

# Intellectual Property Policy

## 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 IPR is to observe laws and regulations associated with them, to protect the results of intellectual activities with such rights and make extensive use of those rights, and to respect the legitimate IPR 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 which we have acquired through purchase or hire.

## Software Use

It is Indorama’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 relevant Indorama entity to prosecution and substantial monetary penalties. Voluntary self-reporting will be considered positively when determining disciplinary action. Also, employees who raise ethical issues should be recognized and appreciated.

## Indorama Intellectual Property and Trade Secrets

The general policy of Indorama 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.

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

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

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, Indorama does not own the IPR 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 or trade secrets.