and patent firms.

3. As of October 2024, SAA has filed 389 patent applications globally, with 364 granted, achieving a 93.5% approval rate.

Global Patent Applications	Total Patent Applications	Total Patents Granted	Approval Rate
As of October 15 <sup>th</sup> , 2024	389	364	93.5%

2024 Patent Certificates As of October 15 <sup>th</sup> , 2024	New Inventions	New Utility	Total New Patents Granted
	16	11	27

Patent Certification Details	New Inventions	New Utility	Subtotal
Semiconductor AMHS System	3	10	13
PCB Smart Manufacturing	13	1	14