

Indorama Corporation Pte. Ltd.

Intellectual Property Rights Policy

Version: 2

Effective: 05 May 2020

Scope:

This Intellectual Property Rights Policy is applicable to all employees, Board of Commissioners (wherever applicable), and Board of Directors of Indorama Corporation Pte. Ltd. and its direct and indirect subsidiaries (“**IRC Group**”). References in this document to “**Indorama**” or “**Company**” or “**We**” mean the entities of the IRC Group.

In the event that any provision contained in this policy is in conflict with the local laws, rules and regulations of any entity, and makes such provision invalid or unenforceable, then such local laws, rules and regulations will prevail. If any entity has adopted stronger practices than this policy or prevailing customs, the stronger practice shall apply.

Guidelines:

We will protect the Intellectual Property Rights (IPR) of others, as we would like them to respect ours. Intellectual property may typically take the form of copyrights, patents, trademarks or trade secrets. The formal definition, according to the World Intellectual Property Organization is “creations of the mind.” Intellectual property includes information such as inventions, creations, innovations, discoveries, and improvements generated, obtained or gathered by companies, including their patents, copyrights, trademarks, trade secrets and related confidential business information.

Our policy on intellectual property rights is to observe laws and regulations associated with them, to protect the results of intellectual activities with the rights and make extensive use of those rights, and to respect the legitimate intellectual property rights of third parties. We have a system with which to register trademarks and brands in order to protect them for our own use. We will not knowingly infringe upon the IPR of a third party, whether through the use of hardware or software for which we have acquired through purchase or hire.

Software Use:

It is our Company’s policy to use only licensed software in accordance with the terms of their license agreement. Violating a license agreement is illegal and may subject the Company to prosecution and substantial monetary penalties. porting will be taken



positively when determining disciplinary action. Also, employees who raise ethical issues should be recognized and appreciated.

Company Intellectual Property and Trade Secrets:

The general policy of the Company is that a person who creates a work privately is the author of that work, unless the work is "work made for hire." A "work made for hire" is a work prepared by an employee within the scope of his / her employment or a work specially ordered or commissioned for use as a contribution to a collective work.

The Company pays its employees for work, some of which includes creating or improving products or systems whether implemented or not.

Therefore, the company shall remain the owner of all intellectual property created by its employees and this will remain as company's property even after those employees have left the company.

Trade secrets are a part of our intellectual property and may be tangible or intangible, for example a strategy to increase work efficiency. We expect current and former employees to maintain our trade secrets.

Unless a written agreement is entered into specifying ownership or assignment of rights, the Company does not own the intellectual property rights of a commissioned work that is performed by a consultant or independent contractor.

Confidentiality:

All parties are to respect the confidentiality of our Intellectual Property including trade secrets. We reserve the right to take legal action to enforce our rights if we believe anyone has abused information or sought to gain from our property and trade secrets.

[end]