

## 4.7 Intellectual Property Rights Protection

### • Intellectual Property Strategy and Management System

To ensure the Company's intellectual property management, prevent infringement of the intellectual property rights of others, and strengthen the transparency and effective management of corporate governance, we periodically disclose the intellectual property management plans and implementation status that are connected to operational objectives, and report to the Board of Directors at least once a year.

A systematic intellectual property management mechanism has been established since 2021 to optimize the Company's protection of intellectual property and newly developed drugs, maintain the Company's competitive and innovative edge, and strengthen the Company's intellectual property management system. We have compiled an "Intellectual Property Management Manual", which serves as the guiding principle for intellectual property management and relevant operating procedures in accordance with the Taiwan Intellectual Property Management System, Version 2016 (TIPS). A "PDCA" cycle is employed to ensure effective operations of the intellectual property management system and realize intellectual property management policies and objectives and enhance the corporate governance framework through effective intellectual property management.

### • Intellectual Property Risks, Countermeasures, and Intellectual Property Policies

Upon assessment and analysis of those internal and external issues, stakeholders, and opportunity risks that are associated with current intellectual property management, possible leakage of R&D secrets, relevant countermeasures have been proposed and implemented to perfect the intellectual property management mechanism, reinforce employees' concept of intellectual property, and minimize the risks of IPR infringement or infringement accusations. These measures include adopting the TIPS management system and certification process, organizing employee training courses on the concept of intellectual property and trade secret protection, and scheduling training sessions on the TIPS operation system.

In consideration of internal and external issues related to long-term development needs, an intellectual property management system and an R&D process with positive cycles have been adopted, and the following intellectual property management policies formulated.

1. **Implement intellectual property management**
2. **Enhance intellectual property awareness among all employees**
3. **Implement corporate governance regulatory compliance**

### • Patent Management

Intellectual property management is carried out in accordance with the intellectual property management manual and the internal control system and the R&D cycle of the internal control system. Control the sources of intellectual property acquisition, while also truthfully recording all the process and reviewing the R&D results. Patent search and analysis and economic benefits assessment mark the first step of the R&D and patent application stage. After patent review meeting discussions, the final decision on whether or not to apply for a patent is made. At the same time, a professional patent firm will also be hired to assist in reviewing and submitting documents for intellectual property applications in order to increase the chance of patent approval. In addition, employees are encouraged to patent their inventions so as to improve the quality and value of patent rights. In the R&D process, we also carry out patent searches for relevant technologies to facilitate patent portfolio development and reduce the risk of infringement. If a submitted patent application is approved after review, the employee(s) involved will be rewarded based on the evaluation result, which is also used as a reference for employee performance appraisal. The Company's R&D achievements and leading technological position are protected through the implementation of the internal review mechanism, incentive system, intellectual property education and talent training.

### • Trade Secret Management

With respect to the protection of trade secrets, the Company enters into an "Employment Contract" with all employees. The contract specifies the ownership of intellectual property rights, confidentiality clauses and non-competition clauses. Employees' awareness of the importance of trade secret protection is raised by relevant education and training, and all the employees are reminded to protect trade secrets related to their duties and responsibilities. Regarding internal confidentiality management, we have established confidentiality management measures to control personnel, equipment, confidential documents and the workplace. The Company's internal documents are filed on the document management system and stored by level. User authority to access to these files is strictly defined. Document access must be in accordance with the document management process and is subject to approval and records shall be kept. In terms of facilities at work, internal control areas are defined to control access to confidential documents, such as access control and restrictions on the activity range for customers and visitors.

### • The Implementation Progress in 2024

Intellectual property management plans are linked to the Company's operational objectives and are carried out by the corresponding R&D units under the lead of the unit heads. Intellectual property-related affairs are reported to the Board of Directors in the fourth quarter of each year. The last report took place on November 11, 2024. The company has established confidential management measures for patents, trade secrets, and technical documents. Electronic documents are stored and managed in the document management system. Such documents are regularly inventoried and reviewed. We also track the progress of patent application examination in close cooperation with patent firms. In addition, intellectual property-related training is provided on a yearly basis to strengthen employees' awareness and understanding of intellectual property rights protection. In 2024, five new patents were granted and certificated: four covering MICRSOY Oral Solution (MS-20) in combination with immune checkpoint inhibitors (Japan, Korea, Australia, the United States) and one covering Herbiron (Vietnam). Regarding trade secrets, no major leakage incidents occurred in 2024. Since 2021, our company has implemented an intellectual property management system in accordance with Taiwan's intellectual property management regulations. We have established a systematic mechanism for managing intellectual property. In November 2024, the Company passed the re-certification audit by the Taiwan Intellectual Property Management System (TIPS) (Class A), with the validity period until December 31, 2026. The certification scope covers patents and trade secrets, thereby improving the corporate governance framework through robust intellectual property management.

**• Intellectual Property Achievements**

**Patents:** By Dec. 31, 2024, the Company has filed a total of 67 patent applications domestically and internationally. Among these, 61 patents have been granted, and 6 applications are pending (under examination).

**We have patents** in Taiwan, USA, EU, Japan, Korea, China, Indonesia, Malaysia, Singapore, Australia, Brazil, Canada, India, and the United Arab Emirates.

A total of 165 trademark applications have been filed domestically and internationally, of which 152 have been approved and 13 are pending.



**Patents**

- A total of **61** patents have been granted
- **6** patent applications are under review

**Trademarks**

- A total of **152** domestic and international
- **6** trademark applications are under review

**Microbio Global Intellectual Property Landscape**