

### **1. Objective**

This policy aims to safeguard the intellectual property created by or entrusted to LDS Rubber Tech C Pvt Ltd and to ensure ethical use, protection, and management of all forms of intellectual assets in compliance with applicable laws and contractual obligations.

### **2. Scope**

This policy applies to all employees, consultants, contractors, and third parties associated with LDS Rubber Tech C Pvt Ltd. who create, use, or access intellectual property.

### **3. Definition of Intellectual Property**

Intellectual Property includes patents, trademarks, copyrights, industrial designs, trade secrets, technical know-how, process documentation, software, and proprietary data created or used by LDS Rubber Tech C Pvt Ltd.

### **4. Ownership**

All IP created by employees during their employment, using company resources or within the scope of work, shall be the exclusive property of LDS Rubber Tech C Pvt Ltd. Third-party IP must be used only under valid licensing or agreement.

### **5. Confidentiality and Non-Disclosure**

Employees and partners must sign confidentiality and IP assignment agreements. Unauthorized disclosure, duplication, or misuse of proprietary data is strictly prohibited and subject to disciplinary/legal action.

### **6. IP Registration and Protection**

LDS Rubber Tech C Pvt Ltd shall identify, register, and protect key IP through appropriate legal channels (e.g., patents, copyrights, trademarks). The Legal/IPR Cell shall manage filings, renewals, and compliance.

### **7. Use of Third-Party IP**

Use of any third-party IP (software, publications, designs) must be legally acquired and used in accordance with licensing terms. Pirated or unlicensed materials are strictly forbidden.

**8. Infringement and Dispute Resolution**

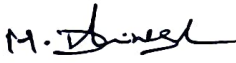

Any suspected IP infringement must be reported to the Legal/IPR Cell immediately. Legal remedies will be pursued as appropriate. Disputes related to ownership or usage will be resolved through internal investigation and/or legal counsel.

**9. Training and Awareness**

Periodic training will be conducted to educate employees on the importance of IP rights, legal compliance, and innovation protection.

**10. Review and Amendments**

This policy will be reviewed annually and updated to align with legal requirements and company strategy.

| Prepared by   | Approved by  |
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| ESG Coordinator   | Director / MD  |

