

Intellectual Property Management Plan -2025



Intellectual Property (IP) Management Plan

- Policy

- To ensure sustainability and brand value, the Company integrates IP strategy with business goals and R&D resources. By establishing a robust operational model for protecting innovations, we strengthen our technological leadership and solidify the foundation for long-term competitive advantage.

- Objectives

- To construct a global patent landscape, rigorously protect corporate patent rights, effectively safeguard technological innovations, and bolster the Company's competitive edge in the market.

- Management Strategy

- Our strategy focuses on expanding a high-quality global IP portfolio through targeted patent mining and robust governance compliance. By integrating incentive programs, talent training, and digital management tools, we foster a systematic innovation culture. This approach, supported by rigorous internal review processes, ensures a strategic balance between the quantity and quality of our intellectual property assets.

Intellectual Property (IP) Management Plan

- Management System

- The Company maintains a TIPS-compliant intellectual property system, utilizing standardized mechanisms to govern the creation, protection, and risk management of IP assets within our daily operations.

- Risk Management

- Our R&D and IP teams collaborate on comprehensive patent analysis and FTO (Freedom to Operate) searches to prevent infringement via design-arounds or licensing. We proactively address IP challenges from third parties by working with legal counsel to develop strategic responses, seeking mutually beneficial resolutions through rational engagement.

- Improvement Mechanism

- The Company conducts regular patent mining and strategic portfolio deployment to boost IP competitiveness. We perform periodic internal audits to ensure compliance, implementing and tracking corrective actions to drive continuous system improvement.

Introduction to TIPS

- The Taiwan Intellectual Property Management System (TIPS) is a government-promoted certification system for intellectual property management.
- **Governing Authority:** Industrial Development Administration, Ministry of Economic Affairs
(Executed by the Science and Technology Law Institute, Institute for Information Industry).
- **Core:** Based on ISO management principles, emphasizing process management and institutionalized operations. **Certification Scope:** Patents, Trademarks, Trade Secrets, and Copyrights.
- **Current Status:** Nuvoton initiated implementation in 2025 and expects to obtain TIPS Patent Certification by the end of this year.

Benefits of Implementing TIPS

- **Institutionalization of Processes and Documentation and Reduction operational risks**
 - establishing full-cycle documentation and division of responsibility for R&D, application, and maintenance.
 - improving data traceability and minimizes risks associated with personnel turnover.
- **Cross-Departmental IP Management**
 - Building a comprehensive system involving R&D, Legal, HR, Procurement, and IT enhancing the organization's ability to protect and utilize IP assets.
- **Enhanced IP Awareness**
 - Using training and review systems to ensure employees understand the importance of IP protection and compliance.
 - encouraging innovation while ensuring daily regulatory adherence.

Key Implementation Items of TIPS (1/2)

1. Establish IP Policies and Objectives:

Based on the IP development strategy, consider internal and external issues as well as stakeholder needs, risks, and opportunities to set IP management policies and objectives, and continuously track the progress of implementation.

IP Development Strategy

Protect Innovation – Strengthen global protection of the company's microcontroller innovative products

Enhance Competitiveness – Continuously improve the company's IP management system to meet customer requirements for IP risk control

Support Business Goals – Reinforce the resilience of the industry supply chain

Key Implementation Items of TIPS (2/2)

2. Hold Regular Management Review Meetings

Report the progress of IP strategy implementation, audit results, and improvement plans to management.

3. Review Regulations and Operating Procedures

Ensure that policies align with actual operations and comply with TIPS requirements.

4. Implement Internal Audit Mechanism

Verify the implementation of the TIPS system to prevent non-compliance or risks

5. Report to the Board of Directors Regularly

Provide updates on the IP management program and the company's IP holdings.

