

## **Intellectual Property (IP) Policy and Management\***

Four Soft Limited (the “Company”) has efficient IP Policy and IP Management guidelines in place basically to maintain absolute clarity on IPR related issues such as ownership, rights and obligation of employees and Company, rights and obligation of customers and Company, disclosure of work/ invention, non-disclosure of confidential information, liabilities in case of misappropriation of IP or resolution of IP related disputes strategically. Four Soft adopts strong IP Management involving consistent identification of Company's intangible assets, prioritizing them according to Company's business plans, registering, exploiting and safeguarding them in order to benefit fully from IP in terms of revenue, reputation and market share.

The Company IP Portfolio involves wide range of Software Products acquired, created, redeveloped and adequately shielded under local and international laws by Four Soft, a global leader in Transportation and Logistics. The Software Products are acquired with adequate representation and warranties, whereas, created and re-developed Software Products governed by compelling and convincing employee IP policy. All SPA's, APA's, customer, vendor, partner, commercial and business contracts necessarily involves vetting by legal and domain experts as per Company's policy to avoid/minimize risks to IP base, basically created by investing substantial man years of skill, efforts and millions of dollars. Four Soft does have compelling and convincing employee IP policy is in place (with IP protection and confidential information clauses in employment contracts, employees hand-book, exit undertakings and Management Policies) to ensure (I) all employees, consultants and contractors understand that everything they design, create or innovate whilst with Four Soft belongs to or assigned to the Company forever (II) All right, title and interest in and to all Subject Ideas and Inventions, including but not limited to all registrable IP rights which may subsist therein, shall be held and owned solely by the Company and considered works made for hire (III) current or former staff and contractors prohibited from selling, disclosing, using, applying the works created for Company or Company's IP in activities competitive with Four Soft.

Four Soft Limited, Board of Directors retains the ultimate authority and decision on Company's global IP issues, whereas, corporate legal head and Chief Financial Officer directly deal, manage and update the global IP matters to Board of Directors on quarterly basis. Any and all IP and Assets pertinent global business issues (including legacy business) and its legalities necessarily require Corporate Legal Head confirmation in consensus with Chief Financial Officer followed by Board approval as appropriate. The Corporate Company Secretary is the custodian and appropriate authority to pass, circulate and maintain the record of all global board resolutions at the instructions of Chief Financial Officer, Chairman and the board of the Company. The Company's Internal Audit Team performs independent and periodic IP Audit of all legal contracts, employee IP policy including employment contracts, IP policy, IT policy, IP Portfolios, IP registrations and IP valuations among other areas as a practice and recommends the management on process improvements to safeguard and prevent misappropriation of the intangible and tangible wealth and assets the Company, if any.

Thus, all the employees and staff of Four Soft Limited (including its subsidiaries and affiliates), customers , partners , consultants , vendors and contractors having read, consent to abide by this



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Policy, its terms and process and affirm their full commitment to further strengthen the Company's IP Base. Further it's acknowledged that any act or omission in deviation of the process established by this Policy is considered not only null and void but also liable to attract stringent legal and remedial action the Company feel fit and proper in law and equity.

FOR FOUR SOFT LIMITED

By the Order of the Board

\* /// Note: - Board reserves the right to change this Policy at majority decision///