

## 5. Non-Infringement of Intellectual Property

Pursuant to the Non-Infringement of Intellectual Property Policy, the Board shall adopt the following guidelines.

1. Business undertakings shall be consistent with laws, regulations, and contractual obligations governing intellectual property rights.

2. Intellectual property works of the Company shall be safeguarded. Such intellectual property shall not be used or allowed to be used by outsiders without authorization.

3. The intellectual property rights of others shall be respected. The works of others shall not be infringed upon or applied to personal use except when a license has been obtained or a fee paid to the owner of the work.

4. Intellectual property of creative works produced by employees shall belong to the Company. Upon termination of employment, such intellectual property works must be returned to the Company regardless of the form in which it is stored.