IP Policies and Objectives

Stakeholders	Internal/External Issues	Opportunity /Risk	Response Measures	IP Policy	IP Objectives
Board of Directors / Shareholders	Strengthen green IP deployment	Opportunity	<ul style="list-style-type: none"> • Apply for patents related to green technologies 	<ul style="list-style-type: none"> • Expand IP deployment and improve IP quality 	Submit a total of 100 patent proposal plans, including 5 proposals for green technology patents
Employees	Purchased products infringe others' IP	Risk	<ul style="list-style-type: none"> • Require suppliers to provide non-infringement statements or sign agreements including confidentiality, IP ownership, and non-infringement guarantees, such as purchase orders or contracts 	<ul style="list-style-type: none"> • Improve IP management system 	1. Revise contract management procedures 2. Revise procurement procedures
Employees	Insufficient IP foundation and management knowledge	Risk	<ul style="list-style-type: none"> • Conduct educational training 	<ul style="list-style-type: none"> • Strengthen IP management system 	Conduct 2 IP-related educational training sessions
Employees	Improve employees' awareness of IP management	Opportunity	<ul style="list-style-type: none"> • Participate in external training to enhance employees' practical IP management capabilities 	<ul style="list-style-type: none"> • Strengthen IP management system 	Assign 2 employees to participate in TIPS (Class A) and corporate governance IP compliance training courses
Government / Investors	Improve management quality and company image	Opportunity	<ul style="list-style-type: none"> • Implement TIPS management system to improve IP management 	<ul style="list-style-type: none"> • Improve IP management system 	Submit TIPS certification application for 2025
Government / Investors	Strengthen corporate governance	Opportunity	<ul style="list-style-type: none"> • Report IP management plan implementation to the board and disclose on official website 	<ul style="list-style-type: none"> • Implement corporate governance compliance 	Disclose the execution status of the IP management plan on the official website

IP objectives execution progress (completed)

IP Objective	Execution Tasks	Required Resources	Responsible Unit	Deadline	Evaluation Method	Status
Appoint 2 staff members for TIPS IP Compliance training	Participate in the TIPS Self-Assessment Auditor training courses.	Course fees	Intellectual Property Dept.	2025/06/30	Obtain TIPS Self-Assessment Auditor certification.	Completed. Two IP Department members have obtained certification.
Conduct 2 sessions of IP-related education and training	<ol style="list-style-type: none"> 1. Organize training sessions. 2. Edit and refine teaching materials. 3. Record online courses. 4. Upload courses to LMS. 5. Assign training to members of implementation units. 	Budget for external lecturers; Training system and materials.	Human Resources Div.	2025/06/30	<ol style="list-style-type: none"> 1. Complete IP training sessions. 2. Retain all training records (materials, assessments, attendance, and follow-up records). 	Completed. Two training sessions were finished as of 6/27.
<ol style="list-style-type: none"> 1. Revise Contract Management Procedures 2. Revise Procurement Procedures 	<ol style="list-style-type: none"> 1. Revise Contract Management Procedures. 2. Inventory purchase orders and contracts to ensure IP clauses are included. 	Contract Management System	Legal Dept.	2025/07/30	<ol style="list-style-type: none"> 1. Announce updated regulations. 2. Review contract clauses with suppliers. 	Completed. Revised regulations, updated procurement system, and verified IP clauses in contracts by 7/30.
Submit 2025 TIPS Certification Application	Submit the TIPS certification application via the official online system.	Consultant fees; Certification fees.	TIPS Working Group	2025/08/29	Complete the TIPS Certification Application system entry.	Completed. Application submitted on 8/29.

IP objectives execution progress (completed)

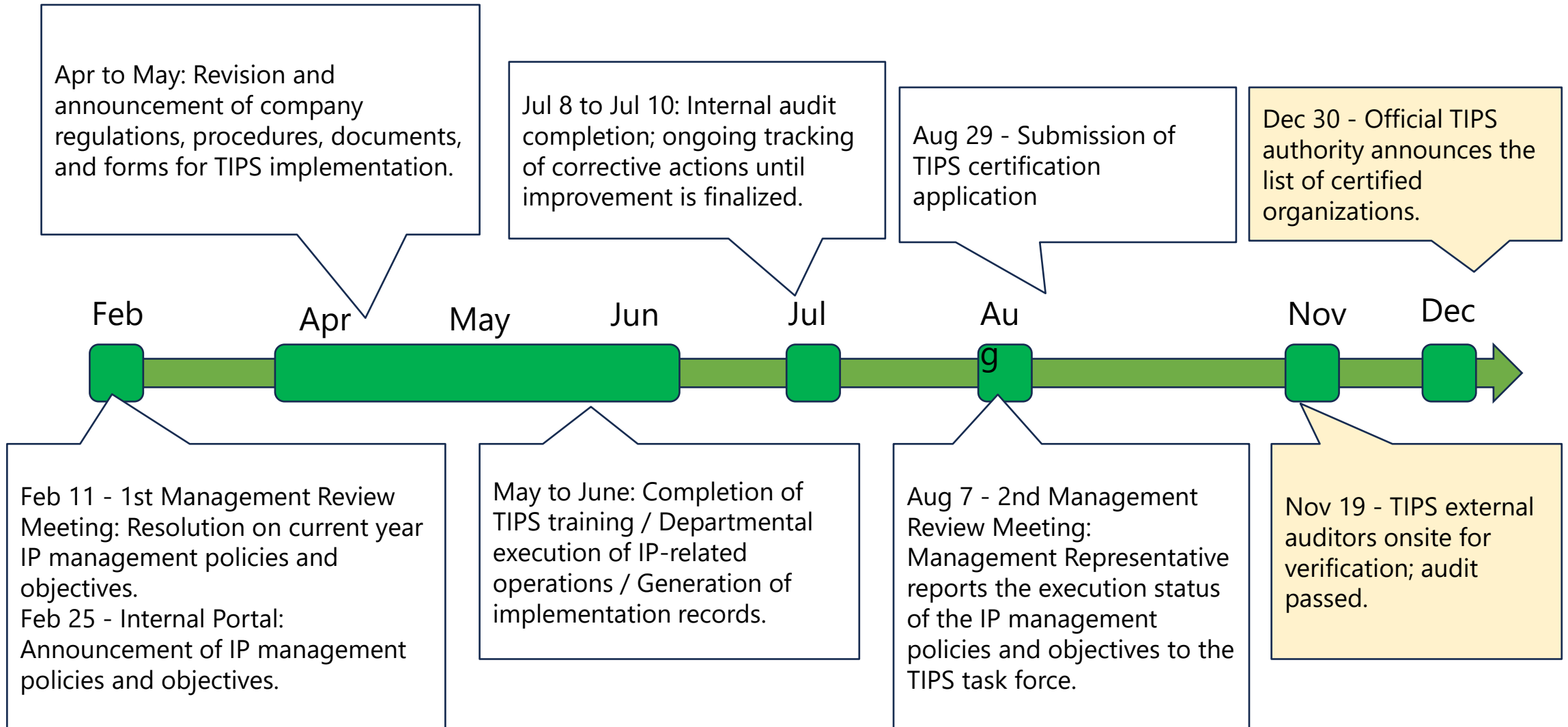
IP Objective	Execution Tasks	Required Resources	Responsible Unit	Deadline	Evaluation Method	Status
Disclose the Intellectual Property Management Plan on the official website	1. Finalize the IP Management Plan. 2. Disclose the execution status of the company's IP management on the official website.	IP Management results and records.	Intellectual Property Dept.	2025/12/31	1. Produce the IP Management Plan. 2. Successfully disclose the execution status on the official website.	Completed. Reported to the Board of Directors on 10/31 and disclosed on the official website on 12/31.
Submit 100 patent proposals, including 5 green technology patents	Convene patent brainstorming and ideation meetings.	IP Department and R&D Department.	Intellectual Property Dept.	2025/12/31	Verify the total number of patent proposals approved for application.	Patent Proposals: 100% (100/100). Green Technology: 100% (5/5).

Report to the Board of Directors

- Reported the intellectual property management plan, implementation progress, and the IP portfolio status to the 8th Board of Directors at its 3rd meeting on October 31, 2025.
- IP portfolio status
 - Cumulative Patent Filings: 3067
 - Cumulative Active Patents: 2044

*Active patents : Excluding those that have expired or been abandoned due to non-maintenance.

2025 TIPS Implementation Timeline



TIPS Level-A certification in 2025

- Nuvoton has successfully achieved TIPS Level-A certification in 2025
- Official list available at:
<https://www.tips.org.tw/body.asp?sno=BGCD>

Joy of innovation
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Thank You

Danke

Merci

ありがとう

Gracias

Kiitos

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